



City of Franklin

Mailing Address:
109 3rd Ave S
Franklin, TN 37064
(615) 791-3217

Meeting Agenda

Work Session

Tuesday, May 27, 2025

4:45 PM

**Williamson County
Auditorium**

MEETING LOCATION

Williamson County Auditorium
1320 West Main Street

CALL TO ORDER

CITIZEN COMMENTS

Comments on agenda items may be made in person 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 Classic Sponsored By Mercy Community Healthcare In Downtown Franklin On September 1, 2025

Sponsors: Milissa Reiersen, Monique McCullough

2. Consideration Of Event Permit For Christmas Parade Sponsored By Downtown Franklin Rotary Club On December 6, 2025

Sponsors: Milissa Reiersen, Monique McCullough

3. Consideration Of Liquor License For West Main Street Liquors, (Jody Beard, Owner/Managing Agent) 1326 West Main Street, Franklin, TN 37064

Sponsors: Angie Skarp

4. FY26 Proposed Budget Update
WS 5/13/25
Finance 5/15/25

Sponsors: Eric Stuckey, Michael Walters Young

5. Consideration Of Resolution 2025-40, A Resolution To Adopt A Position Classification Plan And Pay Plan For Employees Of The City Of Franklin, Tennessee

Sponsors: Kevin Townsel

6. Consideration Of Procurement Award To Urgent Team Management, LLC Of Nashville, Tennessee In The Total Annual Estimated Amount Of \$359,610 For Near-Site Clinic Healthcare Services For The Human Resources Department For A Term Of Award (Procurement Solicitation No. 2025-018; Contract No.

2025-0214)

Sponsors: Kevin Townsel, Tracy Harness

7. *Consideration Of COF Contract No. 2025-0166, With Gresham Smith & Partners For The Water Line Relocation Design For The Franklin Road Bridge Replacement Over The Harpeth River In The Amount Of \$75,120

Sponsors: Michelle Hatcher, Brian Goodwin, Patricia McNeese

8. *Consideration Of Amendment 5 To COF Contract No. 2020-0012, With Hazen And Sawyer For No Cost And Modifications For The Southeast Wastewater Capacity Evaluation

Sponsors: Michelle Hatcher, Chris Franklin

9. Consideration Of Amendment 2 To COF Contract No. 2019-0122, With SS-CH Franklin, LLC For Parkland Impact Fee And Construction Agreement For Aureum PUD

Sponsors: Lisa Clayton, Heather Eusebio

10. Presentation On Artificial Intelligence For Government

Sponsors: Jason Potts, Shauna Billingsley, Kevin Townsel, Brandi Arnett

OTHER BUSINESS

ADJOURN

Anyone needing accommodations due to disabilities please contact the ADA Coordinator at 615-791-3277 at least 24 hours prior to the meeting.



File #: 21-0570

DATE: May 9, 2025
TO: Board of Mayor and Aldermen
FROM: Eric Stuckey, City Administrator
Milissa Reiersen, Chief Communications Officer
Monique McCullough, Public Outreach Specialist

SUBJECT:

Consideration Of Event Permit For Franklin Classic Sponsored By Mercy Community Healthcare In Downtown Franklin On September 1, 2025

PURPOSE:

The purpose of this memorandum is to outline recommendations for the Franklin Classic sponsored by Mercy Community Healthcare in Downtown Franklin on September 1, 2025.

BACKGROUND/STAFF COMMENTS:

Mercy Community Healthcare has requested an event permit for the annual Franklin Classic Race Event on Labor Day (September 1, 2025).

The event consists of a 10K, 5K, and 1K Run/Walk and is expected to have 2,500 participants. All runs and walks begin and end on the Square. Streets around the square will close at 2:00 a.m. on September 1st. The applicant expects to be done with tear-down at approximately 12 noon.

One hundred percent of the proceeds benefit Mercy Community Healthcare.

FINANCIAL IMPACT:

The applicant is responsible for extra-duty Police Officers who work the event.

RECOMMENDATION:

Staff recommends approval of this event with the following conditions:

- Applicant shall meet with staff for walk through at least five days prior to event.
- Applicant will provide detailed map/layout to City detailing location of tents, vendors, etc. at least 30 days prior to event.

- Applicant will provide a Good Neighbor letter which will be distributed to affected neighborhoods. Applicant will also post signs in affected neighborhoods at least 7 days before event.

Risk Management:

- Applicant will provide certificate of insurance naming the City as additional insured.

Police Department:

- Applicant will hire required number of extra-duty Franklin Police Officers
- Applicant will provide volunteers to assist with event
- Applicant has requested amplification on stages located on the Square. Pursuant to Franklin Municipal Code Section 11-403(3), these are the only locations at which amplified sound will be permitted during this event.

Building & Neighborhood Services Department:

- Electrical permit will be required

Sanitation and Environmental Services Department:

- Department will provide extra roll-outs for the applicant to use.
- Applicant will return all roll-outs (full or empty) to the alley behind Mellow Mushroom
- Applicant must clean up all trash along the route at the conclusion of the run.

Water Department:

- Applicant requests water taps on hydrants on the Square.

Fire Department/EMS:

- Applicant must adhere to requirements provided by the Fire Marshal's office regarding tents, stages, and mobile food vendors

OFFICE USE

ONLY

Permit No: _____



City of Franklin Special Event Permit Application

Application is Due 90 Days Prior to Scheduled Event.

Please read application carefully and fully complete each section.

A non-refundable application fee of \$100 is due at time of filing.

Note: Filing this application does not guarantee that you request will be granted.

Please list all that apply: Athletic/Recreation

1. **Name/purpose of event:** Mercy Community Healthcare Franklin Classic

2. **Location Requested:** *(if Temporary Street Closure, list major roads to be closed):*

The Franklin Classic start line, finish line, main stage, vendors, and more will be located in Franklins Public Square. The Start line for the 10K, 5K, and 1K fun run is located in Public Square, and runners take off northbound on 3rd Avenue upon the start of their race. Runners finish by heading up West Main Street and crossing the finish line as they enter Public Square. The Square, surrounding streets and race route streets will be closed for the event. See the attached map for the three race routes- below is a list of intersections where police, volunteers, or barricades will be blocking intersections.

3rd Ave N // Bridge St
3rd Ave N // N Margin St
N Margin St // 4th Ave N
3rd Ave N // 5th Ave N
5th Ave N // Del Rio Pike
5th Ave N // Bridge St.
Independence Square Exits/ Del Rio Pike
Del Rio Pike // Magnolia Dr
Del Rio Pike // Alexander Dr
Alexander Dr // Lynn Ct
Alexander Dr // Draper Ct
Alexander Dr // Carver Ct
Alexander Dr // Westfield Dr
Westfield Dr // Fairmont Dr
Westfield Dr // Hamlet Dr
Westfield Dr // New Hwy 96 W
New Hwy 96 W // Boyd Mill Ave
Boyd Mill Ave // Jim Warren Park Entrance
Culberson Blvd // Boyd Mill Ave
Culberson Blvd/ Shawnee Dr
Culberson Blvd // Petway Street
Boyd Mill Ave // Glass Ln
Boyd Mill Ave // Buckworth Ave
Boyd Mill Ave // 11th Ave N
11th Ave N // Fair St
11th Ave N // West Main St

11th Ave N// Hwy 96 West
West Main St // 10th Ave
West Main St // 9th Ave
West Main St // 8th Ave
West Main St // 7th Ave
Columbia Ave // 7th Ave
West Main St // 6th Ave
5 Points
Main St // 4th Ave
Del Rio Pke // Del Rio Ct
Del Rio Pke // Bancroft Way
Del Rio Pike // Rizer Point
Del Rio Pke // Poplar Grove Elementary Entrance
Del Rio Pke // Carlisle Ln
Carlisle Ln // Old Charlotte Pke E
Carlisle Ln // Cornerstone Cir
Carlisle Ln // Stone Mill Ln
Carlisle Ln // New Hwy 96 W
Boyd Mill Ave // Franklin Green
Boyd Mill Ave // Horton Ln
Boyd Mill Ave // Downs Blvd
Boyd Mill Ave // Vera Valley Rd
Boyd Mill Ave // Twin Oaks Dr

3. **Date or dates of event:** 09/01/2025

4. **Start/End Times of Event:**

The first race, the 10K, will begin at 6:30 AM, but announcements will begin between 6:00 AM and 6:15 AM. The final race, the 1K Kids Fun Run, will begin at 9:00 AM. After awards and celebrations on the square, all participants will have exited the square by 11:00 and all vendors and others will be off the square by 12:30 PM.

What date/time will set-up begin? 9/1/2025 3:00 AM

What date/time will tear-down be complete? 9/1/2025 11:30 AM

**Note: Event is responsible for cost of staff required during this time (including Franklin Police Officers). Read Additional Requirements section for more information).*

5. **Time of Street Closure (if applicable):**

Streets around the square are to be closed at 2:45 AM on Labor Day, Sept. 1, 2025. Square set-up will be from 2:45 AM until 5:30 AM. All vehicles used for set-up must be off the square by 5:30 AM. Race route streets can be opened after the associated race is finished. The streets surrounding the square will remain closed until tear-down has been completed, by 11:30AM at the latest.

6. **An estimated number expected to attend during the course of the event:**

Spectators/Attendees: 2,500

Event Staff/Volunteers:150

Total:2,650

7. **Name of applicant and Organization Requesting Permit** (at least one applicant must be a resident of the City of Franklin; or the organization must be located in the City limits of Franklin): **Applicant / Organization Requesting Permit**

Raye McDonald
Mercy Community Healthcare
1113 Murfreesboro Road Suite 319
Franklin, TN 37064
P:615-814-3412
rayem@mercytn.org

Person in charge on day of event: Raye McDonald

Cell: (615) 598-1858

E-mail address: rayem@mercytn.org

Name and Cell Number of at least two others available on day of event:

Name: Adam Shelton

Cell: 901-289-3170

E-mail address: adam@s2fevents.com

Name: Beth Rattray

Cell: 765-432-3178

E-mail address: bethr@mercytn.org

8. **DETAILED description of the event** (include information regarding the appropriateness of the event for all ages. If available, include the names and descriptions of acts/performers) :

The Mercy Franklin Classic is an annual 5K, 10K, and 1K walk/run held in downtown Franklin on Labor Day each year. The 2025 Mercy Franklin Classic marks the 26th year of this family-friendly community event. In 2024, the Franklin Classic had over 2,000 participants along with their families, friends, and other spectators. Runners of all ages are encouraged to take part in this annual Labor Day tradition, and the 1K Fun Run race allows kids to have a race of their own. Located in Franklin Square, there are many vendors and fun activities for families, including food trucks, a main stage with a family-friendly DJ, a fun Kids Zone, and much more.

Participants are encouraged to park in the 4th Avenue South Garage or the 2nd Avenue Garage or to find street parking on open streets surrounding downtown. Registration and packet pick-up for those unable to pick up their items prior to the race are located on 3rd Avenue South. A check-in area for staff and volunteers is located by the former City Hall. Restrooms (approximately 30 rented porta-potties) are located across the street on 3rd Avenue South, lining the sidewalk. (See attached map for last years Franklin Square layout)

The Franklin Classic benefits Mercy Community Healthcare, a Franklin non-profit organization, delivering quality affordable healthcare to the community since 1999. Mercy provides healthcare for all ages with a focus on the underserved. This includes primary care, behavioral and mental health services like counseling and psychiatry, chronic disease management, and care coordination. Mercy assists patients in finding medical specialists and access to social services and basic needs. By offering a sliding scale, self-pay program to assist the uninsured and underinsured, Mercys staff opens their hearts to every patient and family. Mercy believes in integrated care body, mind, and spirit. They make long-term, lasting health possible for those in need.

9. **ENCLOSE A DETAILED PDF MAP** of the event site and/or route, detailing any temporary or permanent structures, street closures, parking, etc. If applicable, list the location, blocks, streets, and/or intersections in which such an event will occur.

For large-scale events, a map or maps should be obtained from the City's GIS division.

If also submitting a CAD file, please ensure that it is in DWG file format, and projected in TN State Plane NAD83

Please detail any restricted parking areas on the event map.

Event Map: [FC Course Map 2023 - cropped.jpg](#)

- 10.

Please attach a list (in PDF format) containing the names, addresses, and phone numbers of the Chairperson of the organization and all other persons involved in the management or control of the organization and/or committee.

Administrative Contact List: [Administrative Contact List 2025.docx](#)

11. **Where is your organization based?** Williamson County
12. **Is your organization authorized to do business in Tennessee?** Yes

13. **Is your organization a tax-exempt organization as described by the Internal Revenue Code Section 501(c)(3) or a not-for-profit organization?** Yes
IRS tax exemption letter: [501 \(C\) 3 letter.pdf](#)
14. **Will you charge an admission fee?** No
Average admission fee:
15. **Will you charge a vendor participation fee?** Yes
Average vendor participation fee? 500
16. **Total Estimated Revenue from vendors, ticket sales, and sponsorship to event organizer:**
17. **Will any charity, gratuity, or offers be solicited or accepted during the event?** Yes
18. **Is this event a fundraiser?** Yes
What organization will be the benefactor of event? Mercy Community Healthcare
What percentage of funds will they receive? 100
19. **Will parking in the area of the event need to be restricted or prohibited?** Yes
20. **Will any sound amplification equipment be used during the event?** Yes

21. **Applicant must also include a copy of the insurance certificate indicating coverage and listing the City of Franklin as an additional insured**

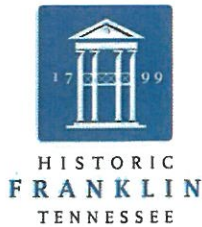
***For stages, tents, etc. constructed on site prior to the event, that date must be included on the Certificate of Insurance provided to the City of Franklin. Stages MUST be removed from the site at end of the event. ***Rented inflatables/interactives that are set up and manned by the applicant must be included specifically in the applicant's Certificate of Insurance.

If you already have your insurance certificate, please upload it now in pdf format. Otherwise, your insurance certificate will need to be submitted before your event is approved.

Insurance Certificate:

22. **What, if any, vendors will be present at event?** (i.e. medical related, shirts, arts, etc.) **Please provide detailed list.**
The Franklin Classic will host a plethora of vendors. In 2024 the Franklin Classic hosted 22 vendors on the square including fitness companies, food vendors, church partners, and more. Mercys sponsor packet for the Franklin Classic includes a variety of levels, most of which give sponsors the option to host a booth on the square. Mercy does not yet have a list of vendors for the Franklin Classic, but we will ensure to provide the list to the City of Franklin two weeks prior to the race.
23. **Will food, beverages, or merchandise be sold or given away?** Yes
Clean-up of the area is required. Please attach your clean-up and recycling plan, including name of clean-up provider with contact information for person who will be on on-site during event. See Question #26.
Clean Up Plan and Provider: [Franklin Classic cleanup plan 2025.docx](#)

24. Events under 200 participants require a \$250 refundable security deposit at the time of approval. For events over 200, a \$1000 security deposit is required upon approval. If the applicant fails to restore the property to its prior condition, then the applicant shall be responsible to the City of Franklin for any costs incurred in restoring the property after the event. Surrender of the deposit in no way relieves the applicant of the responsibility for any costs incurred by the City of Franklin in excess of the deposit. Applicant's event coordinator or representative and a City of Franklin representative will conduct a Pre-Event meeting prior to event date for Pre-Event Check List Site Review. *At the end of the event, a Post-Event Check List shall be completed by the Applicant's event coordinator, or representative, and a City of Franklin representative to re-assess the site for trash and damage, and to secure with caution tape and signage (provided by event group) any tents left for removal.* Damage deposit will be refunded after a satisfactory Post Event Check List has been completed and signed off on by both the City of Franklin and organization requesting event. **NOTE:* Events that include deep frying cooking oil operations are required to have a grease pit on-site and contract with a grease waste hauler to handle the grease waste and removal of the grease pit. A copy of this agreement shall be filed along with this application. The primary event sponsor is required to remove all cooking grease from the site immediately after the event. Illegal dumping of cooking grease will be prosecuted. *Please read Additional Requirements section of this application for more information.*
25. **Will you require a temporary water tap?** No
If yes, please list exact locations:
26. **Will alcohol, beer, and/or wine be given away or sold?** No
If yes, a permit from the relevant board is required. Please read Additional Requirements section of this application for more information.
27. **Will your event include tents or other temporary structures, propane use, or open flames?** Yes
Tents 400 sq. ft. or larger (or, if cooking operations are under the tent, 200 sq. ft. or larger) require a special inspection from the Franklin Fire Department. All tents must meet the requirements of Chapter 31 of the International Fire Code. Tents 20-ft by 20-ft or larger must have an approved label or documentation showing the tent fabric meets all flammability requirements. Tents larger than 400-SF must be inspected and approved by the fire department before the event opens. All cooking operations must be inspected and approved by the fire department before the event opens. Cooking operations will be periodically inspected throughout the event. Tents should be taken down on the date the event has ended. ***Please read the Additional Requirements section of this application for more information.***
28. **Attach Good Neighbor Letter and Mailing List used.** *Please read Additional Requirements section of this application for more information.*
Good Neighbor Letter: [Good Neighbor Letter 2025.docx](#)
Good Neighbor Letter Mailing List:



Rules and Regulations

Please Read All Attachments Before Signing Application.

- 1) I/We agree to abide by all ordinances and regulations of the City of Franklin and all State and Federal Laws.
- 2) I/We agree to abide by all conditions placed upon the event by the City Administrator and the Board of Mayor and Aldermen.
- 3) I/We do swear or affirm that all of the information given in this application is true and complete.
- 4) I/We do swear or affirm that the organization is located in the city limits of Franklin and/or one of the applicants is a resident of the City of Franklin, Tennessee.
- 5) I/We do hereby agree to assume the defense of and indemnify and save harmless the City, its mayor, aldermen, boards, commissions, officers, employees and agents, from all suits, actions, damages or claims to which the City may be subjected of any kind or nature whatsoever resulting from, caused by, arising out of or as a consequence of such event and the activities permitted in connection there with.
- 6) I/We agree to submit a certificate of insurance prior to the event in an amount determined by the City naming the City of Franklin and its employees as additional insured. The City may require the sponsor and/or vendor provide higher levels of insurance, coverage, and policies as deemed reasonable and necessary based on specific event risk factors and review by the City's insurer.
- 7) I/We agree, if holding the special event on City property, to return the site to its pre-event condition at the conclusion of the event.
- 8) I/We agree to provide a copy of the signed Event Application to any vendors, planners, and related parties associated with the event to ensure they are familiar with the guidelines set forth herein.
- 9) I/We understand and acknowledge that all vendors, acts, performers, organizers, and patrons must not violate any laws pertaining to adult entertainment as defined by Tennessee State law.
- 10) I/We understand that I/we assume the responsibility of the actions of any vendors, planners, and related parties for this event.
- 11) I/We understand that granting of Special Event Permit does not imply granting of other permits that are separately required.
- 12) The application for an event permit shall be filed not less than 90 days nor more than 364 days prior to the scheduled date of such event. Suggested filing is at least 180 days prior to scheduled event. Events should not be advertised or promoted until an event permit has been obtained from the City. Failure to file in a timely manner may result in denial of a permit.
- 13) I/We understand that event permit holders may be responsible for 100 percent of the costs incurred by the City for staff time and resources.

BY: *Andy J. Siler* CEO
(Signature and title – must be officer of organization)

Date: 4/8/25

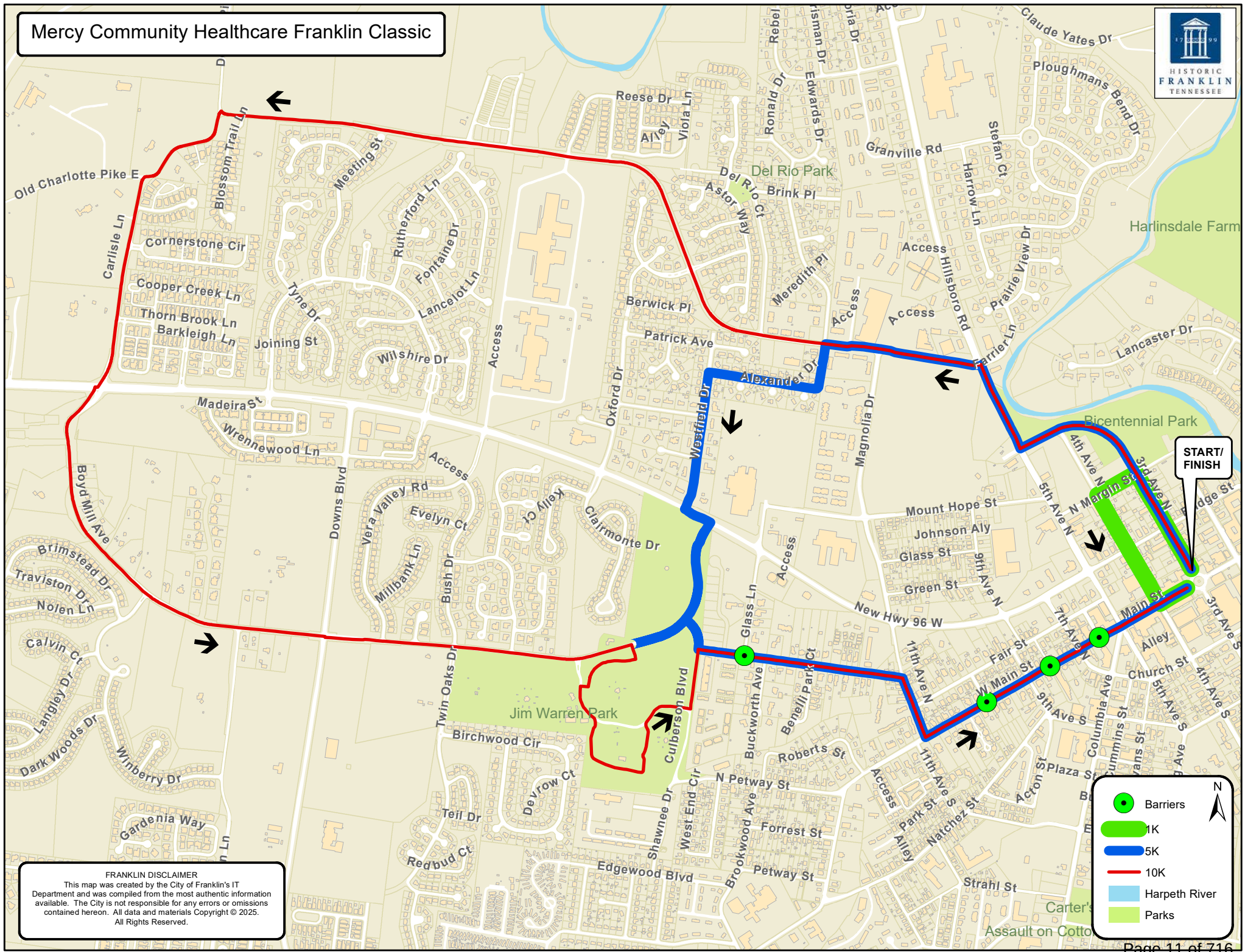
Approved by the Board of Mayor and Aldermen on _____, 20____

Dr. Ken Moore, Mayor

Eric S. Stuckey, City Administrator

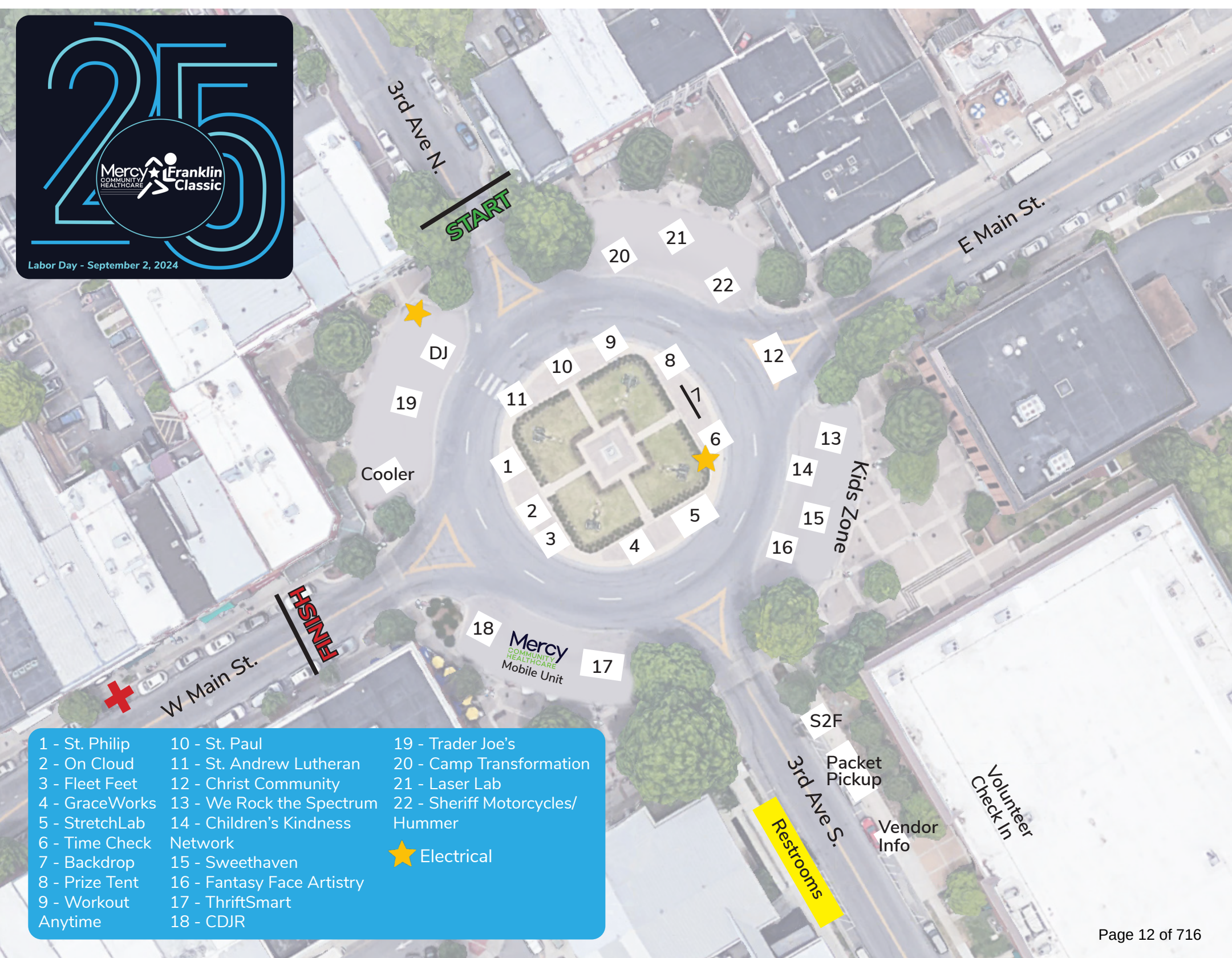
04/2024

Mercy Community Healthcare Franklin Classic



FRANKLIN DISCLAIMER
 This map was created by the City of Franklin's IT Department and was compiled from the most authentic information available. The City is not responsible for any errors or omissions contained hereon. All data and materials Copyright © 2025. All Rights Reserved.

Barriers
 1K
 5K
 10K
 Harpeth River
 Parks



- | | | |
|---------------------|----------------------------------|---------------------------------|
| 1 - St. Philip | 10 - St. Paul | 19 - Trader Joe's |
| 2 - On Cloud | 11 - St. Andrew Lutheran | 20 - Camp Transformation |
| 3 - Fleet Feet | 12 - Christ Community | 21 - Laser Lab |
| 4 - GraceWorks | 13 - We Rock the Spectrum | 22 - Sheriff Motorcycles/Hummer |
| 5 - StretchLab | 14 - Children's Kindness Network | ★ Electrical |
| 6 - Time Check | 15 - Sweethaven | |
| 7 - Backdrop | 16 - Fantasy Face Artistry | |
| 8 - Prize Tent | 17 - ThriftSmart | |
| 9 - Workout Anytime | 18 - CDJR | |

EventMercy Community Healthcare
Name:Franklin Classic



FORM C

Signature: _____

Buildings, Structures, & Power Sources

If your special event includes any of the following, you may need to obtain a permit from the Building and Neighborhood Services Department. Please check any that apply.

Building permits and/or inspections also may be required whenever deemed necessary, due to unique conditions, shoddy construction, substandard assembly or set-up, unqualified assemblers, lack of maintenance, or dilapidation of equipment, materials or systems.

All Permit applications are subject to permit fees.

If you have any questions about whether you need to apply for a permit from the Building & Neighborhood Services Department, please call 615-794-7012.



Franklin Classic Cleanup Plan 2025

In 2024, Mercy coordinated with the City of Franklin's Sanitation and Environmental Services department for waste management at the Franklin Classic. Our Facilities Maintenance Assistant, Zamir Maze, coordinated with the department, who delivered 20 trash cans behind Mellow Mushroom. Our team moved them strategically throughout the square, so runners had options to discard their trash. Trash for this event was primarily water bottles and small wrappers from snacks consumed after runners finished their races. Mercy's staff and volunteers made sure that all trash that missed the cans throughout the day was thrown away correctly.

All vendors who hosted booths were responsible for the clean-up of their booth area, but Mercy went through and made sure everything was taken down and, if need be, discarded appropriately. All garbage cans were returned to the place behind Mellow Mushroom where they were at the beginning of the race following the end of the event. The cleanup plan from 2024 worked well, and Mercy plans to utilize the same model in 2025 unless coordination with the Sanitation and Environmental services changes for this event.



Signature: _____

Sound Amplification

In accordance with Title 11 Chapter 4 of the Franklin Municipal Code (*Offenses Against the Peace and Quiet*), amplification of sound located in or within 100 feet of a residential property line which is plainly audible is prohibited between the hours of 10:00 p.m. and 7:00 a.m. Sunday through Thursday and between the hours of 11:00 p.m. and 7:00 a.m. Friday and Saturday except for special events where a special permit has been obtained from the City of Franklin authorizing such event. In the event that a special event permit has been obtained from the City of Franklin, no other amplification of sound will be permitted within the area of the special event except that which has been applied for and authorized by the city pursuant to the permit application.

Applicant/Organization: Raye McDonald - Mercy Community Healthcare

Event Name: Mercy Community Healthcare Franklin Classic

Event Date(s): 09/01/2025

1. **Time amplification equipment will be used:** From: 6:00 AM To: 10:00 AM
2. **Exact locations sound amplification equipment will be used** (*i.e. stage located on Second Avenue*). Provide map/layout if necessary.:
Around the Franklin Square

Sound Amplification Map: [2025 Amp Map.pdf](#)

3. **For what purpose will sound amplification be used?** Please list all that apply: Announcements/Speeches, DJ, Sound System
4. **Type of Amplifier:** Fixed
- 5.

Number of Amplifiers: 0

Number of Speakers: 4

Number of Performers: 1

6. **Name and Cell Number of at least two coordinators who will monitor the sound level and respond to complaints and violations:**

Name: Raye McDonald

Cell: 615-236-1565

E-Mail: rayem@mercytn.org

Name: Beth Rattray

Cell: 765-432-3178

E-Mail: bethr@mercytn.org

Authorized Signature: Raye McDonald

Date: 04/08/2025

The City of Franklin's Municipal Code (Title 11, Chapter 4) allows for exceptions to the City's noise standards for City authorized or sponsored events. However, the City retains the right to ask for a change of an event's location or time in an attempt to decrease the number of people impacted by event noise. The City may refuse a special event application based on noise complaints by neighboring businesses and residents. The City therefore encourages event-holders to work with neighbors to alleviate negative impacts wherever possible. At minimum, you should plan to point speakers away from residences.

Date: May 9, 2025
Applicant: Raye McDonald
Project Title: Mercy Community Healthcare Franklin Classic
Project Address:

Open Issues: 3
FIRE-Special Event
<u>General Issues</u>

2. Tents

kristie.thompson@franklintn.gov

Tents must meet the following requirements.

1. Pop-up vendor tents (nominal 10-feet x 10-feet) must have a minimum of 40-pounds PER LEG/POLE.
2. A site diagram showing where the tent will be on site and clearly showing fire department access routes is required. The site diagram shall also show the location of all generators and heating and cooking equipment.
3. Provide floor plan of the tent showing the layout of all furniture and fixtures and all exits.
4. Tents are located no closer than 20-feet to a building or other tent (zoning requirement; exceptions apply)
5. Tents must be properly anchored. Tents 20-feet by 20-feet and larger must be anchored in accordance with manufacturer's instructions. Staking is preferred. If staking is not possible, concrete blocks are required. Water barrels are not permitted. As a general rule-of-thumb, tents must have 5-pound to 10-pounds of anchoring per SF of tent. One 36-inch stake, properly installed, provides 800-pounds anchoring.
6. Tents 20-feet by 20-feet and larger must have at least one 5-pound ABC fire extinguisher. Extinguishers must have a current inspection tag issued by a licensed fire equipment distributor.
7. Tents 20-feet by 20-feet and larger must have a label or certificate showing that the tent fabric meets flammability standards.
8. Tents with sides are treated as buildings and must meet all the fire and life safety code requirements for buildings including exit signs, emergency lights, and adequate means of egress.
9. Pop-up tents using open flames, such as, candles, portable heaters, torches, must have one ABC fire extinguisher that is fully charged.
10. Where tents will be in use for more than three days, event sponsors must submit plans to the fire department for review and approval. Plans must contain the following:
 - a. Manufacturer's staking diagram
 - b. Manufacturer's wind restrictions

3. Vendor Tent Video

kristie.thompson@franklintn.gov

The fire department has a short video explaining fire department requirements for vendors using pop-up tents. Note: This video applies only to small pop-up style tents. This video does not cover larger tents.

Please include this link to the video in your vendor information packet.

<https://www.youtube.com/watch?v=3NwA3Uo3Jng&list=PLDC8BB691331C242B&index=2>

General Issues

1. Solid Waste Containers

bobby.sullivan@franklin.tn.gov SES can provide 20 rollouts behind mellow mushroom for this event. Please coordinate with our office staff to generate a service request for this event at 615-794-1516. Solid waste container fees are based on \$9.50 per each container with a delivery/removal fee of \$63.06 per load (15 container maximum per load). Total cost for containers, delivery, and disposal of waste is \$316.12. Thank you for the opportunity to be of service.

Staff Conditions:

Staff recommends approval of this event with the following conditions:

- Applicant shall meet with staff for walk through at least five days prior to event.
- Applicant will provide detailed map/layout to City detailing location of tents, vendors, etc. at least 30 days prior to event.
- Applicant will provide a Good Neighbor letter which will be distributed to affected neighborhoods. Applicant will also post signs in affected neighborhoods at least 7 days before event.

Risk Management:

- Applicant will provide certificate of insurance naming the City as additional insured.

Police Department:

- Applicant will hire required number of extra-duty Franklin Police Officers
- Applicant will provide volunteers to assist with event
- Applicant has requested amplification on stages located on the Square. Pursuant to Franklin Municipal Code Section 11-403(3), these are the only locations at which amplified sound will be permitted during this event.

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- Electrical permit will be required

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- Department will provide extra roll-outs for the applicant to use.
- Applicant will return all roll-outs (full or empty) to the alley behind Mellow Mushroom
- Applicant must clean up all trash along the route at the conclusion of the run.

Water Department:

- Applicant requests water taps on hydrants on the Square.

Fire Department/EMS:

- Applicant must adhere to requirements provided by the Fire Marshal's office regarding tents, stages, and mobile food vendors



File #: 21-0571

DATE: May 9, 2025
TO: Board of Mayor and Aldermen
FROM: Eric Stuckey, City Administrator
Milissa Reiersen, Chief Communications Officer
Monique McCullough, Public Outreach Specialist

SUBJECT:

Consideration Of Event Permit For Christmas Parade Sponsored By Downtown Franklin Rotary Club
On December 6, 2025

PURPOSE:

The purpose of this memorandum is to provide information to the Franklin Board of Mayor and Aldermen (BOMA) concerning recommendations for the annual Christmas Parade.

BACKGROUND/STAFF COMMENTS:

The Downtown Franklin Rotary Club submitted an application for the annual Franklin Christmas Parade. This year's parade is scheduled for December 6 and will begin at 1 p.m. Estimated attendance is 45,000.

FINANCIAL IMPACT:

The Downtown Franklin Rotary Club will pay for extra-duty police officers to work the event.

RECOMMENDATION:

The City's Special Events Advisory Team (SEAT) has reviewed the application and recommends approval with the following conditions:

- Applicant must notify affected neighborhoods of the event and street closures

Risk Management:

- Applicant will provide a certificate of insurance naming the City as an additional insured.
- Any accidents or injuries occurring during the event should be reported to City representatives immediately.
- Event organizers will notify all participants that, for safety reasons, candy cannot be thrown from floats.

Streets Department:

- Department will put out Message Boards several days prior to the event to notify motorists of closures.
- Department will put out bike barricades along Main Street for crowd control.
- Department will provide clean-up crew after the event.

Police Department:

- Applicant will hire the recommended number of extra-duty Franklin Police Officers to provide security and traffic control for the event.

Sanitation and Environmental Services Department:

- Department will provide rollout containers along the parade route.
- Applicant will provide volunteers to do clean-up after the event.

Parks Department:

- Applicant will work with Department to determine locations and rules/regulations for staging areas at Jim Warren Park.

OFFICE USE

ONLY

Permit No: _____



City of Franklin Special Event Permit Application

*Application is Due 90 Days Prior to Scheduled Event.
Please read application carefully and fully complete each section.
A non-refundable application fee of \$100 is due at time of filing.*

Note: Filing this application does not guarantee that you request will be granted.

Please list all that apply: Parade/March

1. **Name/purpose of event:** 2025 Downtown Franklin Christmas Parade sponsored by Downtown Franklin Rotary Club

2. **Location Requested:** (if Temporary Street Closure, list major roads to be closed):

Pretty much same as previous years

3. **Date or dates of event:** 12/06/2025

4. **Start/End Times of Event:**

The actual parade begins at approximately 1pm and completes around 2 hours later, 3pm

What date/time will set-up begin? 12/6/2025 8:00 AM

What date/time will tear-down be complete? 12/6/2025 5:00 PM

**Note: Event is responsible for cost of staff required during this time (including Franklin Police Officers). Read Additional Requirements section for more information).*

5. **Time of Street Closure** (if applicable):

The parade route streets will need to be closed beginning around 12pm(Noon) and remain closed until the final parade clean-up crew completes the route - approximately 4:30pm

6. **An estimated number expected to attend during the course of the event:**

Spectators/Attendees: 45,000

Event Staff/Volunteers:150

Total:45,150

7. **Name of applicant and Organization Requesting Permit** (at least one applicant must be a resident of the City of Franklin; or the organization must be located in the City limits of Franklin): **Applicant / Organization Requesting Permit**

Alan Simms

Downtown Franklin Rotary Club

119 LEWISBURG AVE

FRANKLIN, TN 37064-2883

P:214-668-2876

alansimms@live.com

Person in charge on day of event: CJ Monte

Cell: (615) 815-8923

E-mail address: cjmonte28@yahoo.com

Name and Cell Number of at least two others available on day of event:

Name: Alan Simms

Cell: (214) 668-2876

E-mail address: alansimms@live.com

Name: Sharon Thompson

Cell: (773) 505-0548

E-mail address: sharonvalek.thompson@gmail.com

8. **DETAILED description of the event** (include information regarding the appropriateness of the event for all ages. If available, include the names and descriptions of acts/performers) :
- For over 30 years, this cherished event has filled the streets of downtown Franklin with holiday cheer, bringing joy to participants and spectators alike as we gather to celebrate the season and welcome Santa Claus to town.

This parade is a tribute to the wonder and charm that makes Franklins Main Street so special during the holidays. The parade will highlight the historic beauty of our downtown while celebrating the warmth, spirit, and togetherness that define our community.

9. **ENCLOSE A DETAILED PDF MAP** of the event site and/or route, detailing any temporary or permanent structures, street closures, parking, etc. If applicable, list the location, blocks, streets, and/or intersections in which such an event will occur. *For large-scale events, a map or maps should be obtained from the City's GIS division. If also submitting a CAD file, please ensure that it is in DWG file format, and projected in TN State Plane NAD83*

Please detail any restricted parking areas on the event map.

Event Map: [DFRotary Christmas Parade Maps Final 1.pdf](#)

10. **Please attach a list (in PDF format)** containing the names, addresses, and phone numbers of the Chairperson of the organization and all other persons involved in the management or control of the organization and/or committee.

Administrative Contact List: [DFRC Officers.xlsx](#)

11. **Where is your organization based?** Williamson County
12. **Is your organization authorized to do business in Tennessee?** Yes
13. **Is your organization a tax-exempt organization as described by the Internal Revenue Code Section 501(c)(3) or a not-for-profit organization?** Yes
IRS tax exemption letter: [TN Tax Cert.pdf](#)
14. **Will you charge an admission fee?** No
Average admission fee:
15. **Will you charge a vendor participation fee?** No
Average vendor participaion fee?
16. **Total Estimated Revenue from vendors, ticket sales, and sponsorship to event organizer:**
17. **Will any charity, gratuity, or offers be solicited or accepted during the event?** No
18. **Is this event a fundraiser?** Yes
What organization will be the benefactor of event? Downtown Franklin Rotary Club
What percentage of funds will they receive? Varies
19. **Will parking in the area of the event need to be restricted or prohibited?** Yes
20. **Will any sound amplification equipment be used during the event?** Yes

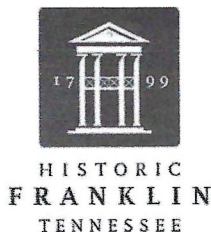
21. **Applicant must also include a copy of the insurance certificate indicating coverage and listing the City of Franklin as an additional insured**

***For stages, tents, etc. constructed on site prior to the event, that date must be included on the Certificate of Insurance provided to the City of Franklin. Stages MUST be removed from the site at end of the event. ***Rented inflatables/interactives that are set up and manned by the applicant must be included specifically in the applicant's Certificate of Insurance.

If you already have your insurance certificate, please upload it now in pdf format. Otherwise, your insurance certificate will need to be submitted before your event is approved.

Insurance Certificate:

22. **What, if any, vendors will be present at event?** (i.e. medical related, shirts, arts, etc.) **Please provide detailed list.**
None
23. **Will food, beverages, or merchandise be sold or given away?** Yes
Clean-up of the area is required. Please attach your clean-up and recycling plan, including name of clean-up provider with contact information for person who will be on on-site during event. See Question #26.
Clean Up Plan and Provider: [The Downtown Franklin Rotary Club will complete this task.docx](#)
24. Events under 200 participants require a \$250 refundable security deposit at the time of approval. For events over 200, a \$1000 security deposit is required upon approval. If the applicant fails to restore the property to its prior condition, then the applicant shall be responsible to the City of Franklin for any costs incurred in restoring the property after the event. Surrender of the deposit in no way relieves the applicant of the responsibility for any costs incurred by the City of Franklin in excess of the deposit. Applicant's event coordinator or representative and a City of Franklin representative will conduct a Pre-Event meeting prior to event date for Pre-Event Check List Site Review. *At the end of the event, a Post-Event Check List shall be completed by the Applicant's event coordinator, or representative, and a City of Franklin representative to re-assess the site for trash and damage, and to secure with caution tape and signage (provided by event group) any tents left for removal.* Damage deposit will be refunded after a satisfactory Post Event Check List has been completed and signed off on by both the City of Franklin and organization requesting event. ***NOTE:** Events that include deep frying cooking oil operations are required to have a grease pit on-site and contract with a grease waste hauler to handle the grease waste and removal of the grease pit. A copy of this agreement shall be filed along with this application. The primary event sponsor is required to remove all cooking grease from the site immediately after the event. Illegal dumping of cooking grease will be prosecuted. *Please read Additional Requirements section of this application for more information.*
25. **Will you require a temporary water tap?** No
If yes, please list exact locations:
26. **Will alcohol, beer, and/or wine be given away or sold?** No
If yes, a permit from the relevant board is required. Please read Additional Requirements section of this application for more information.
27. **Will your event include tents or other temporary structures, propane use, or open flames?** No
Tents 400 sq. ft. or larger (or, if cooking operations are under the tent, 200 sq. ft. or larger) require a special inspection from the Franklin Fire Department. All tents must meet the requirements of Chapter 31 of the International Fire Code. Tents 20-ft by 20-ft or larger must have an approved label or documentation showing the tent fabric meets all flammability requirements. Tents larger than 400-SF must be inspected and approved by the fire department before the event opens. All cooking operations must be inspected and approved by the fire department before the event opens. Cooking operations will be periodically inspected throughout the event. Tents should be taken down on the date the event has ended. **Please read the Additional Requirements section of this application for more information.**
28. **Attach Good Neighbor Letter and Mailing List used.** *Please read Additional Requirements section of this application for more information.*
Good Neighbor Letter: [The Downtown Franklin Rotary Club will complete this task.docx](#)
Good Neighbor Letter Mailing List: [The Downtown Franklin Rotary Club will complete this task.docx](#)



Rules and Regulations

Please Read All Attachments Before Signing Application.

- 1) I/We agree to abide by all ordinances and regulations of the City of Franklin and all State and Federal Laws.
- 2) I/We agree to abide by all conditions placed upon the event by the City Administrator and the Board of Mayor and Aldermen.
- 3) I/We do swear or affirm that all of the information given in this application is true and complete.
- 4) I/We do swear or affirm that the organization is located in the city limits of Franklin and/or one of the applicants is a resident of the City of Franklin, Tennessee.
- 5) I/We do hereby agree to assume the defense of and indemnify and save harmless the City, its mayor, aldermen, boards, commissions, officers, employees and agents, from all suits, actions, damages or claims to which the City may be subjected of any kind or nature whatsoever resulting from, caused by, arising out of or as a consequence of such event and the activities permitted in connection there with.
- 6) I/We agree to submit a certificate of insurance prior to the event in an amount determined by the City naming the City of Franklin and its employees as additional insured. The City may require the sponsor and/or vendor provide higher levels of insurance, coverage, and policies as deemed reasonable and necessary based on specific event risk factors and review by the City's insurer.
- 7) I/We agree, if holding the special event on City property, to return the site to its pre-event condition at the conclusion of the event.
- 8) I/We agree to provide a copy of the signed Event Application to any vendors, planners, and related parties associated with the event to ensure they are familiar with the guidelines set forth herein.
- 9) I/We understand and acknowledge that all vendors, acts, performers, organizers, and patrons must not violate any laws pertaining to adult entertainment as defined by Tennessee State law.
- 10) I/We understand that I/we assume the responsibility of the actions of any vendors, planners, and related parties for this event.
- 11) I/We understand that granting of Special Event Permit does not imply granting of other permits that are separately required.
- 12) The application for an event permit shall be filed not less than 90 days nor more than 364 days prior to the scheduled date of such event. Suggested filing is at least 180 days prior to scheduled event. Events should not be advertised or promoted until an event permit has been obtained from the City. Failure to file in a timely manner may result in denial of a permit.
- 13) I/We understand that event permit holders may be responsible for 100 percent of the costs incurred by the City for staff time and resources.

BY: Christa McClary, Downtown Franklin Rotary Date: 3/6/25
(Signature and title – must be officer of organization) President

Approved by the Board of Mayor and Aldermen on _____, 20____

Dr. Ken Moore, Mayor

Eric S. Stuckey, City Administrator



The Franklin Christmas Parade

Presented By Downtown Franklin Rotary

Parade Route

PARADE ROUTE

DISPERSION ROUTE 1 (Walking Participants)

DISPERSION ROUTE 2 (Motorized Vehicles)

DISPERSION ROUTE JOHNSON ELEMENTARY (Bands)

DISPERSION ROUTE FREEDOM INTERMEDIATE



The Franklin Christmas Parade

Presented By Downtown Franklin Rotary

Parade Staging

Staging Areas

1 Franklin Special District

2 Johnson Elem School

3 Jim Warren Park

4 Franklin Baseball Club

5 Jim Warren Baseball

6 Jim Warren Park Tennis

7 Freedom Intermediate West

8 Freedom Intermediate East

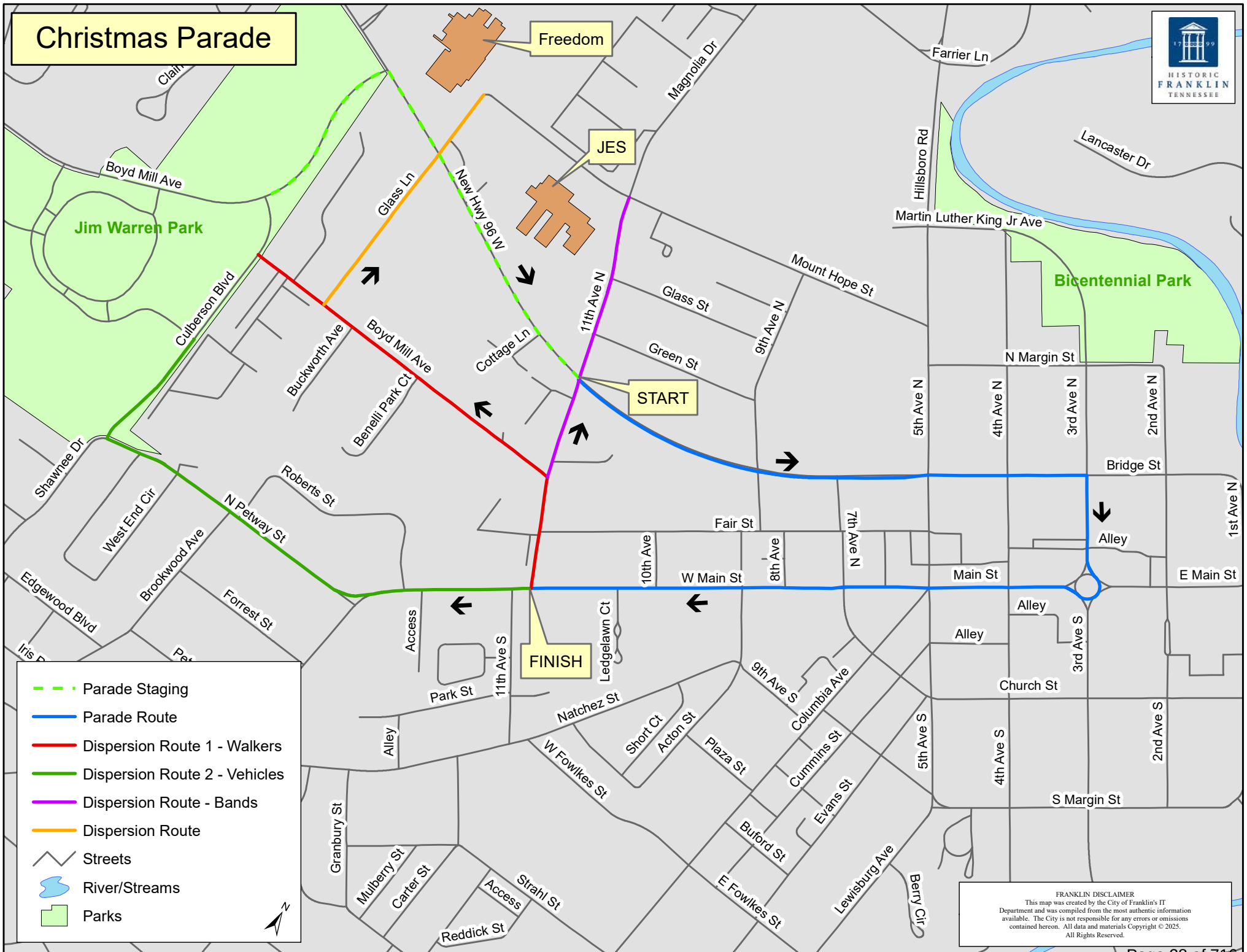
9 HWY 96 & 9th Ave Parking

10 11th Ave & HWY 96

Route to Parade

RR Rest Rooms

Christmas Parade



FRANKLIN DISCLAIMER
This map was created by the City of Franklin's IT Department and was compiled from the most authentic information available. The City is not responsible for any errors or omissions contained hereon. All data and materials Copyright © 2025. All Rights Reserved.

Event2025 Downtown Franklin
Name:Christmas Parade sponsored
by Downtown Franklin Rotary
Club



Signature: _____

Buildings, Structures, & Power Sources

If your special event includes any of the following, you may need to obtain a permit from the Building and Neighborhood Services Department. Please check any that apply.

Building permits and/or inspections also may be required whenever deemed necessary, due to unique conditions, shoddy construction, substandard assembly or set-up, unqualified assemblers, lack of maintenance, or dilapidation of equipment, materials or systems.

All Permit applications are subject to permit fees.

If you have any questions about whether you need to apply for a permit from the Building & Neighborhood Services Department, please call 615-794-7012.

Event 2025 Downtown
Name: Franklin Christmas
Parade sponsored by
Downtown Franklin
Rotary Club



FORM D

Signature: _____

Sound Amplification

In accordance with Title 11 Chapter 4 of the Franklin Municipal Code (*Offenses Against the Peace and Quiet*), amplification of sound located in or within 100 feet of a residential property line which is plainly audible is prohibited between the hours of 10:00 p.m. and 7:00 a.m. Sunday through Thursday and between the hours of 11:00 p.m. and 7:00 a.m. Friday and Saturday except for special events where a special permit has been obtained from the City of Franklin authorizing such event. In the event that a special event permit has been obtained from the City of Franklin, no other amplification of sound will be permitted within the area of the special event except that which has been applied for and authorized by the city pursuant to the permit application.

Applicant/Organization: Alan Simms - Downtown Franklin Rotary Club

Event Name: 2025 Downtown Franklin Christmas Parade sponsored by Downtown Franklin Rotary Club

Event Date(s): 12/06/2025

- Time amplification equipment will be used:** From: 12:00 PM To: 3:00 PM
- Exact locations sound amplification equipment will be used (i.e. stage located on Second Avenue). Provide map/layout if necessary.:**
We are currently still discussing whether we will use sound amplification, but I wanted to give you a heads up
If we do, it would most likely be some sort of speaker/amplification along Main Street between 3rd and 5th Avenue.

Sound Amplification Map: [Parade Route.pdf](#)

- For what purpose will sound amplification be used? Please list all that apply:** Sound System, Christmas songs
- Type of Amplifier:** Fixed, PA System
- Number of Amplifiers:** TBS **Number of Speakers:** TBD **Number of Performers:** none
- Name and Cell Number of at least two coordinators who will monitor the sound level and respond to complaints and violations:**

Name: CJ Monte	Cell: (615) 815-8923	E-Mail: cjmonte28@yahoo.com
Name: Sharon Thompson	Cell: (773) 505-0548	E-Mail: sharonvalek.thompson@gmail.com

Authorized Signature: Alan Simms

Date: 03/06/2025

The City of Franklin's Municipal Code (Title 11, Chapter 4) allows for exceptions to the City's noise standards for City authorized or sponsored events. However, the City retains the right to ask for a change of an event's location or time in an attempt to decrease the number of people impacted by event noise. The City may refuse a special event application based on noise complaints by neighboring businesses and residents. The City therefore encourages event-holders to work with neighbors to alleviate negative impacts wherever possible. At minimum, you should plan to point speakers away from residences.

Staff Conditions:

Staff recommends approval with the following conditions:

- Applicant must notify affected neighborhoods of the event and street closures

Risk Management:

- Applicant will provide certificate of insurance naming the City as additional insured.
- Any accidents or injuries occurring during the event should be reported to City representatives immediately.
- Event organizers will notify all participants that, for safety reasons, candy cannot be thrown from floats.

Streets Department:

- Department will put out Message Boards several days prior to event to notify motorists of closures.
- Department will put out bike barricades along Main Street for crowd control
- Department will provide clean-up crew for after the event.

Police Department:

- Applicant will hire the recommended number of extra-duty Franklin Police Officers to provide security and traffic control for the event.

Sanitation and Environmental Services Department:

- Department will provide rollout containers along the parade route
- Applicant will provide volunteers to do clean-up after the event

Parks Department:

- Applicant will work with Department to determine locations and rules/regulations for staging areas at Jim Warren Park.



City of Franklin

109 3rd Ave S.
Franklin, TN 37064
(615) 791-3217

File #: 21-0590

DATE: May 13, 2025
TO: Board of Mayor and Aldermen
FROM: Eric Stuckey, City Administrator
Angie Skarp, City Recorder

SUBJECT:

Consideration Of Liquor License For West Main Street Liquors, (Jody Beard, Owner/Managing Agent) 1326 West Main Street, Franklin, TN 37064

PURPOSE:

The purpose of this memorandum is to provide information to the Franklin Board of Mayor and Aldermen (BOMA) concerning the transfer in ownership of West Main Street Liquor, an existing liquor store.

BACKGROUND/STAFF COMMENTS:

A retail liquor license certificate request has been received for the location at 1326 West Main Street, Franklin, TN 37064, West Main Street Liquors. A City of Franklin Retail Certificate is required for the new owners to obtain their Tennessee ABC license. This is a transfer of an existing liquor license at an existing location to a new owner.

In accordance with policy, a background record check is being performed by the Franklin Police Department. An update on the background check will be provided when this certificate comes before the Board for approval in June. A draft certificate is attached for reference.

FINANCIAL IMPACT:

N/A

RECOMMENDATION:

Staff recommends that the Board of Mayor and Aldermen approve the retail liquor license for West Main Street Liquors if all requirements are met when the background check is complete.



HISTORIC
FRANKLIN
TENNESSEE

CERTIFICATE OF COMPLIANCE
RETAIL LIQUOR STORE

West Main Street Liquors, 1326 W Main St #110, Franklin, TN 37064

Pursuant to T.C.A. §57-3-208, the City of Franklin hereby certifies the following facts concerning application in the name of West Main Street Liquors, owned by Jody Beard (owner, managing agent), who have made application for a retailer's license to handle alcoholic beverages at 1326 W Main St #110, Franklin, TN 37064 (West Main Street Liquors), which is within the corporate limits of the City of Franklin, Williamson County, Tennessee:

1. The owner(s) who are to be in actual charge of the business have not been convicted of any violation of the laws against possession, sale, manufacture, or transportation of beer or other alcoholic beverages, or of any felony, or of any crime involving moral turpitude, within the past ten (10) years immediately preceding the date of application, and will not violate any of the provisions of Tennessee Code Annotated, Title 57, Chapter 3;
2. The applicant(s) has secured a location for the business which complies with all restrictions of local law, ordinances, or resolutions, duly adopted by the local authorities as to location.
3. The applicant has complied with local laws, ordinances, and resolutions duly adopted by the local authority regulating the number of retail licenses to be issued within the jurisdiction.

This, the 10th Day of June 2025.

Dr. Ken Moore, Mayor
City of Franklin

ATTEST: _____
Angie Skarp, City Recorder



File #: 21-0537

DATE: May 15, 2025
TO: Board of Mayor and Aldermen
FROM: Eric Stuckey, City Administrator
Michael Walters Young, Chief Budget & Performance Officer

SUBJECT:

FY26 Proposed Budget Update
WS 5/13/25
Finance 5/15/25

PURPOSE:

The purpose of this memorandum is to provide information to the Franklin Board of Mayor and Aldermen (BOMA) concerning the City Administrator's Proposed FY 2026 Operating Budget.

BACKGROUND/STAFF COMMENTS:

The Proposed FY 2026 Operating Budget was formally presented by the City Administrator to the Budget & Finance Committee on Thursday, May 15, 2025. The FY 2026 Operating Budget will be presented through three (3) readings at the May 27, June 10 (Public Hearing), and June 24 Board of Mayor and Aldermen Readings under consideration of Ordinance 2025-13. The first of those readings will be this evening.

While the process is the same this year as in past years, there are several significant differences being proposed within the operating budget. Those major differences include:

- Periodic revaluation of assessed property and its impact on the Property Tax Rate
- Proposed changes to Property Tax and Hotel/Motel Occupancy Tax Rates
- Implementation of results of the latest Market Compensation Study
- Additional Program Enhancements Requests

Of particular note is the **Invest Franklin 2.0** initiative. Every four years, the County Property Assessor conducts a reappraisal of all property in Williamson County. This process updates valuations for each property, resulting in adjusted property tax rates. This provides the City with an opportunity to review its property tax rate and structure. The **proposed property tax rate for FY26** following the reappraisal is **\$0.32 per \$100 of assessed valuation** for the following purposes:

- **\$0.2310 per \$100 of assessed valuation** – existing certified rate used for operations and debt service
- **\$0.0680 per \$100 of assessed valuation** – infrastructure investments and transportation needs

(namely) collaborating with TDOT to expand both Mack Hatcher SE and NW from two lanes to four lanes.)

- **\$0.0210 per \$100 of assessed valuation** – support City operations and service delivery for a growing community
- **Increase the Hotel Occupancy Tax by 1%** - To support Invest Franklin 2.0, the proposal is to increase the hotel tax to 5% (currently 4%). The additional 1% is projected to generate approximately \$1.2 million annually. These funds would be dedicated to enhancing City parks and other improvements that positively impact Franklin's tourism offerings. The City of Franklin last changed the Hotel Occupancy Tax in 2004.

Should the Board of Mayor and Aldermen desire to establish a different property tax rate than the City Administrator's recommendation, the first reading (this evening during consideration of Ordinance 2025-14 - Setting of the Property Tax Rate) would be the appropriate time. State law requires publishing of a notice to exceed the Certified Tax Rate two weeks prior to the public hearing on setting a property tax rate for the year. That notice was published on Thursday, May 22nd.

The Budget & Finance Committee recommended to the Board of Mayor and Alderman consideration of two different potential rates - the City Administrator's Recommendation of \$.3200/\$100 of Assessed Value, and a lower rate of \$.2900/\$100 of Assessed Value. These differential values are reflected in both Ordinance 2015-13 (Budget) and 2015-14 (Property Tax Rate) in the form of Option 1 (\$.3200) and Option 2 (\$.2900).

This item is on the agenda for the purpose of providing the BOMA additional time to review any aspect of the budget, and the budget is attached.

FINANCIAL IMPACT:

The annual operating budget consists of 15 appropriated funds, with the largest being the General Fund. Specific information will be provided during the meeting and in future Budget & Finance Committee and Board of Mayor and Aldermen meetings.

RECOMMENDATION:

There is no action required on this item.



FY2026 PROPOSED BUDGET



*Excellence Innovation Teamwork
Integrity Action-Oriented*



City of Franklin, Tennessee
FY 2026 Operating Budget

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City of Franklin, Tennessee

**Annual Operating &
Capital Equipment Budget
July 1, 2025 - June 30, 2026**

City of Franklin, Tennessee

The City of Franklin was founded on October 26, 1799. A local member of the Continental Congress and the namesake of Williamson County, Dr. Hugh Williamson, named the city after his close friend and Founding Father, Benjamin Franklin.

Franklin is located 15 miles south of Nashville and is the county seat of Williamson County. Williamson County is located in a rich agricultural area and has been the wealthiest county since before the Civil War. Laid out on a portion of a 640-acre tract owned by Revolutionary War Veteran, Major Anthony Sharpe, Franklin originally consisted of 200 lots on 109 acres. The original town plan was designed by Abram Maury, a surveyor and planter who came from Virginia in 1797.

Franklin was also the site of one of the bloodiest battles of the Civil War. On November 30, 1864, 20,000 Confederate soldiers made a series of charges over two miles of open ground. More than 8,000 Union and Confederate soldiers fell in little more than five hours.

According to the 2020 Census, the City of Franklin covers approximately 45 square miles and serves a population of 83,454. The City of Franklin is the seventh largest and one of the fastest growing municipalities in the State of Tennessee.

Today, Franklin has a robust and diversified economy. The city is known as a retail and banking center with a large commercial area on its east side that includes retail outlets, a regional mall, and several corporate headquarters, including Big Idea Productions, CKE Enterprises (Carl's Jr/Hardees), Clarcor, Community Health Systems, Ford Motor Credit, Healthways, Jackson National Life, Mars Petcare, Nissan North America and Verizon Wireless. The area is also home to a regional conference center and several major hotel chains, including Aloft, Drury Plaza Hotel, Embassy Suites, Hilton, Homewood Suites, Hyatt Place, and Marriott.

The City has won numerous awards, but none more recent and impactful as being named an All-American City in 2020 by the National Civic League. Other honors include: the National Main Street Award from the National Trust of Historic Preservation, "Number One Small Town in Tennessee", a Preserve America Community by former First Lady Laura Bush, and one of "America's Distinctive Destinations" by the National Trust for Historic Preservation. Southern Living magazine placed Franklin in the top ten "Best Small Towns" list. Business Week named Franklin the top city in Tennessee and among the top 50 nationally in terms of places to start a small business, and Money magazine has continuously ranked Franklin in its "Top 10 Best Places to Live" for the last five years. Main Street in downtown Franklin has been carefully preserved and contains many buildings from the 19th century. Additions to the Downtown area include a Judicial Center and two parking facilities which greatly increases the amount of parking available to visitors and employees.





HISTORIC
FRANKLIN
TENNESSEE

Board of Mayor & Aldermen

Dr. Ken Moore, Mayor

Patrick Baggett

Beverly Burger

Clyde Barnhill

Greg Caesar

Brandy Blanton

Ann Petersen

Matt Brown

Jason Potts

Eric Stuckey, City Administrator

Kristine Brock, Assistant City Administrator of Finance and Administration

Vernon Gerth, Assistant City Administrator of Community Development

Mark Hilty, Assistant City Administrator of Public Works

Cayce Anderson, Deputy City Recorder

Tom Marsh, Building & Neighborhood Services Director

Shauna Billingsley, City Attorney

Jason Potts, Information Technology Director

Lisa Clayton, Parks & Recreation Director

Milissa Reiersen, Chief Communications Officer

Jessica Davey, Billing & Licensing Director/City Court Clerk

Nate Ridley, Sanitation & Environmental Services Director

Jaime Ewald, Organizational Development Manager

Angie Skarp, City Recorder

Deborah Faulkner, Police Chief

Kevin Townsel, Human Resources Director

Dillon Gaster, Management Fellow

Michael Walters Young, Chief Budget & Performance Officer

Michelle Hatcher, Water Management Director

Scott Williar, Emergency Management Coordinator

Jerry Hatcher, Street Director

Brad Wilson, Project & Facilities Manager

Paul Holzen, Engineering Director/City Engineer

Margaret Wilson, Finance Director

Glenn Johnson, Fire Chief

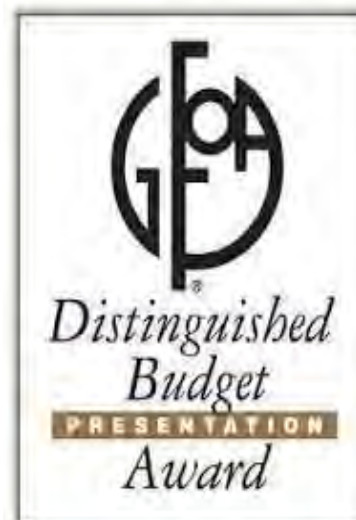
Emily Wright, Planning & Sustainability Director



Table of Contents

The Government Finance Officers Association of the United States and Canada (GFOA) has presented an award of Distinguished Presentation to the City of Franklin, Tennessee its annual budget for the fiscal year beginning July 1, 2023. In order to receive this award, a governmental unit must publish a budget document that meets program criteria as a policy document, as an operations guide, as a financial plan and as a communication device.

This award is valid for a period of one year only. We believe our current budget continues to conform to program requirements, and we are submitting it to GFOA to determine its eligibility for another award.



Introduction & History	ii
Elected Officials & Senior Leadership Team	iii
Table of Contents	iv
BUDGET MESSAGE	
Letter of Transmittal	vii
Budget Ordinance	xix
Property Tax Ordinance	xxxi
Hotel/Motel Tax Ordinance	xxxii
Water & Wastewater Resolution	xxxiii
BUDGET SUMMARY	
<u>COF Information & Organization</u>	1
Organizational Chart (City-Wide)	3
Structure of City Government	4
Profile of the City	5
Demographic Information	7
Awards & Recognitions	8
<u>Budget Planning</u>	9
Budget Preparation & Philosophy	11
Budgetary Planning Processes	12
FY 2025-26 Budget Goals	13
Basis of Budgeting & Accounting	17
Budget Calendar	17
Economic Outlook	18
<u>Fund Summary</u>	21
Budgeted Funds	23
All Funds Budget Summary	25
All Funds Revenue Summary	26
All Funds Expense Summary	27
Fund Balance Changes	29



City of Franklin, Tennessee
FY 2026 Operating Budget

Table of Contents

Fund Matrix	30
Fund Balance Levels and Reserves	31
<u>General Fund Summary</u>	33
Introduction to the General Fund	35
General Fund Budget Summary	37
General Fund Revenue Summary & Model	38
General Fund Expense Summary (By Department)	52
Local Sales Tax/Property Tax Trends by Fiscal Year	56
Property Tax Rate Summary	57
Long-Range General Fund Forecast (Five-Year)	58
<u>Personnel Changes</u>	63
Pay and Classification Plan	64
Authorized Full-Time Employees	65
Change in Authorized Personnel Positions	66
<u>Debt</u>	67
Debt Capacity & Debt Service Levels	69
Debt Service for FY 2026	69
Statement of Bonded Indebtedness for FY 2026	70
BUDGET DEPARTMENTS	
<u>Governance & Management</u>	71
Elected Officials	73
Administration	77
Budget & Performance	83
Law	87
Communications	91
<u>Public Safety</u>	95
Police	97
Drug Fund	105
Fire	107
<u>Finance & Administration</u>	113
Finance	115
Information Technology	121
Billing & Licensing	127
Municipal Court	131
Project and Facilities Management	135
Human Resources	139
<u>Community & Economic Development</u>	145
Building and Neighborhood Services	147
Planning and Sustainability	153
Engineering / Traffic Operations Center (TOC)	159
Economic Development	165
Community Development Block Grant (CDBG) Fund	169
Transit System Fund	173
<u>Public Works</u>	179



City of Franklin, Tennessee
FY 2026 Operating Budget

Table of Contents

Streets Department - Maintenance Division	181
Streets Department - Traffic Division	185
Streets Department - Fleet Maintenance Division	189
Fleet Replacement Fund	193
Stormwater Fund	195
Street Aid & Transportation Fund	201
Road Impact Fund	205
Parks & Recreation	209
Sanitation & Environmental Services Fund	215
Water & Sewer Fund	224
Emergency Management	241
<u>Other General Fund Expenditures</u>	245
General Expenses	247
Appropriations	249
Interfund Transfers	253
<u>Other Special Funds</u>	255
City Facilities Tax Fund	257
County Facilities Tax Fund	261
Hotel/Motel Tax Fund	265
Debt Service Fund	271
Parkland Dedication Fund	281
APPENDICES	285
<u>Capital</u>	287
Appendix A - Capital Summary	289
Appendix B - Capital Projects Funding FY 2025-2034 & Invest Franklin	291
Appendix C – Impacts of Capital Improvements on FY 2026 Budget	355
<u>Policies</u>	357
Appendix D – General Fund - Fund Balance Policy	359
Appendix E - Debt Management Policy	369
Appendix F - Capital Assets Policy	385
Appendix G - Investments Policy	401
<u>Operating Budget - Supplemental Information</u>	415
Appendix H - FY 2026 Program Enhancement Requests - Recommended for Funding	417
Appendix I - FY 2026 Program Enhancement Requests - BOMA Prioritization	422
Appendix J - Pay Structure	431
Appendix K - Strategic Plan	433
<u>Reference Information</u>	435
Appendix L - Expenditure Classifications	437
Appendix M - Additional Demographic & Economic Information	441
Appendix N - Glossary of Terms	443



May 9, 2025

Mayor Moore, Aldermen, and Citizens of Franklin,

Each year, the budget process allows us to invest in Franklin's future. These key decisions shape our community as we strive to be *America's finest Hometown, driven by excellence, balancing preservation and progress.*

As we consider the 2025-26 budget (FY26), our City has a unique opportunity to significantly boost infrastructure investment and enhance community services. Similar to the pivotal 2016 Invest Franklin initiative, which dedicated \$0.10 of property tax capacity to infrastructure needs and enhanced services, we have the means to address critical infrastructure needs and elevate City services. This initiative led to significant improvements in city services and facilitated hundreds of millions in infrastructure investments through the City's 10-year Capital Investment Plan (CIP), proving its value and impact on our community. Let us again seize the moment to make meaningful investments that will shape the community for years to come.

Through the updated "Invest Franklin 2.0" initiative, we will continue to advance crucial infrastructure and enhance City services. This program allows the City of Franklin to partner with the Tennessee Department of Transportation (TDOT) to expand both Mack Hatcher Southeast (from Murfreesboro Road to Columbia) and Mack Hatcher Northwest (from Hillsboro Road to New Highway 96) from two to four lanes. Enhancing the capacity and functionality of these critical corridors will significantly enhance the quality of life for our residents. Additionally, we will be able to improve City services for years to come, prioritizing the enhancement of public safety staffing, increasing public works capacity, and implementing smart technology solutions.

Every four years, the County Property Assessor conducts a reappraisal of all property in Williamson County. This process updates valuations for each property, resulting in adjusted property tax rates. This provides the City with an opportunity to review its property tax rate and structure. The proposed property tax rate for FY26 following the reappraisal is \$0.32 per \$100 of assessed valuation. The recommended budget includes both the existing property tax structure (\$0.2271 per \$100 of assessed valuation) and an additional component (\$0.0929 per \$100 of assessed valuation) aimed at funding infrastructure investments and supporting City operations. Below is a summary of the updated property tax rate and the financial support designated for Invest Franklin 2.0 (based on assumptions from the Property Assessor's information).

- **\$0.2271 per \$100 of assessed valuation** – This component is the existing base property tax rate for operations and debt service, maintaining the amount of tax dollars received for these purposes in the previous year. This funding also supports prior commitments for Invest Franklin/CIP projects.
- **\$0.0679 per \$100 of assessed valuation** – This component is allocated to infrastructure investments and transportation needs identified through Invest Franklin 2.0. The top priority for this funding will be collaborating with TDOT to expand both Mack Hatcher Southeast and Mack Hatcher Northwest from two lanes to four lanes.
- **\$0.025 per \$100 of assessed valuation** – This component is allocated to support City operations and service delivery. This allocation of property tax capacity would be the first additional property tax rate supporting City operations since 2016.
- **Increase the Hotel Occupancy Tax by 1%.** The current hotel tax is 4%. To support Invest Franklin 2.0, the proposal is to increase the hotel tax to 5%. The additional 1% which has been authorized by the State of Tennessee is projected to generate approximately \$1.2 million annually. These funds would be dedicated to enhancing City parks and other improvements that positively impact Franklin’s tourism offerings. The City of Franklin last changed the Hotel Occupancy Tax in 2004.

The City of Franklin continues to be bolstered by strong long-term financial plans and policies that provide vital financial capacity to meet both challenges and opportunities. Our best efforts will be required to meet the demands that lie ahead. The City must continue to deliver high-quality services, enhance existing infrastructure, and prepare for growth in terms of services, infrastructure, and community impact. The City of Franklin will craft a budget and action plan that is both fiscally prudent and consistent in maintaining our commitment to high-quality community service.

Budget Overview

The 2025-26 (FY26) budget for all funds is \$243.3 million, which represents a decrease of 2.7% compared to the budget for 2024-25 (FY25). The General Fund budget is \$128.1 million, which represents an increase of 9.7% compared to the FY25 budget.

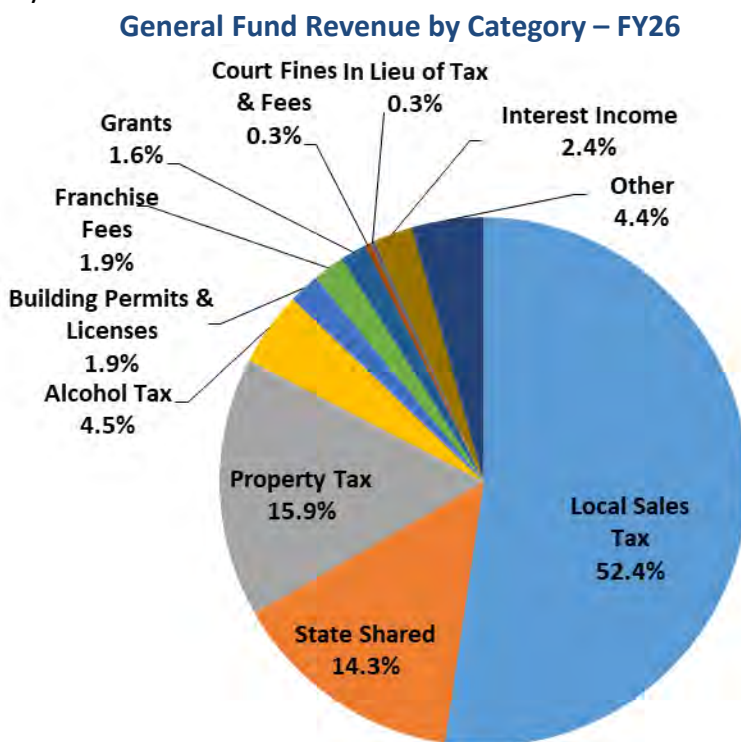
Highlights of the 2025-26 Budget

- The budget is balanced and fully complies with the Board of Mayor and Aldermen’s debt and fund reserve policies.
- Following the four-year reappraisal, the City of Franklin’s property tax rate will move to \$0.32 per \$100 of assessed valuation. This rate will include dedicated funding to invest in crucial infrastructure and enhance City services. The City of Franklin property tax rate will remain one of the lowest property tax rates in Tennessee and among the lowest of comparable cities nationally.
- The City continues to invest in its most important resource, our City team members. The FY26 budget includes the implementation of an updated compensation plan, which moves all positions to the 90th percentile market target. This action is consistent with compensation plan adjustments made for Police and Fire team members in the FY25 budget. In addition, the FY26 budget includes a general pay increase of 2.5% plus an additional performance-based pay increase of up to an additional 2.5%.

- Thanks to the Invest Franklin 2.0 initiative, the budget includes eight new positions in the General Fund including three Firefighters, three Police Officers (patrol), a Victim Support Counselor in the Police Department, and an Information Systems Developer position.
- Health insurance premiums for City team members are unchanged for FY26. Deductibles are updated for the first time in over 20 years.
- Consistent with recently developed multi-year utility rate plans, Water and Sewer rates will increase 6% and 5.7% respectively beginning January 1, 2026.
- The City's Hotel Occupancy tax is proposed to move from 4% to 5%. The additional 1% is projected to generate approximately \$1.2 million annually, which will be dedicated to enhancing City parks and other improvements that positively impact Franklin's tourism offerings.
- The budget incorporates performance measures and sustainability initiatives for every department. The connection to our updated Strategic Plan is clearly linked to performance measures and objectives throughout the budget.

General Fund Overview

Revenues. In total, General Fund revenues for FY26 are projected at \$128.1 million, an increase of 9.7% compared to the current FY25 budget of \$116.8 million. The following is a summary of revenue by category.



Sales Tax. The City's largest single revenue source continues to be sales tax. Local sales tax collections are projected to account for 52.4% of total General Fund revenue. The FY26 sales tax budget of \$67.1 million represents a projected increase of 2.6% compared to the FY25 budget. The City has experienced strong sales tax revenue in FY25 growing at 5.5%, through the first eight months of the fiscal year. While we are still projecting growth, there is some economic uncertainty on the horizon. As a result, the City is

assuming modest growth in sales tax for FY26. This conservative assumption is an added protection against an economic downturn.

Property Tax. The second largest revenue source for the City's General Fund is property tax, which accounts for 15.9% of General Fund resources. The amount of property tax revenue going to General Fund operations for FY26 is \$20.4 million, compared to \$13.8 million budgeted in FY25. The significant increase in property tax revenue is due to the Invest Franklin 2.0 initiative which will dedicate \$.0679 of additional property tax rate capacity to the City's capital investment program (specifically the widening of southeast and northwest Mack Hatcher in partnership with the State of Tennessee) and provide \$.025 for additional support of City operations. The General Fund portion of property tax revenue (\$20.4 million) is the result of the total property tax of \$35.3 million minus \$13.74 million in transfer to the Debt Service Fund for General Fund debt obligations and \$1.18 million transferred to the Street Aid Fund.

State Shared Revenue. The third largest category of revenue, state shared revenue, accounts for 14.3% of total General Fund revenue and is projected to be \$18.4 million for FY26, which is an increase of 9.5% compared to the FY25 budget. State of Tennessee law will change effective July 1, 2025 to provide for an annual adjustment to community's projected population to adjust for growth and the corresponding allocation of state shared tax revenue. This new law will eliminate the need for special census efforts going forward to update populations for growing communities like Franklin.

Alcohol Taxes. Local governments in Tennessee receive wholesale beer/liquor taxes from distributors and privilege taxes from local businesses that serve liquor by the drink. For the FY26 budget year, these various alcohol taxes are projected to generate \$5.8 million, accounting for 4.5% of General Fund revenue. The projected FY26 revenue is a slight decrease (1.1%) compared to the FY25 budget.

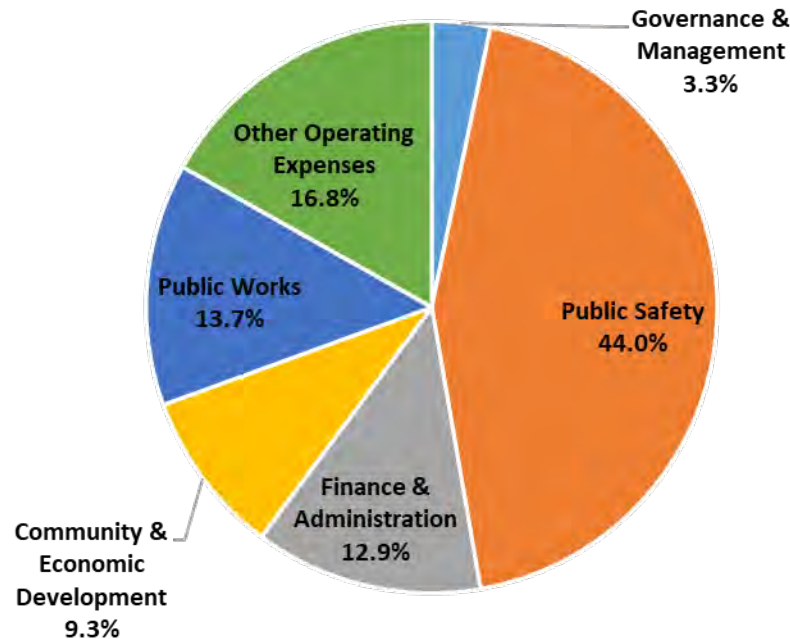
Franchise Fees. The collection of franchise fees from cable and gas utility providers accounts for 1.9% of General Fund revenue. For FY26, \$2.46 million is projected in franchise fees, which is flat compared to FY25.

Building Permits and Licenses. The budget incorporates an assumption that the pace of development will remain relatively steady with a slight increase in activity in the coming year. The budget for building permit and license fees revenue is projected at \$2.4 million for FY26, an increase of 6.7% compared to FY25. These fees allow the City to recover the costs associated with providing construction-related services. Building permit and license revenue accounts for 1.9% of the General Fund revenue.

Other Revenues. Other revenue categories of note include grants, municipal court fines/fees, and interest income. Grant revenue is projected at \$2.1 million in FY26. Court fines/fees are projected at \$435,000 in FY26. Interest income is conservatively projected at \$3 million in the FY26 budget, a decrease compared to FY25. All other revenues in these categories are projected to be relatively stable compared to prior years.

Expenditures. As described above, the total available resources within the General Fund is \$128.1 million for FY26. The following chart displays a summary of expenditures within the proposed budget by service area. Public safety remains the largest expenditure in the City's General Fund, representing 44% of the total budget.

General Fund Expenditures by Major Service Area – FY26

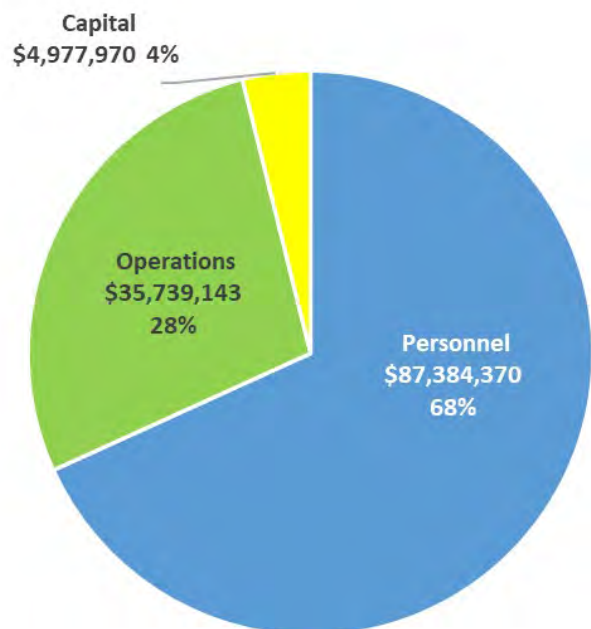


Employee Earnings and Benefits. The cost of wages and benefits for City team members (employees) accounts for 68% of the City's General Fund budget. Overall, employment-related costs are projected at \$87.4 million, a 6.1% increase compared to the current budget of \$82.4 million. A pay increase for City team members will be effective the first pay period of July 2025. The approved budget includes a general pay increase of 2.5% plus an additional performance-based pay increase of up to an additional 2.5%.

General Fund Expenditures by Major Category – FY26

The FY26 budget includes the implementation of an updated compensation plan, which moves all positions to the 90th percentile market target. This action is consistent with compensation plan adjustments made for Police and Fire team members in the FY25 budget.

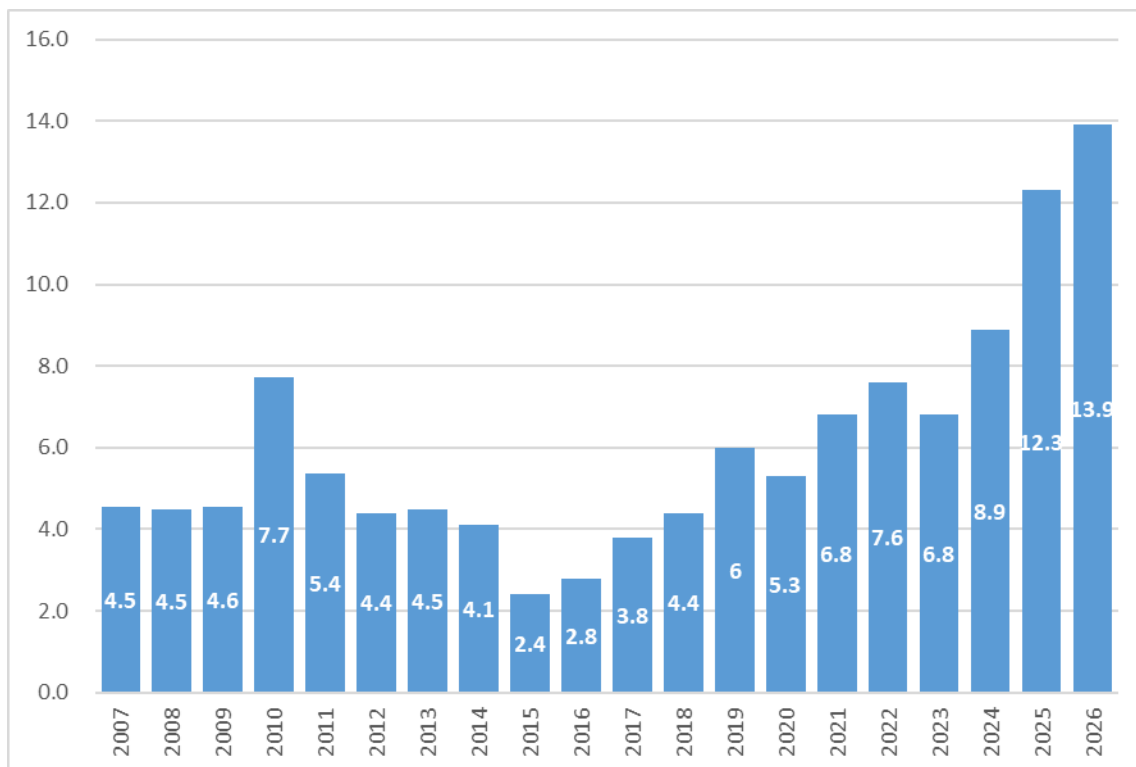
Position Vacancies. Again, this year, the budget includes a turnover factor of 3.5% that is applied to budgeted wages and salaries. This method anticipates there will be some employee turnover during the year that will result in budgetary savings. By conservatively estimating this amount, the City can apply budget dollars to other non-



personnel components of the budget. The City’s actual vacancy experience over the past several years has been approximately 6%. While conservative compared to recent experience, the 3.5% turnover factor employed in the budget will continue to be monitored closely.

Pension Expense. The City’s single employer Defined Benefit Pension Plan (the “Closed Plan”) was closed to new participants effective December 31, 2016. Beginning January 1, 2017, and thereafter, new hires are members of the Tennessee Consolidated Retirement System (“TCRS”) Legacy Defined Benefit Pension Plan (the “Open Plan”), a multi-employer pension plan administered by the State of Tennessee Department of Treasury. While TCRS has agreed to manage certain aspects of the Closed Plan, primarily investment of assets and payroll services, the City continues to oversee the remaining functions in accordance with terms of the plan and the State of Tennessee Public Employee Defined Benefit Financial Security Act of 2014. For FY26, the City will appropriate the actuarially-required contribution of \$11.3 to the Closed Plan, an increase of \$1 million compared to FY25. City contribution to the Open Plan for FY25 is 7.44% of payroll.

Pension and Retirement Contributions – FY 2007-2026



Employee Benefits. For several years, the City has adopted a specific approach to sharing health insurance costs with employees. Using this policy, the City pays 85% of the premium for single coverage and 80% of the premium for employee family coverage for active employees. The City’s premiums for health, vision, and dental insurance are projected to remain flat for FY26. Beginning in FY19, the City began offering team members the option to use a high-deductible health insurance plan paired with a health savings account. Health insurance premiums for City team members are projected to remain unchanged for FY26. Deductibles for the City’s health insurance program will increase for the first time in over 20 years. In FY26, employee deductibles will be \$650 for single coverage and \$1,300 for family coverage.

Operations. The operations expenditure category is a broadly defined category that encompasses non-personnel and non-capital activities. It includes utilities, supplies, contractual services, repairs and maintenance, and vehicle fuel. In total, operational expenses account for 28% of General Fund expenditures. The FY26 budget amount for operational expenses (inclusive of interfund transfers) is \$35.7 million, an increase of \$2.9 million compared to the FY25 budget.

Transfers to Other Funds. The General Fund budget includes transfers from the General Fund to other funds to support operations and capital projects. The FY26 budget includes \$14.9 million of transfers to other funds, an increase of \$6.0 million compared to FY25. Transfers fall into two categories. The first are ongoing transfers - \$500,000 from the General Fund to the Street Aid and Transportation Fund in FY26 which funds the “sidewalk gap” projects approved as a part of the Invest Franklin initiative and the asset paving initiative for City owned trails, parking lots, driveway aprons, etc., \$1,461,745 from the General Fund to the Transit Fund (flat funding compared to FY25), and \$2.5 million for the Capital Vehicle and Equipment Replacement Fund for the annual replacement of Police vehicles. The second category of transfers includes \$10.4 million from the General Fund to the Capital Projects Fund for approved CIP projects and partnership opportunities. There is no budgeted subsidy for the Sanitation and Environmental Services Fund, as the customer rates implemented in the FY25 budget are consistent with the cost-of-service study that establishes the SES Fund fully ratepayer supported.

Capital Expenditures. Capital expenditures are defined as the purchase of equipment, vehicles, machinery, and computer hardware/software that has a multiyear useful life and a cost of more than \$50,000. This category does not include the Capital Investment Program (CIP), which is the plan for implementation of large-scale public infrastructure and building projects. For the FY26 General Fund budget, capital expenditures are projected at \$4.97 million, an increase of \$3.4 million compared to FY25. The FY26 capital expenditures include high-priority equipment replacement, such as the acquisition of a new financial system (\$1 million per year in each FY26 and FY27), replacement of the City’s data center/recovery site systems and equipment (\$755,000), and new brine making equipment for the Streets Departments (\$145,000).

Outside Agency Funding. The City funds various government, human service, nonprofit, and community service organizations through its budget each year. In total, the FY26 budget funds these organizations at \$722,095, an increase of \$18,793 compared to the FY25 budget. The City’s contract with Williamson County Animal Center is increasing by \$9,968 (from \$199,362 in FY25 to \$209,330 for FY26) for city-wide animal control services. This increase of 5% is determined through an agreed upon cost sharing of expenses between the County and participating cities. Overall, no new agencies were added within the FY26 budget. A general inflationary increase of 2.5% was provided to agencies. The Budget and Finance Committee committed to a policy discussion regarding the funding of outside agencies. Any recommendation from the committee will be shared with the full Board in time to provide guidance for the FY27 budget process.

Cash Reserves and Bond Rating. Two key measures of a city’s financial health are its reserves and its bond rating. The City of Franklin has adopted a reserve policy that identifies a minimum 33% General Fund reserve as an important benchmark. The City of Franklin is projected to end

the current fiscal year (FY25) with a General Fund reserve of \$89.7 million. With no draw from General Fund reserves planned, this same fund balance is projected for FY26. The reserve level of \$89.7 million represents 70% of annual revenue and expenditures at the end of FY26. In 2014, the Board of Mayor and Aldermen identified a policy to permit the use of reserves above 45% for “pay-as-you-go” funding of capital investment projects. Given this policy and the current projections for General Fund cash reserves, up to \$30 million from reserves could be available for funding capital projects.

Despite the challenges and uncertainty of recent years, the City is maintaining significant reserves to comply with BOMA policy and to protect against future economic downturns. The BOMA-adopted debt policy and fund reserve policy provide a needed framework for maintaining the City’s Triple-A bond rating by both Moody’s Investors Services and Standard & Poor’s. In March 2025, the City’s Triple-A ratings from both rating agencies were reaffirmed. Bond ratings generally reflect the overall financial strength of the governmental entity, the strength of overall management of the organization, and the health of the local economy. Franklin’s rating from two bond-rating agencies is the highest possible and places it in a select group of cities/local governments across the United States.

Other Operating Funds

Street Aid and Transportation Fund. The City receives the local share of the state gasoline tax to fund the maintenance of local streets. The FY26 budget for this fund is \$5 million, a decrease of 19.7% compared to FY25. This budget reduction represents a return to the “base funding” within the fund. In FY24 and FY25, there was fund balance available, which has now been drawn down. Included in this budget is approximately \$1.18 million from the City’s property tax revenue to fund additional neighborhood street resurfacing. In recent years, the City has implemented a more comprehensive pavement preservation program that utilizes various techniques such as pavement rejuvenation and additional sealing along with resurfacing to ensure Franklin’s local street network is well maintained. In FY26, the Street Aid Fund will support \$3.32 million in local road resurfacing, \$900,000 for sidewalk gap projects and repairs, nearly \$400,000 for pavement preservation, and \$340,000 for pavement maintenance in City facilities (parks trails and parking lots).

Sanitation and Environmental Services Fund. The FY26 budget for the City’s Sanitation and Environmental Services (SES) Fund is \$12.5 million, a decrease of 8.3% compared to FY25. The FY25 budget included significant equipment replacement purchases which had been impacted by production delays. The FY26 budget includes an increase of \$2 to the monthly customer fee from \$31 per month to \$33 per month. This increase is based on a detailed cost of service study completed as a part of the FY25 budget process. The implementation of the new rate structure in FY25 and FY26 has made the Sanitation and Environmental Services Fund fully supported by ratepayer revenue and commercial disposal fees generated at the City’s transfer station. This means there are no longer General Fund tax dollars supporting SES operations.

Road Impact Fund. Revenue collections within the Road Impact Fund continue to be solid in recent years thanks to strong development activity. Revenue in this fund is projected at \$6.9 million for FY26, a decrease of 61.8% compared to FY25. The budget anticipates \$3.9 million in expenditures as a transfer to the Debt Service Fund. This transfer pays the principal and interest

on arterial road projects the City has undertaken to account for trip generation due to new businesses and residential development. The fund also includes direct contributions to approved projects within the Invest Franklin Capital Investment Program plus payments/offsets associated with existing agreements with developers who have provided right-of-way and/or have built elements of the City's arterial road network. In 2017, the Board of Mayor and Aldermen expanded the road impact fee to include collector roads. During FY25, the Board updated the structure of the City's Road Impact Fees.

City Facilities Tax Fund. The Facilities Tax Fund provides for the collection of privilege tax for new development to help pay for new public facilities/equipment attributable to growth. The FY26 budget includes \$1.1 million in expenditures, including the purchase of new equipment in Sanitation and Environmental Services, Police, and Fire. The new equipment includes a new automated side loader (\$414,031) for a new route (the new equipment operator position is in the SES operating budget), a new material handler for SES (\$453,870), three new Police cruisers (\$186,000) for the officers added in the General Fund, and a new equipment washer for Fire (\$47,500). This new equipment will support expanded services to new homes built in Franklin in recent years. It should be noted that the facilities tax rates have not been updated since 2007.

County Facilities Tax Fund. This fund was created in FY18 to account for facilities taxes collected by Williamson County on behalf of cities. Prior to the creation of the County Facilities Tax Fund, these funds were incorporated in the City's Capital Projects Fund. The Board has targeted these funds to address infrastructure needs associated with schools and other public facilities. In recent years, these funds have been used to support a portion of the 96 West multi-use trail project that connects the Freedom Middle School-Poplar Grove School campus with the Freedom Intermediate-Johnson Elementary School campus. The FY25 budget includes \$200,000 for intersection improvement work adjacent to the new Franklin Special School District headquarters building. At this point there is not an appropriate anticipated from this fund in FY26.

Stormwater Fund. Residents and businesses pay fees to support the City's efforts to manage stormwater quality and quantity programs and initiatives. The Stormwater Fund budget is \$4.2 million for FY26, a decrease of 6.1% compared to FY25. The FY26 budget includes the replacement of a Streetsweeper at an estimated cost of \$375,000. The FY22 budget included a 5% increase in Stormwater fees, the first rate increase since the fee was created in 2004. A financial analysis of the fund shows that this modest rate increase would sustain this fund through the next five years of operation. A review of the stormwater fee will be conducted in FY26 with a recommendation for the FY27 budget. In 2017, the City obtained Qualified Local Program status, which allows the City to act on behalf of the State in making regulatory determinations. This capability has enhanced the City's responsiveness and efficiency in working with development.

Drug Fund. The Drug Fund is used to collect drug-related fines and confiscations received through the City's enforcement efforts. These funds are also used to support drug investigations and related law enforcement initiatives. The FY26 budget includes expenditures of \$207,417, an increase of 0.5% compared to FY25.

Hotel/Motel Tax Fund. The City of Franklin currently levies a 4% local lodging tax on the gross receipts of hotels. The FY26 Budget recommends increasing the City's local lodging tax to 5%. Through the Hotel/Motel Fund, the City has historically paid debt service on the Conference Center (this debt is now retired); the purchase of land for park expansions (Harlinsdale, Eastern Flank, and Carter Hill); capital investments to parks; and certain streetscape elements of road improvements that beautify the City and encourage tourism. The City also dedicates 1% of its local lodging tax to support the Williamson County Convention and Visitors Bureau. The FY26 Hotel/Motel Tax Fund budget is \$3.7 million. These expenditures include support for the Convention and Visitors Bureau (\$1.5 million), debt service for tourism related projects (\$811,000), and direct funding for tourism-related projects including funding of a downtown parking study (50% match coming from the City's General Fund), updated sports field lighting at Jim Warren Park, the purchase of additional vehicle barriers to be used for City special events (including downtown festivals), and a one-time grant of \$50,000 to the African American Heritage Society for the restoration of the historic Merrill-Williams home. The City of Franklin and Williamson County have each committed \$1.2 million from their American Rescue Plan Act (ARPA) allocation to fund needed renovation work at the Cool Springs Conference Center, which is jointly owned by the City and County in FY 2025.

Parkland Dedication Fund. Several years ago, the City created a system through which residential development would contribute to either park land/facilities or make a financial contribution for the expansion of park land/facilities to ensure park services and amenities can appropriately meet the needs of new neighborhoods. Currently, the Parkland Dedication Fund includes a fund balance of \$7.5 million. In recent years, the Board of Mayor and Aldermen has made amendments to the Parkland Dedication Ordinance with goals to create incentives for developers of residential property to incorporate amenities within their developments and to better align the fee-in-lieu-of structure with the true cost of purchasing and developing new parks. Capacity within the Parkland Dedication Fund has been identified to fund priority initiatives within the Invest Franklin Capital Investment Program. The Parkland Fund includes \$2 million to support improvements to Liberty Park approved as part of the City's 10-year Capital Investment Plan.

Transit Fund. The City maintains a special revenue fund to account for the operation of the Franklin Transit System. The system is funded primarily by a General Fund transfer, state and federal grants, and rider fares. The General Fund transfer to the Transit Fund for FY26 is \$1,461,745, an increase in funding from the FY25 budget of 45.6%. In total, the Transit Fund budget for FY26 is \$4.33 million, a decrease of 0.5% compared to FY25.

Community Development Block Grant Fund. The City segregates funds received through the Federally funded Community Development Block Grant (CDBG) program to specifically benefit low- and moderate-income families and neighborhoods. For FY26, funding is recommended to be \$311,931, a decrease of 15.3% compared to the FY25 budget. This reduction is a result of drawdowns in multiple years' CDBG federal allocations for projects in FY 2025. CDBG funding is subject to federal appropriation and potential budget cuts. If federal budget cuts or elimination occur, appropriate reductions/adjustments will need to be made to the City's CDBG program.

Debt Service Fund. In FY10 the City created a separate Debt Service Fund. The fund is used to account for resources set aside to fund debt service and the actual principal and interest

payments. The FY26 budget for the Debt Service Fund is \$19.1 million, which is an increase of 26.4% compared to FY25. Overall, the debt service obligations of the General Fund are handled by designation of property tax directly to the Debt Service Fund. The FY26 budget includes \$13.7 million of property tax for payment of general obligation debt service. The Debt Service Fund also receives transfers from various operating and special revenue funds to cover debt obligations related to those funds. The City issued general obligation debt for the first time in nearly six years during FY25. This bond issue will support the construction of the Pearl Park in southeast Franklin, major street repaving, McEwen Phase 4, and fire apparatus purchase. Another general obligation debt issuance is expected in FY26 the largest component of which is the construction of Franklin's new City Hall and the redevelopment of the City Hall block of Third Avenue South.

Fleet Replacement Fund. As a part of the FY23 budget, the City created a Fleet Replacement Fund to systematically manage the timely replacement of City commercial vehicles. Annually, the City's operating funds contribute to this fund, which supports the systematic replacement of capital equipment and vehicles. The expenditure budget from the Fleet Replacement Fund for FY26 is \$4.7 million, an increase of 67.3% compared to FY25.

Water Management Fund. The City of Franklin operates water treatment, water reclamation (wastewater treatment), and reclaimed water utility systems. The operations of the water management utilities are entirely funded through ratepayer revenue. The FY26 budget consists of \$18.5 million for water, \$32.0 million for water reclamation (sanitary sewer), and \$558,337 for reclaimed water. In total, the combined FY26 Water Management budget is \$51.2 million, a decrease of 7.1% compared to FY25. The FY26 budget includes the addition of a new Fiscal Affairs Manager position and the reclassification of an Equipment Operator position to a Clean Water Operator.

Since 2009, the City has adopted five-year rate plans based on projected costs of operation. The Board has been working on an updated multi-year plan which includes water, wastewater and respective impact fees to support ongoing operations and the development of a new Clean Water Plant in southeast Franklin expected to come online in 2035. Based on the Board's guidance, the FY26 budget includes rate adjustments of 6% for water and 5.7% for wastewater, which will go into effect on January 1, 2026. The City's Water and Sewer Utility has a long-term bond rating of Aa2 from Moody's Investors Service. The City's utility debt is separate from the City's general obligation debt and is fully supported by ratepayer revenue.

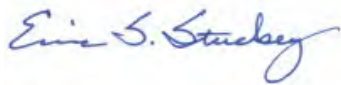
Summary

Despite the challenges and uncertainty facing communities across the country, the City of Franklin is in excellent financial condition. Our reserves are at strong levels, our debt obligations are relatively low and manageable, and our tax rates are among the lowest in America. The Invest Franklin 2.0 initiative will provide needed investment in crucial roadway capacity and enhance City services for years to come. Continued strong financial management and strategic investment will position the City of Franklin to succeed and thrive in the future as we strive to meet the Board's vision of Franklin as *America's finest Hometown, driven by excellence, balancing preservation and progress.*

Many throughout the City organization contributed countless hours toward the completion of the budget. Their commitment to public service and to the betterment of the Franklin community is inspiring. Specifically, I would like to extend my appreciation to Assistant City Administrators Kristine Brock, Vernon Gerth, and Mark Hilty; Chief Budget and Performance Officer Michael Walters Young (the leader of our budget process); Financial Analyst Norma Lockney; Public Works Analyst Chris Franklin, Development Services Analyst Katherine Harrelson, Management Fellow Dillon Gaster, Comptroller/Finance Director Margaret Wilson; Human Resources Director Kevin Townsel; our Leadership Team (department directors and other key staff); and the Administration, Human Resources, and Finance department staff teams, whose support and leadership have been instrumental to the budget process.

Finally, I am grateful to the Board of Mayor and Aldermen for their guidance, stewardship, and support. Through their leadership and the efforts of our great team, the City of Franklin continues to chart a course for a promising future.

Respectfully submitted,



Eric S. Stuckey
City Administrator

ORDINANCE NO. 2025-13

TO BE ENTITLED: "AN ORDINANCE OF THE CITY OF FRANKLIN, TENNESSEE ADOPTING A BUDGET FOR THE FISCAL YEAR 2025-2026; PROVIDING AN EFFECTIVE DATE"

WHEREAS, the City Charter, Article VIII, provides for adoption of an annual budget for departments of the City of Franklin; and

WHEREAS, an annual budget process appropriating funds to the various departments and divisions of the City government for the fiscal year beginning July 1, 2025, has been completed in accordance with state law and local ordinances; and

WHEREAS, Tenn, Code Ann. § 9-1-116 requires that all funds of the State of Tennessee and all its political subdivisions shall first be appropriated before being expended and that only funds that are available shall be appropriated; and

WHEREAS, the Municipal Budget Law of 1982 requires that the governing body of each municipality adopt and operate under an annual budget ordinance presenting a financial plan with at least the information required by that state statute, that no municipality may expend any moneys regardless of the source except in accordance with a budget ordinance and that the governing body shall not make any appropriation in excess of estimated available funds; and

WHEREAS, the Governing Body has published the annual operating budget and budgetary comparisons of the proposed budget with the prior year (actual) and the current year (estimated) in a newspaper of general circulation not less than ten (10) days prior to the meeting where the Board will consider final passage of the budget.

NOW, THEREFORE BE IT ORDAINED, by the Board of Mayor and Aldermen of the City of Franklin, Tennessee:

SECTION I: That the governing body projects anticipated revenues from all sources and appropriates planned expenditures for each department, board, office or other agency of the municipality, herein presented together with the actual annual receipts and expenditures of the last preceding fiscal year and the estimated annual expenditures for the current fiscal year, and from those revenues and unexpended and unencumbered funds as follows for fiscal year 2025, and including the projected ending balances for the budget year, the actual ending balances for the most recent ended fiscal year and the estimated ending balances for the current fiscal years:

GENERAL FUND	Actual FY 2024	Estimated Actual FY 2025	Budget FY 2026
Revenues			
Local Taxes	\$ 80,239,726	\$ 84,742,920	\$ 93,625,127
Licenses And Permits	\$ 5,253,124	\$ 4,821,198	\$ 4,901,539
Intergovernmental	\$ 21,300,993	\$ 20,380,841	\$ 20,453,272
Charges For Services	\$ 994,103	\$ 1,250,412	\$ 1,250,412
Fines And Forfeitures	\$ 467,748	\$ 563,987	\$ 435,188
Uses of Money And Property	\$ 4,148,065	\$ 3,559,645	\$ 3,043,842
Debt Proceeds	\$ -	\$ -	\$ -
Other Revenue	\$ 115,232	\$ 2,181,544	\$ 4,392,103
Total Revenues and Other Financing Sources	\$ 112,518,991	\$ 117,500,547	\$ 128,101,483
Appropriations			
Expenditures			
Governance & Management	3,955,969	4,389,171	4,232,438
Public Safety	52,795,410	55,483,869	56,317,704
Finance & Administration	14,029,724	14,154,789	16,523,108
Community & Economic Development	10,293,335	10,997,251	11,894,135
Public Works	16,472,358	17,707,975	17,554,162
Other Operating Expenses	12,973,516	11,990,876	21,579,935
Total Appropriations	\$ 110,520,312	\$ 114,723,931	\$ 128,101,483
Change in Fund Balance (Receipts - Appropriations)	1,998,679	2,776,616	-
Beginning Fund Balance July 1	84,661,226	86,659,905	89,436,521
Ending Fund Balance June 30	\$ 86,659,905	\$ 89,436,521	\$ 89,436,521
Ending Fund as a % of Total Appropriations	78.4%	78.0%	69.8%

STATE STREET AID FUND	Actual FY 2024	Estimated Actual FY 2025	Budget FY 2026
Revenues			
State Gas and Motor Fuel Taxes	\$ 3,229,981	\$ 3,248,100	\$ 3,270,476
Property Tax	\$ 1,116,441	\$ 1,121,083	\$ 1,184,432
Gas Tax Increase	\$ -	\$ -	\$ -
Debt Proceeds	\$ -	\$ -	\$ -
Use of Money and Property	\$ 199,354	\$ 73,686	\$ 51,580
Transfers In - from other funds	\$ 500,000	\$ 500,000	\$ 500,000
Total Revenues and Other Financing Sources	\$ 5,045,776	\$ 4,942,869	\$ 5,006,488
Appropriations			
Expenditures			
Public Works Department	\$ 6,543,034	\$ 6,220,211	\$ 5,006,488
Debt Service	-	-	-
Total Appropriations	\$ 6,543,034	\$ 6,220,211	\$ 5,006,488
Change in Fund Balance (Receipts - Appropriations)	(1,497,258)	(1,277,342)	-
Beginning Fund Balance July 1	3,247,409	1,750,151	472,809
Ending Fund Balance June 30	\$ 1,750,151	\$ 472,809	\$ 472,809
Ending Fund as a % of Total Appropriations	26.7%	7.6%	9.4%

Sanitation & Environmental Services Fund	Actual FY 2024	Estimated Actual FY 2025	Budget FY 2026
Revenues			
Solid Waste Disposal Fees	\$ 7,017,145	\$ 8,181,000	\$ 9,750,000
Tipping Fees	\$ 3,234,977	\$ 3,234,977	\$ 3,300,000
Sale of Surplus Assets	\$ 203,223	\$ 255,000	\$ 193,478
Miscellaneous Other Revenue	\$ 253,879	\$ 299,184	\$ 248,895
Debt Proceeds	\$ -	\$ -	\$ -
Transfers In - from other funds**	\$ 1,750,000	\$ -	\$ -
Total Revenues and Other Financing Sources	\$ 12,459,224	\$ 11,970,161	\$ 13,492,373
Appropriations			
Expenditures			
Personnel	\$ 4,891,650	\$ 4,880,657	\$ 5,452,182
Operations	\$ 6,137,652	\$ 6,216,297	\$ 6,773,361
Capital	\$ 2,659,744	\$ 877,344	\$ 102,000
Debt Service - Leases	\$ -	\$ -	\$ -
Debt Service Transfer (to Debt Service Fund)*	\$ 193,278	\$ 192,925	\$ 193,033
Total Appropriations	\$ 13,882,324	\$ 12,167,223	\$ 12,520,576
Change in Fund Balance (Receipts - Appropriations)	(1,423,100)	(197,062)	971,797
Beginning Fund Balance July 1	3,064,901	1,641,801	1,444,739
Ending Fund Balance June 30	\$ 1,641,801	\$ 1,444,739	\$ 2,416,536
Ending Fund as a % of Total Appropriations	11.8%	11.9%	19.3%

*Debt Service Transfer shown as Appropriation - made to Debt Service Fund. All actual servicing of debt occurs in a separate fund.

**Assumes full amount of transfer from G/F for year-end cash purposes. May not be full amount transferred.

Road Impact Fee Fund	Actual FY 2024	Estimated Actual FY 2025	Budget FY 2026
Revenues			
Road Impact Fee	\$ 9,276,497	\$ 6,364,672	\$ 5,254,320
Use of Money and Property	\$ 1,293,321	\$ 979,727	\$ 1,121,584
Miscellaneous Other Revenue	\$ -	\$ -	\$ -
Total Revenues and Other Financing Sources	\$ 10,569,818	\$ 7,344,399	\$ 6,375,904
Appropriations			
Expenditures			
Highway and Streets: Services	\$ 1,332,084	\$ 3,200,488	\$ 3,000,000
Capital	\$ -	\$ -	\$ -
Transfer to Capital Projects Fund	\$ 1,668,010	\$ 11,000,000	\$ -
Debt Service Fees	\$ -	\$ -	\$ -
Debt Service Transfer (to Debt Service Fund)*	\$ 3,292,639	\$ 3,939,102	\$ 3,936,447
Total Appropriations	\$ 6,292,733	\$ 18,139,590	\$ 6,936,447
Change in Fund Balance (Receipts - Appropriations)	4,277,085	(10,795,191)	(560,543)
Beginning Fund Balance July 1	24,653,640	28,930,725	18,135,534
Ending Fund Balance June 30	\$ 28,930,725	\$ 18,135,534	\$ 17,574,991
Ending Fund as a % of Total Appropriations	459.7%	100.0%	253.4%

*Debt Service Transfer shown as Appropriation - made to Debt Service Fund. All actual servicing of debt occurs in a separate fund.

City Facilities Tax Fund		Actual	Estimated	
		FY 2024	FY 2025	Budget
				FY 2026
Revenues				
Licenses & Permits: City Facilities Tax		\$ 2,321,255	\$ 2,031,284	\$ 1,870,527
Use of Money and Property		\$ 609,969	\$ 275,913	\$ 527,695
Other Revenue		\$ -	\$ -	\$ -
Total Revenues and Other Financing Sources		\$ 2,931,224	\$ 2,307,197	\$ 2,398,222
Appropriations				
Expenditures				
Operations		\$ 69,847	\$ 85,473	\$ 48,000
Capital		\$ -	\$ 528,169	\$ 1,056,000
Transfer to Capital Projects Fund		\$ 3,500,000	\$ 3,000,000	\$ -
Total Appropriations		\$ 3,569,847	\$ 3,613,642	\$ 1,104,000
Change in Fund Balance (Receipts - Appropriations)		(638,623)	(1,306,445)	1,294,222
Beginning Fund Balance July 1		14,625,012	13,986,389	12,679,944
Ending Fund Balance June 30		\$ 13,986,389	\$ 12,679,944	\$ 13,974,166
Ending Fund as a % of Total Appropriations		391.8%	350.9%	1265.8%

County Facilities Tax Fund		Actual	Estimated	
		FY 2024	FY 2025	Budget
				FY 2026
Revenues				
Licenses & Permits: County Facilities Tax		\$ 896,506	\$ 687,195	\$ 711,318
Use of Money and Property		\$ 243,843	\$ 117,052	\$ 201,069
Transfers In - from other funds		\$ -	\$ -	\$ -
Total Revenues and Other Financing Sources		\$ 1,140,349	\$ 804,247	\$ 912,387
Appropriations				
Expenditures				
Operations		\$ -	\$ 200,000	\$ -
Capital		\$ -	\$ -	\$ -
Total Appropriations		\$ -	\$ 200,000	\$ -
Change in Fund Balance (Receipts - Appropriations)		1,140,349	604,247	912,387
Beginning Fund Balance July 1		4,513,751	5,654,100	6,258,347
Ending Fund Balance June 30		\$ 5,654,100	\$ 6,258,347	\$ 7,170,734
Ending Fund as a % of Total Appropriations		0.0%	3129.2%	0.0%

Stormwater Fund	Actual FY 2024	Estimated Actual FY 2025	Budget FY 2026
Revenues			
Charges for Services	\$ 2,644,860	\$ 2,677,743	\$ 2,579,146
Intergovernmental	\$ -	\$ -	\$ -
Fines & Fees	\$ 58,307	\$ 77,849	\$ 68,733
Licenses & Permits	\$ 133,402	\$ 146,825	\$ 134,096
Use of Money and Property	\$ 101,959	\$ 61,608	\$ 71,558
Transfers In	\$ -	\$ 1,500,000	\$ -
Total Revenues and Other Financing Sources	\$ 2,938,528	\$ 4,464,025	\$ 2,853,533
Appropriations			
Expenditures			
Personnel	\$ 2,485,228	\$ 2,341,983	\$ 2,653,096
Operations	\$ 688,462	\$ 885,550	\$ 988,572
Capital	\$ -	\$ 1,066,136	\$ 585,000
Transfer to Capital Projects Fund	\$ 350,000	\$ -	\$ -
Total Appropriations	\$ 3,523,690	\$ 4,293,670	\$ 4,226,669
Change in Fund Balance (Receipts - Appropriations)	(585,162)	170,355	(1,373,136)
Beginning Fund Balance July 1	2,815,697	2,230,535	2,400,889
Ending Fund Balance June 30	\$ 2,230,535	\$ 2,400,889	\$ 1,027,752
Ending Fund as a % of Total Appropriations	63.3%	55.9%	24.3%

Drug Fund	Actual FY 2024	Estimated Actual FY 2025	Budget FY 2026
Revenues			
Intergovernmental Tax	\$ -	\$ -	\$ -
Fines And Forfeitures	\$ 63,890	\$ 108,594	\$ 104,370
Use of Money and Property	\$ 75,737	\$ 46,058	\$ 45,653
Other Revenue	\$ -	\$ -	\$ -
Total Revenues and Other Financing Sources	\$ 139,627	\$ 154,652	\$ 150,023
Appropriations			
Expenditures			
Drug Enforcement	\$ 143,993	\$ 204,479	\$ 207,417
Capital	\$ -	\$ -	\$ -
Total Appropriations	\$ 143,993	\$ 204,479	\$ 207,417
Change in Fund Balance (Receipts - Appropriations)	(4,366)	(49,827)	(57,394)
Beginning Fund Balance July 1	534,709	530,343	480,516
Ending Fund Balance June 30	\$ 530,343	\$ 480,516	\$ 423,122
Ending Fund as a % of Total Appropriations	368.3%	235.0%	204.0%

Hotel/Motel Tax Fund	Actual FY 2024	Estimated Actual FY 2025	Budget FY 2026
Revenues			
Hotel/Motel Tax	\$ 5,907,179	\$ 5,856,349	\$ 7,393,640
Intergovernmental Revenue	\$ 431,900	\$ 1,531,381	\$ 416,259
Use of Money and Property	\$ 386,907	\$ 332,037	\$ 309,886
Other Revenue	\$ -	\$ -	\$ -
Total Revenues and Other Financing Sources	\$ 6,725,986	\$ 7,719,767	\$ 8,119,785
Appropriations			
Expenditures			
Operations	\$ 1,049,698	\$ 1,622,854	\$ 1,760,108
Capital	\$ 4,259,083	\$ 1,668,250	\$ 1,130,000
Transfers	\$ 1,097,308	\$ 4,800,000	\$ -
Debt Service Transfer (to Debt Service Fund)*	\$ 1,164,473	\$ 812,746	\$ 811,602
Total Appropriations	\$ 7,570,562	\$ 8,903,850	\$ 3,701,710
Change in Fund Balance (Receipts - Appropriations)	(844,576)	(1,184,083)	4,418,075
Beginning Fund Balance July 1	9,581,092	8,736,516	7,552,433
Ending Fund Balance June 30	\$ 8,736,516	\$ 7,552,433	\$ 11,970,508
Ending Fund as a % of Total Appropriations	115.4%	84.8%	323.4%

*Debt Service Transfer shown as Appropriation - made to Debt Service Fund. All actual servicing of debt occurs in a separate fund.

Parkland Dedication Fund	Actual FY 2024	Estimated Actual FY 2025	Budget FY 2026
Revenues			
Licenses & Permits	\$ 3,983,352	\$ 2,821,789	\$ 1,781,009
Interest Income	\$ 199,394	\$ 268,887	\$ 172,650
Transfers - In	\$ -	\$ -	\$ -
Total Revenues and Other Financing Sources	\$ 4,182,746	\$ 3,090,676	\$ 1,953,659
Appropriations			
Expenditures			
Transfer to Capital Projects Fund	2,957,800	-	2,000,000
Total Appropriations	\$ 2,957,800	\$ -	\$ 2,000,000
Change in Fund Balance (Receipts - Appropriations)	1,224,946	3,090,676	(46,341)
Beginning Fund Balance July 1	6,281,730	7,506,676	10,597,352
Ending Fund Balance June 30	\$ 7,506,676	\$ 10,597,352	\$ 10,551,011
Ending Fund as a % of Total Appropriations	253.8%	0.0%	527.6%

Transit Fund	Actual FY 2024	Estimated Actual FY 2025	Budget FY 2026
Revenues			
Intergovernmental	\$ 3,634,273	\$ 2,539,005	\$ 2,624,683
Charges for Services	\$ 82,472	\$ 81,351	\$ 69,901
Use of Money and Property	\$ 62,706	\$ 28,421	\$ 21,731
Transfers In - from other funds	\$ 549,280	\$ 1,003,617	\$ 1,461,745
Total Revenues and Other Financing Sources	\$ 4,328,731	\$ 3,652,394	\$ 4,178,060
Appropriations			
Expenditures			
Personnel	\$ 26,577	\$ 116,993	\$ 117,735
Operations	\$ 3,818,574	\$ 3,326,209	\$ 3,661,562
Capital	\$ 483,580	\$ 284,320	\$ 550,415
Total Appropriations	\$ 4,328,731	\$ 3,727,522	\$ 4,329,712
Change in Fund Balance (Receipts - Appropriations)	-	(75,128)	(151,652)
Beginning Fund Balance July 1	807,254	807,254	732,126
Ending Fund Balance June 30	\$ 807,254	\$ 732,126	\$ 580,474
Ending Fund as a % of Total Appropriations	18.6%	19.6%	13.4%

Community Development Block Grant Fund	Actual FY 2024	Estimated Actual FY 2025	Budget FY 2026
Cash Receipts			
Intergovernmental	\$ 854,207	\$ 386,966	\$ 318,192
Use of Money and Property	\$ 27,091	\$ 18,000	\$ 6,339
Total Revenues and Other Financing Sources	\$ 881,298	\$ 404,966	\$ 324,531
Appropriations			
Expenditures			
Operations	854,432	284,925	311,931
Total Appropriations	\$ 854,432	\$ 284,925	\$ 311,931
Change in Fund Balance (Receipts - Appropriations)	26,866	120,041	12,600
Beginning Fund Balance July 1	189,362	216,228	336,269
Ending Fund Balance June 30	\$ 216,228	\$ 336,269	\$ 348,869
Ending Fund as a % of Total Appropriations	25.3%	118.0%	111.8%

Debt Service Fund	Actual FY 2024	Estimated Actual FY 2025	Budget FY 2026
Revenues			
Local Taxes	\$ 10,957,506	\$ 9,954,265	\$ 13,740,062
Use of Money and Property	\$ 230,624	\$ 97,354	\$ 68,148
Transfers In - from other funds	\$ 4,850,263	\$ 5,145,273	\$ 5,142,754
Total Revenues and Other Financing Sources	\$ 16,038,393	\$ 15,196,892	\$ 18,950,964
Appropriations			
Expenditures			
Debt Service - Principal	11,555,000	10,780,000	13,160,000
Debt Service - Interest	4,739,016	4,305,603	5,776,464
Debt Service - Fees	3,620	13,000	14,500
Total Appropriations	\$ 16,297,636	\$ 15,098,603	\$ 18,950,964
Change in Fund Balance (Receipts - Appropriations)	(259,243)	98,289	-
Beginning Fund Balance July 1	806,499	547,256	645,545
Ending Fund Balance June 30	\$ 547,256	\$ 645,545	\$ 645,545
Ending Fund as a % of Total Appropriations	3.4%	4.3%	3.4%

Fleet Replacement Fund	Actual FY 2024	Estimated Actual FY 2025	Budget FY 2026
Revenues			
Transfers In - from other funds	\$ 1,273,100	\$ 1,176,300	\$ 2,501,996
Use of Money and Property	\$ -	\$ 126,553	\$ 169,476
Total Revenues and Other Financing Sources	\$ 1,273,100	\$ 1,302,853	\$ 2,671,472
Appropriations			
Expenditures			
Operations	3,093,224	1,599,817	4,696,646
Total Appropriations	\$ 3,093,224	\$ 1,599,817	\$ 4,696,646
Change in Fund Balance (Receipts - Appropriations)	(1,820,124)	(296,964)	(2,025,174)
Beginning Fund Balance July 1	5,167,640	3,347,516	3,050,552
Ending Fund Balance June 30	\$ 3,347,516	\$ 3,050,552	\$ 1,025,378
Ending Fund as a % of Total Appropriations	108.2%	190.7%	21.8%

Water Management Fund	Actual FY 2024	Estimated Actual FY 2025	Budget FY 2026
Operating Revenues			
Water sales	\$ 14,892,870	\$ 16,087,188	\$ 16,866,291
Wastewater sales	\$ 24,990,696	\$ 26,994,174	\$ 28,443,446
Reclaimed sales	\$ 194,142	\$ 202,708	\$ 209,531
Other Operating Revenue	\$ 926,495	\$ 2,395,490	\$ 377,275
Total Operating Revenues	\$ 41,004,203	\$ 45,679,560	\$ 45,896,543
Operating Expenses			
Water and wastewater billing	\$ 238,252	\$ 278,752	\$ 291,659
Water distribution	\$ 2,633,673	\$ 3,560,389	\$ 4,182,320
Water plant	\$ 7,104,776	\$ 7,708,405	\$ 8,291,032
Water administration	\$ 2,175,017	\$ 1,447,762	\$ 2,039,061
Wastewater administration	\$ 5,435,609	\$ 1,523,817	\$ 1,216,322
General administration	\$ 1,970,826	\$ 2,458,597	\$ 2,391,069
Wastewater collection	\$ 4,135,715	\$ 4,622,231	\$ 7,575,769
Wastewater plant	\$ 6,298,932	\$ 7,327,810	\$ 7,941,872
Reclaimed water	\$ 482,467	\$ 312,780	\$ 497,250
Depreciation	\$ 8,040,928	\$ 11,645,837	\$ 11,350,000
Total Operating Expenses	\$ 38,516,195	\$ 40,886,380	\$ 45,776,354
Operating Income (Loss)	\$ 2,488,008	\$ 4,793,180	\$ 120,189
Nonoperating Revenues (Expenses)			
Revenue: Investment Income	\$ 2,444,929	\$ 1,481,368	\$ 1,423,241
Grants - Operating	\$ -	\$ -	\$ -
Other Income	\$ -	\$ -	\$ -
Expense: Debt Service - Interest Expenses	\$ (2,552,251)	\$ (2,566,736)	\$ (2,368,414)
Gain (loss) on sale of assets	\$ 82,794	\$ 10,000	\$ -
Total Nonoperating Revenues (Expenses)	\$ (24,528)	\$ (1,075,368)	\$ (945,173)
Income (Loss) Before Capital Contributions and Transfers	\$ 2,463,480	\$ 3,717,812	\$ (824,984)
Capital Contributions and Transfers			
Capital Contributions - Grants	\$ 1,663,729	\$ 2,031,443	\$ 7,840,913
Capital Contributions - Other	\$ 1,354,392	\$ -	\$ -
Impact Fees	\$ 6,165,595	\$ 4,671,611	\$ 6,168,690
Developer Contributions	\$ 9,169,552	\$ -	\$ -
Transfers Out - to Other Funds (Debt Service)	\$ (200,000)	\$ (200,000)	\$ (200,000)
Total Capital Contributions and Transfers	\$ 18,153,268	\$ 6,503,054	\$ 13,809,603
Change in Net Position	\$ 20,616,748	\$ 10,220,866	\$ 12,984,619
Beginning Fund Balance July 1	246,868,422	267,485,169	277,706,035
Ending Fund Balance June 30	\$ 267,485,169	\$ 277,706,035	\$ 290,690,654

SECTION II: That the annual budget for the City of Franklin for the Fiscal Year 2024-2025 shall be, and is hereby established as set forth in the document attached hereto and entitled:

“City of Franklin, Tennessee
Annual Operating & Capital Equipment Budget
July 1, 2025 – June 30, 2026”

SECTION III: At the end of the fiscal year 2025, the governing body estimates fund balances or deficits as follows:

Fund	Estimated Fund Balance/Net Position at June 30, 2025	
General Fund	\$	89,436,521
Street Aid Fund	\$	472,809
Sanitation Fund	\$	1,444,739
Road Impact Fee Fund	\$	18,135,534
City Facilities Tax Fund	\$	12,679,944
County Facilities Tax Fund	\$	6,258,347
Stormwater Fund	\$	2,400,889
Drug Fund	\$	480,516
Hotel/Motel Tax Fund	\$	7,552,433
Parkland Dedication	\$	10,597,352
Transit Fund	\$	732,126
CDBG Fund	\$	336,269
Debt Service Fund	\$	645,545
Fleet Replacement Fund	\$	3,050,552
Water & Sewer Fund*	\$	277,706,035

**Estimated Net Position*

SECTION IV: That the governing body herein certifies that the condition of its sinking funds, if applicable, are compliant pursuant to its bond covenants, and recognizes that the municipality has outstanding bonded and other indebtedness as follows:

Bonds or Other Indebtedness	Debt Authorized & Unissued	Principal Outstanding at June 30, 2025	FY 2026 Principal	FY 2026 Interest
Bonds (General Obligation)				
Bonds 2012 - \$22.5m (Various - Refunding)	\$ -	\$ 3,505,000	\$ 1,735,000	\$ 74,657
Bonds 2013A - \$7.405m (Public Works Bldg, Carlisle)	\$ -	\$ 3,845,000	\$ 375,000	\$ 131,203
Bonds 2015 - \$15m (Various)	\$ -	\$ 8,975,000	\$ 760,000	\$ 304,340
Bonds 2017 - \$23.12m (Hillsboro/Roads /Communications/Sanit.)	\$ -	\$ 16,065,000	\$ 1,030,000	\$ 699,450
Bonds 2019A - \$29.585m (Roads, Public Safety Equip., Sanitation)	\$ -	\$ 21,165,000	\$ 1,340,000	\$ 950,100
Bonds 2019B - \$22.94m (Refund 2009 \$44m BAB Bonds)	\$ -	\$ 10,400,000	\$ 2,420,000	\$ 520,000
Bonds 2019C - \$29.25m Refunding	\$ -	\$ 23,930,000	\$ 3,185,000	\$ 1,146,650
Bonds 2019D - \$2.305m Refunding (taxable)	\$ -	\$ 800,000	\$ 395,000	\$ 16,603
Bonds 2025 - To Be Issued (interest payment only budgeted)	\$ -	\$ 43,775,000	\$ 1,920,000	\$ 1,933,462
Total General Obligation / Governmental Funds Debt Service	\$ -	\$ 132,460,000	\$ 13,160,000	\$ 5,776,464
Bonds (Revenue)				
Revenue & Tax Bonds 2011A \$19.43M (Refund 2008 TMBF)	\$ -	\$ 1,560,000	\$ 1,560,000	\$ 35,464
Revenue Bonds 2017 - \$12m (Water Plant)	\$ -	\$ 499,818	\$ 85,216	\$ 12,998
Revenue Bonds 2021 - \$10.6m (Water Reclamation Plant Renovation)	\$ -	\$ 812,301	\$ 101,570	\$ 20,605
Loan Agreements (Revenue)				
ARRA Loan 2011 \$1.5M - (Reservoir Rehabilitation) - DWA 09-097	\$ -	\$ 1,179,680	\$ 142,920	\$ 9,912
ARRA Loan 2013 \$1.89M - (Sewer & Reclaimed Projects) - CGA 09-250	\$ -	\$ 8,450,000	\$ 545,000	\$ 361,450
SRF Loan 2016 \$2,265m (SCADA)	\$ -	\$ 1,069,004	\$ 37,116	\$ 15,468
SRF Loan 2017 \$1.275m (WRP Renovation)	\$ -	\$ 69,552,840	\$ 2,230,044	\$ 1,007,448
SRF Loan 2018 \$78.5m (Water Reclamation Plant Renovation)	\$ -	\$ 17,954,738	\$ 564,696	\$ 260,148
SRF Loan 2020 (Water Reclamation Plant Renovation)	\$ -	\$ 9,615,000	\$ 385,000	\$ 415,900
SRF Loan 2021 (Water Reclamation Plant Renovation)	\$ -	\$ 18,145,392	\$ 554,088	\$ 229,020
Total Revenue/Proprietary Funds Debt Service	\$ -	\$ 128,838,773	\$ 6,205,650	\$ 2,368,413
Total Outstanding Debt for the Municipality	\$ -	\$ 261,298,773	\$ 19,365,650	\$ 8,144,877

SECTION V: No appropriation listed above may be exceeded without an amendment of the budget ordinance as required by the Municipal Budget Law of 1982 (Tenn. Code Ann. § 6-56-208). In addition, no appropriation may be made in excess of available funds except to provide for an actual emergency threatening the health, property or lives of the inhabitants of the municipality and declared by a two-thirds (2/3) vote of at least a quorum of the governing body in accord with Tenn. Code Ann. § 6-56-205.

SECTION VI: This annual operating and capital budget ordinance and supporting documents shall be submitted to the Comptroller of the Treasury or Comptroller's Designee for approval pursuant to Title 9, Chapter 21 of the Tennessee Code Annotated within fifteen (15) days of its adoption. If the Comptroller of the Treasury or Comptroller's Designee determines that the budget does not comply with the Statutes, the Governing Body shall adjust its estimates or make additional tax levies sufficient to comply with the Statutes or as directed by the Comptroller of the Treasury or Comptroller's Designee.

SECTION VII: All unencumbered balances of appropriations remaining at the end of the fiscal year shall lapse and revert to the respective fund balances.

SECTION VIII: That each fund of the City shall limit its expenditures to the amount appropriated; that any changes or amendments to the appropriations set forth in the budget shall be made in accordance with the City Code, Article VIII.

SECTION IX: That revisions to the organizational charts, which are approved as part of the budget, may be approved by the City Administrator so long as the amendment has no negative financial implications to the City or Department.

SECTION X: That the City Administrator is authorized to execute the non-profit funding agreements and grants in accordance to the funding approved as part of this budget.

SECTION XI: That the City Administrator is authorized to overfill positions when needed to provide time for training when the current employee has noticed their intent to terminate employment or resign so long as the overfill is budget neutral. Authority is granted to overfill up to 5 entry level police officer and 5 entry level firefighter positions.

SECTION XII: That this Ordinance shall take effect on July 1, 2025, from and after the passage on Third and Final Reading; the health, safety and welfare of the citizens of the City of Franklin requiring it.

ATTEST:

CITY OF FRANKLIN, TENNESSEE

By: _____
ERIC S. STUCKEY
City Administrator

By: _____
DR. KEN MOORE
Mayor

PASSED FIRST READING: _____
PUBLIC HEARING: _____
PASSED SECOND READING: _____
PASSED THIRD READING: _____

ORDINANCE NO. 2025-14

AN ORDINANCE OF THE CITY OF FRANKLIN, TENNESSEE ESTABLISHING THE MUNICIPAL PROPERTY TAX LEVY FOR THE FISCAL YEAR 2025-2026; PROVIDING AN EFFECTIVE DATE

WHEREAS, the City Charter, Article II and Article IX, provides for the assessment, levy and collection of City taxes,

NOW, THEREFORE,

SECTION I: BE IT ORDAINED by the Board of Mayor and Aldermen of the City of Franklin, Tennessee, that the owners of all property, real, personal and mixed, within the corporate limits of the City of Franklin (except such property as shall be exempt by the laws of the State of Tennessee) shall for the fiscal year 2025-2026 pay a tax of 32.00 Cents (\$.3200) to and for the use of the City of Franklin on each One Hundred Dollars (\$100.00) of assessed valuation of such property, and pay a proportional amount of tax for each amount of assessed valuation under One Hundred Dollars (\$100.00) all of said taxes to be collected by the proper officers of the City of Franklin for use in funding in whole or in part the budget as adopted by this ordinance.

SECTION II: BE IT FINALLY ORDAINED by the Board of Mayor and Aldermen of the City of Franklin, Tennessee, that this ordinance shall take effect from and after its passage on Third and Final Reading, the health, safety and welfare of the citizens of Franklin requiring it.

ATTEST:

CITY OF FRANKLIN, TENNESSEE:

BY: _____
ERIC S. STUCKEY
City Administrator

BY: _____
DR. KEN MOORE
Mayor

Approved as to Form:

Shauna R. Billingsley, City Attorney

PASSED FIRST READING	_____
PUBLIC HEARING:	_____
PASSED SECOND READING	_____
PASSED THIRD READING:	_____

ORDINANCE 2025-15

TO BE ENTITLED: "AN ORDINANCE TO AMEND SECTION 5-703 OF THE FRANKLIN MUNICIPAL CODE TO INCREASE HOTEL-MOTEL TAX FROM 4% TO 5%."

WHEREAS, the Board of Mayor and Aldermen is responsible for the promotion of civic improvements related to historic preservation, public recreation and tourism that encourage and advance the quality of life within the City; and

WHEREAS, the City has enabling legislation allowing for the levying of an occupancy tax on hotel/motel and short-term vacation rental facilities; and

WHEREAS, the City Charter, Article VIII, provides for adoption of an annual budget for all departments of the City of Franklin; and

WHEREAS, an annual budget process appropriating funds to the various departments and divisions of the City government for the fiscal year beginning July 1, 2025, has been completed in accordance with state law and local ordinances.

NOW, THEREFORE, BE IT ORDAINED BY THE BOARD OF MAYOR AND ALDERMEN OF THE CITY OF FRANKLIN, TENNESSEE, AS FOLLOWS:

SECTION I: Section 5-703 of the Franklin Municipal Code is hereby amended the Board of Mayor and Aldermen of the City of Franklin, Tennessee, that Section 5-703 of the Franklin Municipal Code is hereby amended to delete the words "four percent (4%)" and substitute therefor the words "five percent (5%)."

SECTION II: Section 5-703 of the Franklin Municipal Code is hereby amended and shall take effect beginning January 1, 2026, from and after its passage on third and final reading, the health, safety, and welfare of the citizens requiring it.

ATTEST:

CITY OF FRANKLIN, TENNESSEE:

By: _____
Eric Stuckey
City Administrator/Recorder

By: _____
Dr. Ken Moore
Mayor

Approved as to form by:

Shauna R. Billingsley
City Attorney

PASSED FIRST READING _____

PASSED SECOND READING _____

PASSED THIRD READING _____

RESOLUTION NO. 2025-38

**A RESOLUTION OF THE BOARD OF MAYOR AND ALDERMEN FOR THE CITY OF FRANKLIN
ADOPTING THE ESTIMATE OF REVENUES AND EXPENDITURES FOR THE WATER AND
WASTEWATER UTILITY FUND FOR FISCAL YEAR 2025-2026; PROVIDING AN EFFECTIVE DATE**

WHEREAS, the City of Franklin owns and operates a water and sanitary sewer utility system under authorization of the Municipal Charter, and

WHEREAS, this Utility Fund is an enterprise fund of the City in accordance with generally accepted accounting principles, and

WHEREAS, it is now deemed in the public interest to provide for authorization of the amendment to the estimate of revenues and expenditures for such fund.

NOW THEREFORE, BE IT RESOLVED BY THE BOARD OF MAYOR AND ALDERMEN OF THE CITY OF FRANKLIN, TENNESSEE THAT:

SECTION 1: That the amendment to the Statement of Estimated Revenues and Expenditures for the Water and Sewer Utility Fund, for Fiscal Year 2025-2026, as set forth more fully in the document entitled "City of Franklin, Tennessee, Annual Operating & Capital Equipment Budget, July 1, 2025 – June 30, 2026" which is found on pages 224-240 hereto as if set forth herein and is approved and adopted.

SECTION 2: That this Resolution shall be effective upon adoption.

ADOPTED THIS ____ DAY OF _____ 2025.

ATTEST:

CITY OF FRANKLIN, TENNESSEE:

By: _____
Eric S. Stuckey
City Administrator/Recorder

By: _____
Dr. Ken Moore
Mayor

Approved as to Form:

By: _____
Shauna R. Billingsley
City Attorney



City of Franklin, Tennessee

FY 2026 Operating Budget

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City of Franklin, Tennessee

FY 2026 Operating Budget

Budget Summary

City of Franklin Information & Organization

Under this section is:

- **Organizational Chart**
- **Structure of City Government**
- **Fund Summary**
- **General Fund Summary**
- **Personnel Changes**
- **Debt**



City of Franklin, Tennessee

FY 2026 Operating Budget

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HISTORIC
FRANKLIN
TENNESSEE

FY 2026 Operating Budget

City of Franklin Information & Organization

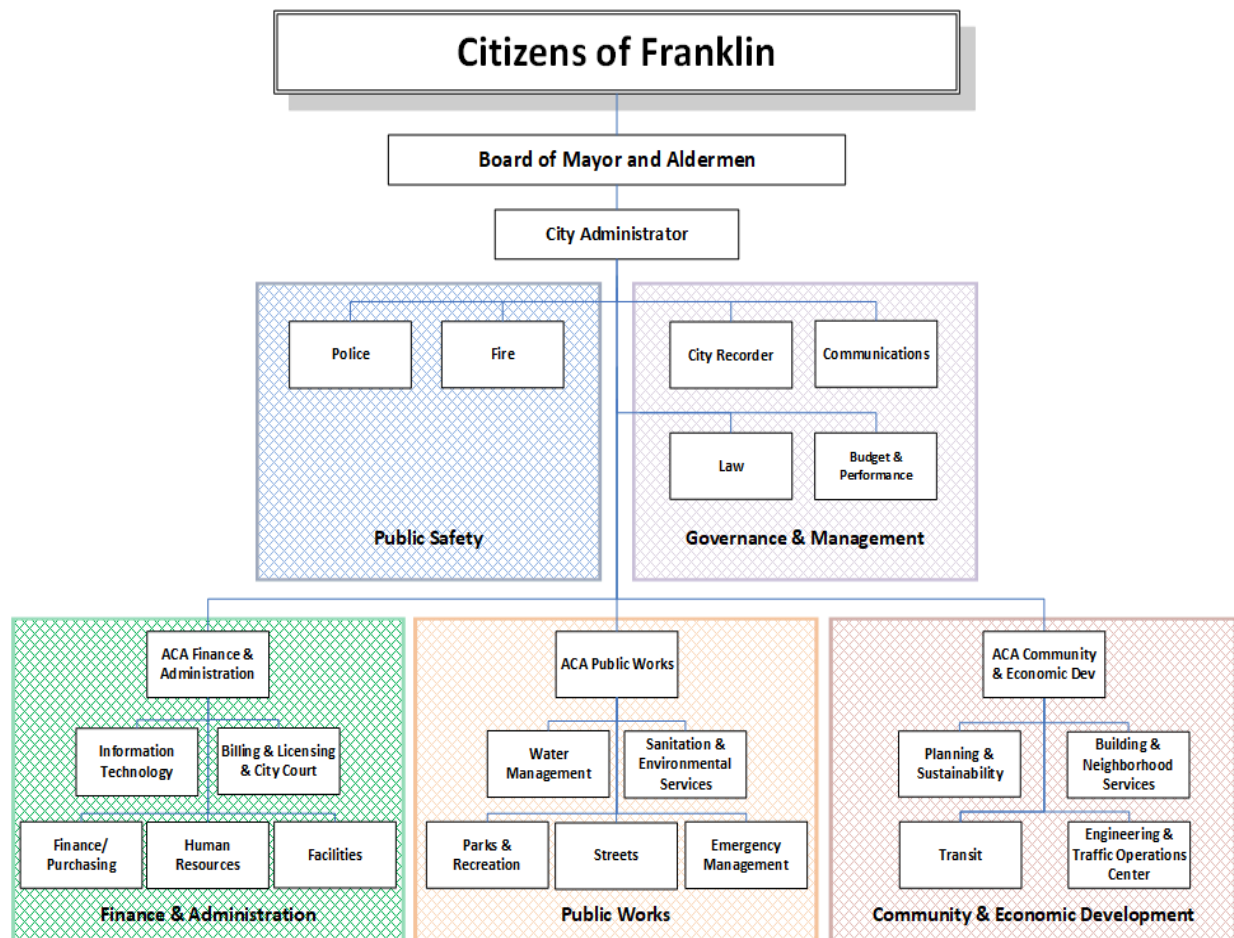
Our Vision: America's finest hometown, driven by excellence, balancing preservation and progress.

Our Mission: *Serve. Connect. Lead. Deliver*

Serving with Excellence - Connecting our Community - Leading with Vision - Delivering with Integrity

Organizational Chart

Responsible to its citizens, the mission of the City government is to foster community cooperation, innovation, and opportunity by providing quality services to Franklin residents and businesses in an efficient, effective, and economical manner.



Structure of City Government

The City government is organized under five primary program areas. Each program area is presented in this budget with its various departments, divisions, and funds.

1. **Governance & Management**

- a. Elected Officials (General Fund)
- b. Administration Department (General Fund)
- c. Budget & Performance (General Fund)
- d. Law (General Fund)
- e. Communications (General Fund)

2. **Public Safety**

- a. Police (General Fund/Drug Fund)
- b. Fire (General Fund)

3. **Finance & Administration**

- a. Finance & Purchasing (General Fund)
- b. Information Technology (General Fund)
- c. Human Resources (General Fund)
- d. Billing & Licensing (General Fund)
- e. Court (General Fund)
- f. Project & Facilities Management (General Fund)

4. **Economic & Community Development**

- a. Building & Neighborhood Services (General Fund)
- b. Planning & Sustainability (General Fund)
- c. Engineering / Traffic Operations Center (General Fund)
- d. CDBG (CDBG Fund)
- e. Economic Development (General Fund)
- f. Transit (Transit System Fund)

5. **Public Works**

- a. Streets (General, Stormwater, Fleet Replacement and Street Aid Funds)
- b. Parks & Recreation (General Fund)
- c. Sanitation & Environmental Services (Sanitation & Environmental Services Fund)
- d. Water Management (Water/Wastewater/Reclaimed Fund)
- e. Emergency Management (General Fund)

Profile of the City

The City of Franklin, incorporated in 1799, is located in Middle Tennessee. The local economy is a well-balanced blend of healthcare, financial, agricultural, wholesale, retail, manufacturing, and service industries. No single industry is critical to the region's economy. The City of Franklin covers an area of approximately 45 square miles and serves a population of 83,454 according to the 2020 Census. The City of Franklin was one of the fastest growing municipalities in the State of Tennessee, with the population doubling between 2000 and 2020.

The City of Franklin is empowered to levy both real and personal properties located within its boundaries. Also, it is empowered by State statute to extend its corporate limits by annexation, which occurs periodically when deemed appropriate by the governing board.



*Statue of USCT Soldier
Outside of Williamson
County Courthouse,
Downtown Franklin*

The City of Franklin has operated under a Mayor/Board of Aldermen form of government under state charter since 1903. Policy-making and legislative authority are vested in a governing board consisting of the Mayor and eight (8) other members (Aldermen). The Board is responsible for, among other things, passing ordinances, adopting the budget, appointing committees, and hiring the City Administrator. The City Administrator is responsible for carrying out the policies and ordinances of the governing board, for preparing an annual budget, for overseeing the day-to-day operations of the government, and for hiring the heads of the various departments. The Board is elected on a non-partisan basis. Board members serve four-year staggered terms, with four Aldermen elected at large and the remaining four elected by ward two years later. The Aldermen elected by wards must live within the ward in which they represent. The Mayor also serves a term of four years.

The City of Franklin provides a full range of services, including police and fire protection and emergency services; the construction and maintenance of highways, streets, and other infrastructures; sanitation pickup and disposal; operation of a city court; implementation of stormwater regulations and remedies; operations of an inner-city trolley system, and the operation of a city-wide park system. The City of Franklin also has its own water, sewer, and reclaimed water system.

Profile of the City (con't)

The annual budget serves as the foundation for the City of Franklin's financial planning and control. All departments of the City of Franklin are required to submit requests for budget appropriations to the City Administrator in the first quarter of the calendar year. The Administrator, in concert with the Chief Financial Officer, use these requests as a starting point for developing a proposed budget. After numerous meetings with department heads, the Administrator presents the budget to the Board of Mayor and Aldermen for approval.

Three meetings of the full board and a public hearing are necessary for approving the budget. The appropriated budget is prepared by fund, function, and department. At any time during the year, the Mayor may make transfers of appropriations within a department. A transfer of appropriations between departments however requires three more readings by the Board and a public hearing.



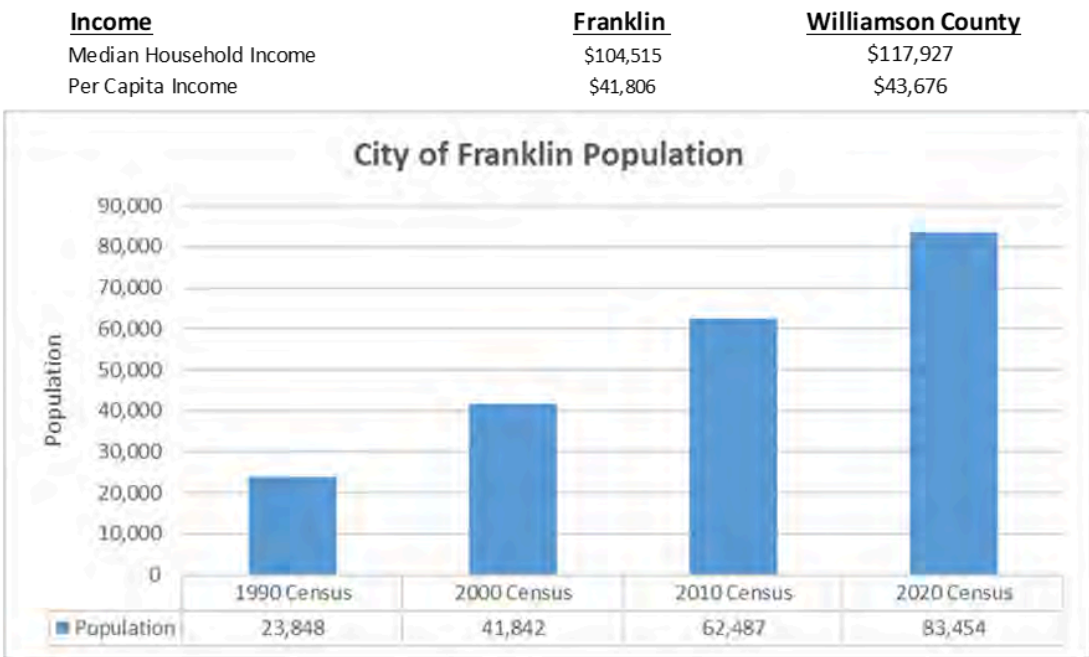
*Raising of U.S. Flag in advance of Veteran's Day Parade
Downtown Franklin*



Sunset along Carothers Parkway, Franklin.

Demographics

Additional Demographic information can be found in the Appendices.



***The data in this chart is based on the official 2020 Census from the U.S. Census Bureau.*

Education Attainment for Adults Age 25 Years and Older

	Franklin		Williamson County	
	Number	Percent	Number	Percent
<High School	2,416	4.5%	6,688	4.2%
High School	13,599	24.8%	43,146	27.3%
Associate’s Degree	3,537	6.4%	10,432	6.6%
Bachelor’s Degree	21,577	39.3%	60,968	38.5%
Graduate Degree	13,712	25.0%	37,128	23.4%
Total	54,841		158,362	

Source: United States Census Bureau, American Community Survey 1-year Estimates – 2021.

Awards & Recognitions

**#1 Best Town in Tennessee – 2015,
2016 - Niche Rankings**

**Control Authority Pretreatment Excellence
Award – Water Reclamation Facility**

Kentucky/Tennessee American Water Works Association and Water Environment Federation

MOST BEAUTIFUL TOWN TOP 5 FINALIST
RAND McNALLY/USA TODAY POLL

**Top 5 Most Romantic Main
Streets**

National Trust for Historic Preservation



**Municipal Field of the Year –
Parks Department**

Tennessee Turf Grass Association

Best Cities for Home Ownership (#11)
NERDWALLET

BEST PLACE IN TENNESSEE (#11)
MOVOTO REAL ESTATE

Top 100 Places to Live
Relocate America

**#3 Best Places to
Live in 2021**
Money Magazine

**Most Business Friendly
Cities in TN (#2)**
The Beacon Center

America's Favorite Towns (#8)
Travel and Leisure Magazine

#1 in Land Trust Preservation in Tennessee
LAND TRUST FOR TENNESSEE



BEST SOUTHERN TOWN
GARDEN AND GUN MAGAZINE

Cities on the Rise
NerdWallet

**Best Towns for Families
(#3)**
Family Circle Magazine

#10 Best Town to Retire in USA
USA Today/Bankrate 2015

**National Savvy Award – Communications
Division**

National City/County Communicators & Marketers Association (NCCMA)

...Just to name a few!!!

**Top 50 Cities to start a
business**
BusinessWeek



City of Franklin, Tennessee

FY 2026 Operating Budget

Budget Summary

Budget Planning

Under this section is:

- **Budget Preparation & Philosophy**
- **Budgetary Planning Processes**
- **FY 2025-26 Budget Goals**
- **Basis of Budgeting & Accounting**
- **Budget Calendar**
- **Economic Outlook**



City of Franklin, Tennessee

FY 2026 Operating Budget

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FY 2026 Operating Budget

Budget Planning

Budget Preparation & Philosophy

In November, City staff outlines budget goals and a schedule for the upcoming fiscal year. During February, March and April, budget interviews are conducted by the Budget and Finance Committee with departments. Normally, budget goals are discussed with the Board's Budget and Finance Committee and departmental staff.

After reviewing the current fiscal year 2024-25 budget, requests for the new fiscal year budgets are submitted by the various departments to the City Administrator and Assistant City Administrators. Departments are asked to present two budgets. The first, a base or 'level-service' budget, demonstrates how much it will cost the City to provide the same level of service in FY 2026 that it does in the current fiscal year. The second budget identifies program enhancements which can be any new or additional staff, major expenses or small capital equipment, or new programs. For each enhancement, departments fill out a one-page form which documents the basic information of program enhancements, both in a numeric and narrative form and in priority order. The goal of this method of budgeting is to easily demonstrate: a) the ongoing costs of operations, and b) additional needs of departments. Program enhancements are added to the budgets and incorporated within the departmental budgets included herein. All program enhancements requested are provided in the Appendices.

Budget officers recognize the need to maintain an overall strong financial position, consistent objectives with budget goals, a balance of revenue to expenditures, and long-term cost implications. We recognize that adoption of an annual budget establishes a short-term (i.e., one year) fiscal plan. Short-term fiscal decisions can have long-term fiscal impacts. Each year in the Capital Investment Program (CIP), we seek to discuss and evaluate long-term fiscal trends and then utilize that for short-term spending and service level decisions during the annual budget process, recognizing the demands anticipated with continued growth projections. Decisions on new programs or services require the same consideration.

The City of Franklin is committed to efficient operations and ethical standards in all services provided to our citizens and visitors. In conjunction with the beginning of the budget preparation process, Department Directors are encouraged to emphasize our continuing commitment to operational excellence. While much of the focus and debate within the community centers on growth and development issues, the operations of City government have remained focused on continuous improvement.

Budget Preparation & Philosophy (con't)

The City has been able to maintain an outstanding level in quality of services delivered to the residents and businesses of this City. For the past few years, several departments have participated in a benchmarking project with other Tennessee cities. Results from those studies show that Franklin residents receive an above-average level of service. To evaluate and monitor our services, departments also include performance measures tied to the City's Strategic Plan.

Departments within the City participate in peer group studies and continue to review and adopt "best practices" that are recommended by the International City/County Management Association, the Government Finance Officers Association, American Public Works Association, American Planning Association, and other national and international organizations.

The annual budget reflects the quality of life, developmental policies and service level priorities of the Board and the citizens of Franklin. The relationship between the budget review and approval process and the high-quality level of services available within this community are cited above.

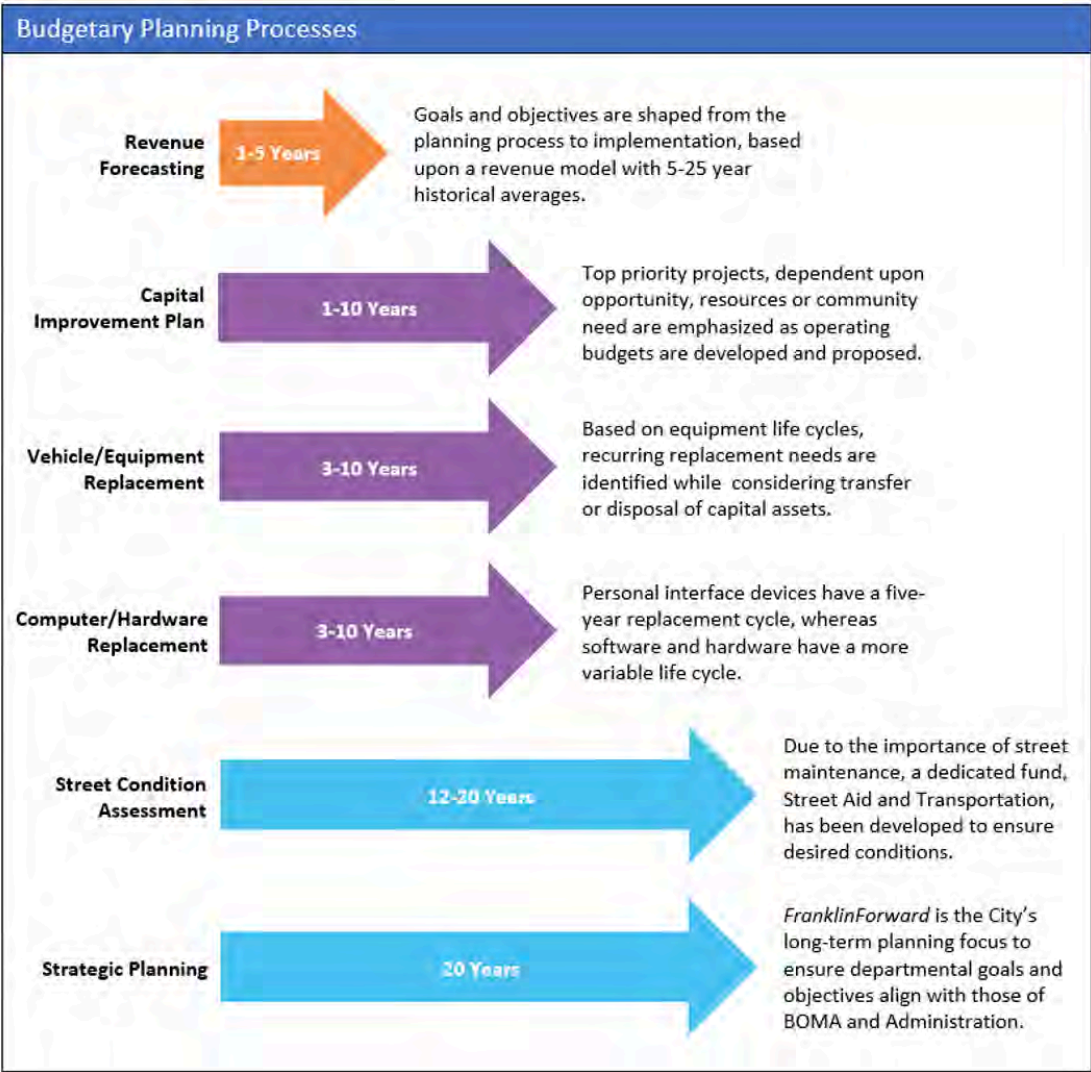
Budgetary Planning Processes

The City of Franklin prides itself on responsible and innovative planning processes for all its services, whether it be financial, land use or service delivery decisions. As a result multiple plans exist and guide daily operations and long-term strategic thinking. These include but are not limited to:

- City's Strategic Plan (see Appendix K for more Information)
- Envision Franklin - The City's Land Use Plan
- Integrated Water Resource Plan - The City's Water & Wastewater Management Plan
- Capital Investment Program – The City's Ten-Year plan for large-scale capital investment (See Appendices A-C for more information)

The chart on the following page summarizes those plans which have a direct and an indirect impact upon the Fiscal Year 2026 Operating and Capital Budget.

Budgetary Planning Processes (con't)



Budget Goals

On the next several pages are budget goals for the FY 2026 Operating and Capital Budget for the City of Franklin, Tennessee, as adopted by the Board of Mayor and Alderman via resolution 2024-108 on January 14, 2025.

Setting targeted goals is vital to accomplishment of any plan. For a financial plan to succeed, targeted goals are vital in guiding policymakers and civil servants in ensuring city services are provided in the most effective manner possible. These FY 2026 budget goals are provided herein showing both the type of goal but where (and if) the proposed goal ties into the City of Franklin's Strategic Plan.

Budget Goals

Financial Goals	
	Maintain and enhance the positive fiscal position of the City by adherence to financial management principles for public funds and compliance with Board-approved financial policies.
	Continue to pursue options for revenue diversification among property taxes, sales taxes, fees, interest earnings, other income, and state shared revenues with expenditure growth reviewed annually in terms of population increases and desired public service levels.
	Produce a structurally balanced budget with ongoing revenues meeting ongoing expenses.
	Pursue additional revenue sources when and where appropriate.
	Maintain reserve funds in compliance with the Board of Mayor and Aldermen's adopted policy.
	Maintain compliance with the City's adopted debt policy and capital funding program.
	Leverage local funds through the pursuit of grant opportunities.

Non-Financial Goals

Non-Financial Goals	
	Maintain and enhance services to citizens. Focus on the delivery of high-quality services to residents, businesses, and visitors.
	Focus on the delivery of projects approved through an updated 10-year Capital Investment Program and supported by the Invest Franklin initiative.
	Focus on continued maintenance and improvement to the water and wastewater infrastructure by advancing rate-funded capital projects.
	Develop, adopt, and implement programs and policies, which create and sustain a positive economic environment within the City of Franklin supporting job growth and private investment.
	Promote the City as a preferred economic development location in cooperation with the State of Tennessee, Williamson County and other partners. Promote economic prosperity and enhance Franklin's competitive position.
	Continue an emphasis on maintenance of facilities and equipment with replacement of the City's fixed assets as necessary, which include equipment, infrastructure, and facilities.
	Continue and further enhance our commitment to employee training and professional development, and thereby providing a positive work environment for teamwork, individual and department initiatives, productivity, and individual development.
	Continue to build and enhance employee engagement across the City of Franklin Team
	Maintain and continue to enhance the compensation and benefit plan for employees within our financial capabilities; to retain and attract qualified and motivated employees in a highly competitive market.
	Continue commitment to the vitality of the downtown area, historical areas, and neighborhoods throughout the city.
	Support and connect the City's operational efforts to long-term planning initiatives. These key planning efforts include the Board-adopted strategic plan <i>FranklinForward</i>, the Integrated Water Resource Plan (IWRP), the Comprehensive Transportation Plan, the Park's Master Plan, the Greenway/Open Space Plan, and the Envision Franklin land use plan.
	Support the sustainability efforts identified by staff and the City's Sustainability Commission.

Specific Fiscal Year 2026 Initiatives

Specific Fiscal Year 2026 Initiatives	
	Implement updates to the City's Strategic Plan, Franklin Forward, with a focus on 10-year planning horizon with specific goals/deliverables identified for the next 1-3 years.
	Develop and evaluate options for growth-related infrastructure investment funding/financing for Board consideration.
	Work towards the development of incentives and strategies for affordable and workforce housing in the City of Franklin.
	Continue work on the City's growth management strategies focusing on targeted infrastructure enhancements. Support dialog with key stakeholders on growth patterns, infrastructure planning, and long term land use strategies.
	Update the City of Franklin's land use plan, Envision Franklin, to reflect community aspirations, lessons learned through the first five years of plan implementation, and effective stewardship of the community's built and natural environment.
	Continue efforts to recruit qualified employees including efforts to diversify the workforce. Complete a comprehensive review of the City's compensation plan to maintain the City's position as a highly competitive employer in the region.
	Continue to identify opportunities to expand and enhance the City's engagement with the public through various strategies and mediums.
	Promote/market the City as a preferred economic development location in cooperation with the State of Tennessee, Williamson County and other partners.
	Continue work toward additional long-term funding strategies for multi-modal and vehicular transportation needs in Franklin, Williamson County, and throughout the Middle Tennessee region.

Basis of Budgeting & Accounting

The City of Franklin budgets and accounts all funds on a basis consistent with U.S. Generally Accepted Accounting Principles (GAAP). For the governmental funds (namely the General Fund, the Debt Service Fund, and the Special Revenue Funds), reporting is based using the current financial resources measurement focus and the modified accrual basis of accounting. The proprietary fund (namely the Water & Wastewater Fund) is reported using the economic resources measurement focus and the accrual basis of accounting.

The Board of Mayor and Aldermen (BOMA) approves and appropriates the budgets for these funds annually. The BOMA may transfer or appropriate additional funds for expenditures not anticipated at the time of budget adoption. All appropriations lapse at the end of the fiscal year.

Budget Calendar

The City of Franklin budgets and accounts all funds on a basis consistent with U.S. Generally Accepted Accounting Principles (GAAP). For the governmental funds (namely the General Fund, the Debt Service Fund, and the Special Revenue Funds), reporting is based using the current financial resources measurement focus and the modified accrual basis of accounting. The proprietary fund (namely the Water & Wastewater Fund) is reported using the economic resources measurement focus and the accrual basis of accounting.

The Board of Mayor and Aldermen (BOMA) approves and appropriates the budgets for these funds annually. The BOMA may transfer or appropriate additional funds for expenditures not anticipated at the time of budget adoption. All appropriations lapse at the end of the fiscal year.

Budget Materials Distributed	Late Fall 2024
Department Requests Due	December 6, 2024
Initial Meetings with Budget	3 weeks before budget presentation
Initial Meetings with City Administrator	2 weeks before budget presentation
Proposed Department Budgets Distributed to Committee and Board	1 week before budget presentation
Department Budget Presentations to Finance Committee	Finance Committee meetings in January, February, March, and April
Proposed Budget Distributed to Board of Mayor and Aldermen	Friday, May 9, 2025
Budget Presentations to Finance Committee	Thursday, May 15, 2025
Budget Notice	No later than 10 days before 2nd Reading
First Reading of Budget & Tax Rate Ordinances (Water Rates Ordinances, if necessary)	Tuesday, May 27, 2025
Second Reading (Public Hearing)	Tuesday, June 10, 2025
Third & Final Reading	Tuesday, June 24, 2025
New Fiscal Year	Monday, July 1, 2025

Economic Outlook

National Economy in 2025

The Presidential election of November 2024 resulted in a second term for President Donald J. Trump effective January 2025. President Trump's economic policies include extension of individual and corporate tax reductions, deregulation and the imposition of tariffs to address trade deficits. The President initially announced plans to impose tariffs on April 2nd and 9th, 2025, while later pausing most of them, excluding China, through July 31st. Goals of the tariffs include increasing investment in the United States, balancing trade relationships and increasing the U.S. economy through increased employment and manufacturing production. Short term risks of tariffs include increasing the prices that consumers pay and disrupting the supply of labor and capital used to produce goods.

The national headlines and popular topics for discussion in spring 2025 are summarized by the minutes from the March 19, 2025, meeting of the Federal Reserve Open Market Committee (FOMC): "Recent indicators suggest that economic activity has continued to expand at a solid pace. The unemployment rate has stabilized at a low level in recent months, and labor market conditions remain solid. Inflation remains somewhat elevated. The Committee seeks to achieve maximum employment and inflation at the rate of 2 percent over the longer run. Uncertainty around the economic outlook has increased. The Committee is attentive to the risks to both sides of its dual mandate."

Source: <https://www.federalreserve.gov/newsevents/pressreleases/monetary20250319a.htm>

In the same statement, the FOMC maintained the federal funds rate at 4.25%-4.50%, using monetary policy to lower the rate of inflation. The next FOMC meeting is scheduled for May 6th and 7th, and most forecasters do not anticipate a rate reduction at this meeting. The last rate change occurred on December 18, 2024, when the Federal Reserve lowered the federal funds rate by 25 basis points.

On April 30, 2025, the U.S. Bureau of Economic Analysis published data showing a decrease in real gross domestic product (GDP) at an annual rate of 0.3% in the first quarter of 2025. In the fourth quarter of 2024, real GDP increased by 2.4%. Below is a quote from the release:

"The decrease in real GDP in the first quarter primarily reflected an increase in imports, which are a subtraction in the calculation of GDP, and a decrease in government spending. These movements were partly offset by increases in investment, consumer spending, and exports."

Source: <https://www.bea.gov/news/2025/gross-domestic-product-1st-quarter-2025-advance-estimate>

On May 2, 2025, the U.S. Bureau of Labor Statistics reported an increase in total nonfarm payroll employment of 177,000 in April 2025. Below is a quote from the release: "In April, employment continued to trend up in health care, transportation and warehousing, financial activities, and social assistance. Federal government employment declined."

Source: <https://www.bls.gov/news.release/empsit.nr0.htm>

For the week ending April 25, 2025, the average 30-year fixed mortgage rate is 6.81%, according to Freddie Mac, an agency chartered by Congress to support the US housing financial system. The current rate is twice the average 30-year rate in April 2021 of 3.375% but lower than the rate of 7.17% for this same week in 2024.

The national unemployment rate (not seasonally adjusted) in March 2025 was 4.2%, an increase from 3.9% in March 2024. (Source: [Tennessee Department of Labor & Workforce Development](#)).

Economic Outlook (con't)

Tennessee Economy in 2025

In their January 2025 Economic Report to the Governor of the State of Tennessee, the University of Tennessee's Boyd Center for Business and Economic Research of the Haslam College of Business projected a real 2024 Tennessee real Gross Domestic Product (GDP) growth of 2.4%. Their 2025 prediction is statewide GDP growth of 2.5%. The Boyd Center report anticipates an increase in Tennessee jobs in 2025 of 1.1% as the state continues to attract employers and expansion of existing businesses. The Boyd Center gives examples of projects including Ford's EV battery manufacturing complex in West Tennessee, Orano's uranium enrichment facility in Oak Ridge and the new Tennessee Titans stadium in Nashville. The Boyd Center projects an increase in taxable sales in Tennessee of 3.0% in 2025 as "economic growth moderates and inflation, which has finally come down, remains relatively low." The state's unemployment rate (not seasonally adjusted) in March 2025 was 3.3%, an increase from 3.1% in March 2024.

(Source: Tennessee Department of Labor & Workforce Development).

The Boyd Center provides an overall economic outlook for the state by stating: "In general, the Tennessee economy is seeing slower economic growth than the U.S. in 2024. This is likely driven by timing more than anything, as the state economy recovered more quickly from the pandemic and is therefore stabilizing sooner as well."

Source: <https://haslam.utk.edu/wp-content/uploads/2025/02/2025ERG.pdf>

Local Economy in 2025

The City of Franklin continues to experience a high level of population growth, from 46,949 residents in 2000 to 92,230 in 2024, an increase of 96%.

(Source: City of Franklin 2024 Development Report).

The City's unemployment rate (not seasonally adjusted) in March 2025 was 2.4%, unchanged from March 2024. Williamson County also experienced a March 2025 unemployment rate of 2.4%. Both the City of Franklin and Williamson County experienced the lowest rate of any other respective city and county within the State in March 2025

(Source: Tennessee Department of Labor & Workforce Development).

According to 2023 estimates, Williamson County has the highest median family income in the State of Tennessee at \$153,397. This amount compares to the Tennessee median family income of \$84,212 and is higher than the national average of \$96,922. Williamson County ranks 28th of 3,139 counties in the United States

(Source: U.S. Department of Health & Human Services).

The tourism and hospitality sector in Franklin and Williamson County is a strong contributor to the local economy. In 2023, Williamson County ranked #6 of 95 Tennessee counties in the amount of direct visitor spending (\$1,326,098,700), an increase of 10.9% from 2022. The industry represents 8,825 jobs in the county, with tax savings of \$1,635 per household.

(Source: Tennessee Department of Tourist Development)

Economic Outlook (con't)

The City's largest General Fund revenue is Local Option Sales Tax. The local rate of 2.75%, approved by voter referendum and assessed at the highest level allowed by state law, is collected by businesses from their customers and remitted to the state. Half of the revenues collected from businesses located within the city, and from city residents who order good online, are dedicated to funding public schools. The remaining half of revenues are remitted to the City. The local sales tax remittance for February 2025 sales (received by the City in April 2025) was \$4,811,792 compared to \$4,686,365 for the same month in 2024, an increase year over year of \$125,427 or 2.68%. The State of Tennessee has reported a decrease of 2.73% for the same month year over year. February sales are the 8th month of the 2025 Fiscal Year for both the City of Franklin and the State of Tennessee. For the City, total sales tax collections fiscal year-to-date have increased by \$2,403,321 or 5.85%. The City's FY 2025 collections year to date are \$43,424,697 versus \$41,032,376 for FY 2024. In comparison, sales tax collections for the State of Tennessee have increased 4.61% for the same period

(Source: [City of Franklin](#)).

Franklin continues to benefit from the announcement of new corporate headquarters and growth of existing employers. In January 2023, In-N-Out Burger corporation announced their plan to invest \$125.5 million in Franklin to establish an Eastern US territory office. The company will create 277 new jobs in Williamson County. Groundbreaking occurred in September 2024 with completion in 2026. Educational Media Foundation, the parent company of Christian radio networks K-Love and Air1, announced in late 2021 their plans to relocate their headquarters to the Berry Farms development. The company's 160,000 square foot headquarters building opened in December 2024. Logo Brands, a manufacturer of officially licensed products for more than 800 colleges and leagues, announced in January 2025 its plans to move to an expanded headquarters in Franklin. Founded in West Tennessee near Memphis in 1999, Logo Brands employs approximately 250 positions in its corporate office.

Conclusion

Predicting the future of the national, state and local economies is best left to the experts. However, staff tracks the national and state news and closely monitors the local economy to identify trends and potential impacts to the City of Franklin's budget and financial condition. Staff also recommends conservative revenue projections for both the current year budget and future year forecasts due to the imperfection of information and the overarching desire to be good stewards of public funds.

Predictions at this same time in 2024 contained fears of a near-term recession that did not come to fruition. The November 2024 Presidential election brought a new presidential administration in January 2025 and its economic policies. Franklin, in particular, is well positioned to continue as a location of choice for employers and residents with its high quality of life, safe neighborhoods and low taxes.



City of Franklin, Tennessee

FY 2026 Operating Budget

Budget Summary

Fund Summary

Under this section is:

- **Budgeted Funds**
- **All Funds Budget Summary**
- **All Funds Revenue Summary**
- **All Funds Expense Summary**
- **Fund Balance Changes**
- **Fund Matrix**
- **Fund Balance Levels and Reserves**



City of Franklin, Tennessee
FY 2026 Operating Budget

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City of Franklin, Tennessee

FY 2026 Operating Budget

Fund Summary

Budgeted Funds

The City of Franklin, Tennessee, like most governmental entities, organizes its finances into funds. A fund is a fiscal and accounting entity with a self-balancing set of accounts. It is also the legal level of budgetary control for the City, and the City adheres to the requirements of state law in its annual budgeting by adopting an annual appropriated budget for its general and special revenue funds

In Tennessee, it is a requirement that the budget approved by the Board of Mayor and Aldermen be balanced. This means planned expenditures equal anticipated revenues. Fund revenues and expenditures are budgeted using modified accrual accounting concepts where expenditures are recognized when incurred and payment is due, and revenues are recognized when they are measurable and available (generally collected within 60 days). This is the same basis as used in the City's audited financial statements.

In addition to the General Fund (the City's primary operating fund), the City has various separate special revenue funds and a capital projects fund that are restricted as to how the revenues can be used. These special funds are detailed below. It should be emphasized that these funds, except for the Sanitation & Environmental Services Fund, the Stormwater Fund, and the Water Management Fund, do not include any personnel costs.

Street Aid Fund - Special Revenue fund for the accounting of the portion of State gasoline tax that is shared with cities, based on population. State law requires that these funds be used for the maintenance of streets and sidewalks.

Sanitation and Environmental Services Fund – Special Revenue fund for the accounting of fees collected in the disposal and collection of residential and commercial garbage.

Stormwater Fund – Special Revenue fund for the accounting of fees collected for the purpose of preventive maintenance of drainage areas, as well as remediation of circumstances that cause flooding and pollution.

Road Impact Fee Fund – Special Revenue fund for the accounting of expenditures in accordance with City Ordinance 88-13 on the proceeds of road impact fees from new development.

City Facilities Tax Fund – Special Revenue fund for the accounting of fees collected for the expenditures specified in City Ordinance 88-12, which assesses a privilege tax on the business of development.

County Facilities Tax Fund – Special Revenue fund for the accounting of City's portion of the Williamson County Adequate School Facilities Tax. This separate fund for the accounting of these revenues was established with the FY 2018 Budget.



City of Franklin, Tennessee

FY 2026 Operating Budget

Fund Summary

Drug Fund – Special Revenue fund for the accounting of drug fines collected for the purpose of furthering drug investigations.

Hotel/Motel Tax Fund – Special Revenue fund for the accounting of hotel/motel taxes collected for the purpose of retiring the City debt on the City /County Conference Center and for purchase, development, and servicing of debt for park property intended to promote tourism. (Examples include Harlinsdale Farm and Eastern Flank Battlefield)

Parkland Dedication Fund – Special Revenue fund created in FY 2015 for the purpose of satisfying requirements of Section 5.5.4 of the City of Franklin Zoning Ordinance in which funds collected from developments can be used for the acquisition or development of public parks, greenways/blueways, open space sites, and related facilities.

Transit System Fund – Special Revenue fund for the accounting of activities of the City’s mass transit system.

Community Development Block Grant (CDBG) Fund – Special Revenue fund for the accounting of federal CDBG grant monies and their expenditures.

Debt Service Fund – Used to account for resources set aside to fund debt service and the actual principal and interest payments made.

Fleet Replacement Fund – Used to account for the purchase and replacement of commercial fleet vehicles (passenger trucks, sedans, SUVs) used in General Fund departments.

Water Management Fund – Proprietary Fund for the accounting of user charges and fees and expenses of the operations of the City’s Water, Wastewater, and Reclaimed Water system. This fund also is included in the City’s audited financial statements. A summary budget is provided herein, and forecasts provided in the Appendices Section.

The City has only one (1) additional fund that is not included in this budget document:

Capital Projects Fund – Capital Project fund for the accounting of bond proceeds and expenditures in conjunction with long range capital projects. Although not required to be included in this budget, this fund is included in the City’s audited financial statements.

The following pages provide a summary presentation of all funds budgeted and appropriated by the City of Franklin, Tennessee.



City of Franklin, Tennessee

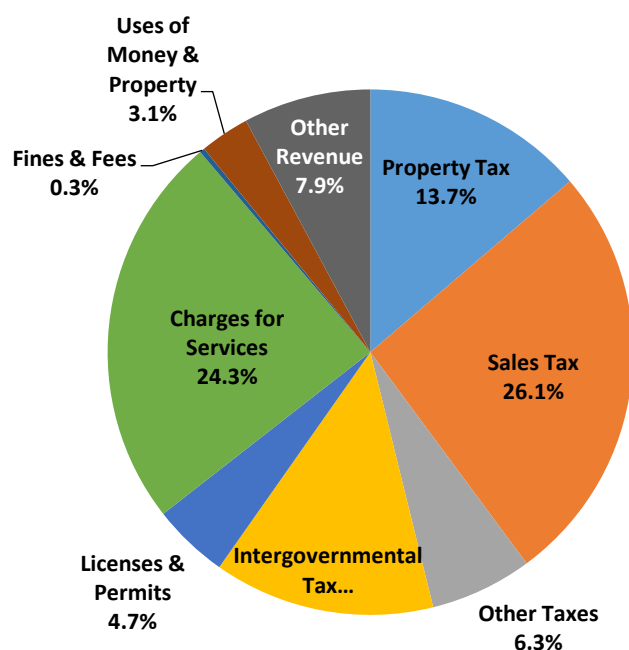
FY 2026 Operating Budget

Fund Summary: Budget Summary - All Funds

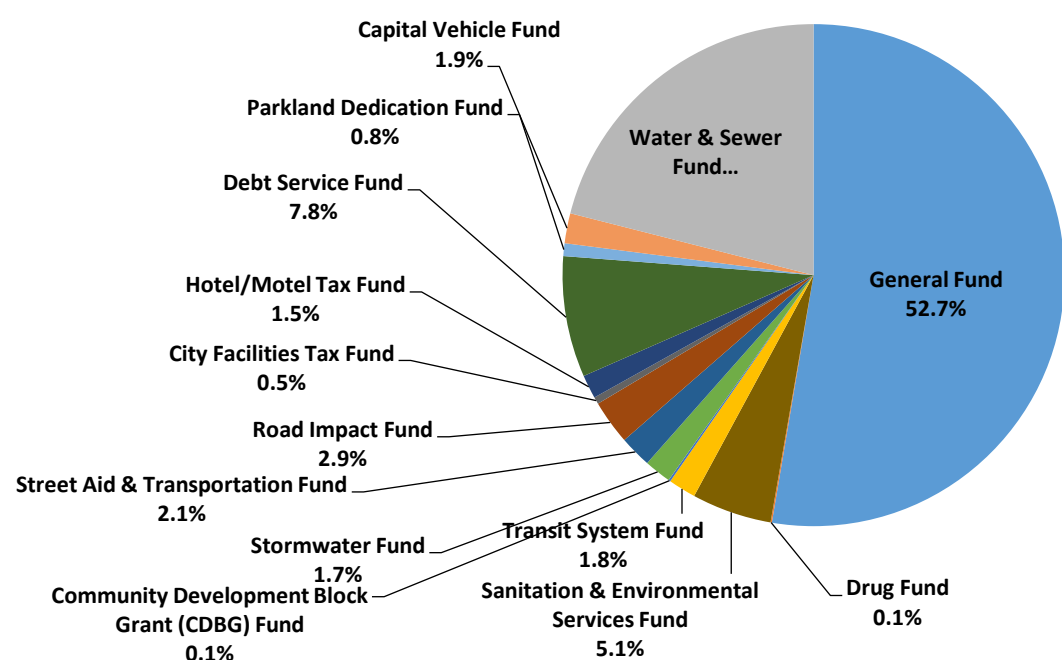
The following page presents a comprehensive picture of all 15 budgeted funds for the City of Franklin, Tennessee.

	Actual 2023	Actual 2024	Budget 2025	Estd 2025	Budget 2026	Difference '25 vs. '26	
	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F (E-C)</u>	<u>G (E/C)</u>
Revenues							
Property Tax	\$ 23,816,013	\$ 23,806,250	\$ 24,936,934	\$ 24,272,811	\$ 35,280,338	\$ 10,343,404	41.5%
Sales Tax	\$ 60,556,943	\$ 62,424,823	\$ 65,367,321	\$ 65,470,246	\$ 67,079,745	\$ 1,712,424	2.6%
Other Taxes	\$ 13,670,408	\$ 12,171,343	\$ 15,969,579	\$ 14,650,039	\$ 16,165,023	\$ 195,444	1.2%
Intergovernmental Tax	\$ 25,143,410	\$ 34,090,970	\$ 40,092,409	\$ 30,117,736	\$ 34,923,795	\$ (5,168,614)	-12.9%
Licenses & Permits	\$ 11,534,719	\$ 18,389,183	\$ 12,209,679	\$ 14,154,484	\$ 12,070,964	\$ (138,715)	-1.1%
Charges for Services	\$ 54,122,547	\$ 64,371,225	\$ 59,807,473	\$ 58,747,254	\$ 62,497,535	\$ 2,690,062	4.5%
Fines & Fees	\$ 864,137	\$ 752,824	\$ 925,973	\$ 973,717	\$ 792,354	\$ (133,619)	-14.4%
Uses of Money & Property	\$ (2,549,237)	\$ 10,810,801	\$ 7,038,137	\$ 10,164,995	\$ 7,841,229	\$ 803,092	11.4%
Other Revenue	\$ 17,079,838	\$ 15,338,033	\$ 13,501,631	\$ 16,178,346	\$ 20,167,289	\$ 6,665,658	49.4%
Total - All Funds Revenues	\$ 204,238,776	\$ 242,155,452	\$ 239,849,136	\$ 234,729,628	\$ 256,818,275	\$ 16,969,138	7.1%
Expenses							
General Fund	\$ 94,906,292	\$ 110,789,007	\$ 116,771,802	\$ 114,723,930	\$ 128,101,483	\$ 11,329,681	9.7%
Drug Fund	\$ 150,078	\$ 143,993	\$ 206,415	\$ 204,479	\$ 207,417	\$ 1,002	0.5%
Sanitation & Environmental Services Fund	\$ 10,471,841	\$ 13,882,323	\$ 13,649,764	\$ 12,167,223	\$ 12,520,576	\$ (1,129,188)	-8.3%
Transit System Fund	\$ 3,443,348	\$ 4,328,730	\$ 4,350,253	\$ 3,727,522	\$ 4,329,712	\$ (20,541)	-0.5%
Community Development Block Grant (CDBG)	\$ 468,782	\$ 854,431	\$ 368,352	\$ 284,925	\$ 311,931	\$ (56,421)	-15.3%
Stormwater Fund	\$ 2,930,561	\$ 3,523,689	\$ 4,503,274	\$ 4,293,669	\$ 4,226,669	\$ (276,605)	-6.1%
Street Aid & Transportation Fund	\$ 5,022,229	\$ 6,543,034	\$ 6,318,939	\$ 6,220,211	\$ 5,006,488	\$ (1,312,451)	-20.8%
Road Impact Fund	\$ 12,200,418	\$ 6,292,733	\$ 18,139,103	\$ 18,139,590	\$ 6,936,447	\$ (11,202,656)	-61.8%
City Facilities Tax Fund	\$ 62,611	\$ 3,569,847	\$ 3,613,642	\$ 3,613,642	\$ 1,104,000	\$ (2,509,642)	-69.4%
County Facilities Tax Fund	\$ 600,000	\$ -	\$ 200,000	\$ 200,000	\$ -	\$ (200,000)	-100.0%
Hotel/Motel Tax Fund	\$ 4,912,113	\$ 7,570,561	\$ 9,017,746	\$ 8,903,850	\$ 3,701,710	\$ (5,316,036)	-59.0%
Debt Service Fund	\$ 15,709,381	\$ 16,297,636	\$ 15,098,603	\$ 15,098,603	\$ 18,950,964	\$ 3,852,361	25.5%
Parkland Dedication Fund	\$ 4,500,000	\$ 3,735,748	\$ -	\$ -	\$ 2,000,000	\$ 2,000,000	100.0%
Capital Vehicle Fund	\$ -	\$ 3,093,224	\$ 2,807,000	\$ 1,599,817	\$ 4,696,646	\$ 1,889,646	67.3%
Water & Sewer Fund	\$ 35,585,772	\$ 40,957,990	\$ 55,071,220	\$ 43,907,453	\$ 51,174,439	\$ (3,896,781)	-7.1%
Total - All Funds	\$ 190,963,426	\$ 221,582,947	\$ 250,116,112	\$ 233,084,915	\$ 243,268,481	\$ (6,847,631)	-2.7%
Personnel	\$ 84,275,810	\$ 96,641,478	\$ 101,306,927	\$ 100,286,338	\$ 107,944,509	\$ 6,637,582	6.55%
Operations	\$ 105,362,167	\$ 116,353,215	\$ 125,026,840	\$ 120,064,362	\$ 116,738,355	\$ (8,288,485)	-6.63%
Capital	\$ 1,325,449	\$ 8,588,252	\$ 23,782,344	\$ 12,734,213	\$ 18,585,616	\$ (5,196,728)	-21.85%
Total - All Funds Expenses	\$ 190,963,426	\$ 221,582,946	\$ 250,116,112	\$ 233,084,914	\$ 243,268,481	\$ (6,847,631)	-2.7%
Surplus / (Deficit) All Funds	\$ 13,275,350	\$ 20,572,506	\$ (10,266,976)	\$ 1,644,714	\$ 13,549,794		

FY 2026 Revenues



FY 2026 Expenses





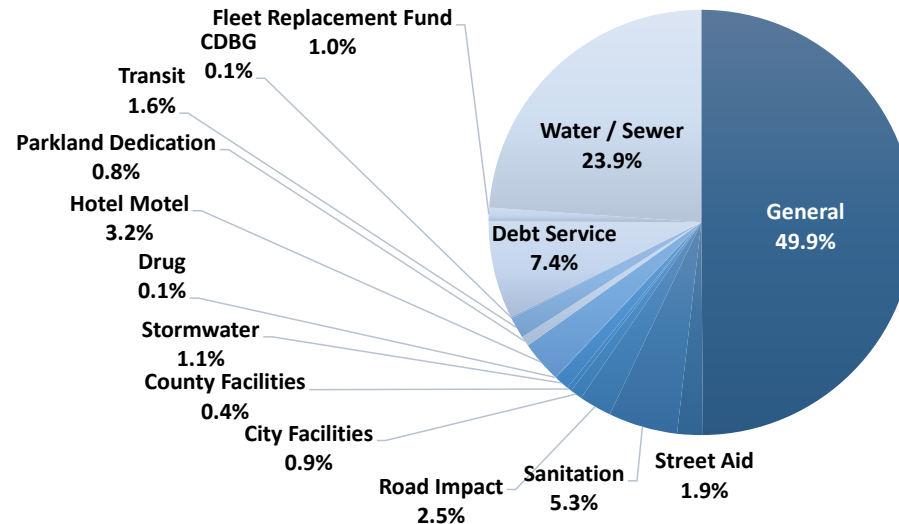
City of Franklin

Revenue Model

Summary (All Funds)

The City of Franklin funds its operations through a variety of taxes, fees for service, fines and grants. This page shows the total amount of revenues - regardless of fund - proposed to support operations for the City of Franklin in Fiscal Year 2026.

Overall we are projecting **all funds** revenues of **\$256.8 million, \$15,271,887 (or 6.3%) above than the FY 2025 Budget**. Revenues for the largest fund, the **General Fund**, are forecast to For FY 2026, General Fund revenue is forecast to increase by **\$11,329,683 or 9.7% above the FY 2025**



Fund	Actual		Budget		FY 2026 Forecast					FY 2026
	A	B	C	D	E	F	G	H	I	
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	Low	Medium	High	
General	\$ 69,956,580	\$ 80,560,453	\$ 95,587,973	\$ 105,114,293	\$ 112,518,985	\$ 116,771,802	\$ 124,415,816	\$ 128,101,483	\$ 131,769,011	49.9%
Street Aid	\$ 3,739,948	\$ 3,767,280	\$ 5,359,934	\$ 5,399,470	\$ 5,045,776	\$ 4,963,413	\$ 4,956,424	\$ 5,006,488	\$ 5,056,553	1.9%
Sanitation	\$ 9,732,925	\$ 11,197,465	\$ 11,610,523	\$ 11,508,153	\$ 12,459,224	\$ 13,910,221	\$ 13,357,449	\$ 13,492,373	\$ 13,627,294	5.3%
Road Impact	\$ 12,953,558	\$ 7,061,745	\$ 9,746,863	\$ 4,651,737	\$ 10,569,817	\$ 6,720,788	\$ 6,248,386	\$ 6,375,904	\$ 6,503,422	2.5%
City Facilities	\$ 3,485,487	\$ 3,358,803	\$ 2,551,918	\$ 1,516,051	\$ 2,931,224	\$ 2,124,949	\$ 2,251,926	\$ 2,398,222	\$ 2,544,518	0.9%
County Facilities	\$ 1,000,026	\$ 949,847	\$ 878,300	\$ 736,620	\$ 1,140,348	\$ 749,662	\$ 880,994	\$ 912,387	\$ 943,780	0.4%
Stormwater	\$ 2,661,807	\$ 2,736,221	\$ 2,738,385	\$ 2,832,236	\$ 2,931,151	\$ 4,389,167	\$ 2,767,927	\$ 2,853,533	\$ 2,925,592	1.1%
Drug	\$ 181,384	\$ 173,266	\$ 170,648	\$ 146,020	\$ 139,627	\$ 143,783	\$ 145,522	\$ 150,023	\$ 154,524	0.1%
Hotel Motel	\$ 3,390,805	\$ 2,728,865	\$ 5,704,248	\$ 6,486,559	\$ 6,725,984	\$ 7,899,082	\$ 7,847,053	\$ 8,119,785	\$ 8,392,516	3.2%
Parkland Dedication	\$ 1,757,183	\$ 825,958	\$ 1,275,410	\$ 2,330,659	\$ 4,182,746	\$ 1,208,674	\$ 1,758,292	\$ 1,953,658	\$ 2,149,023	0.8%
Transit	\$ 2,611,686	\$ 2,888,155	\$ 2,781,701	\$ 3,443,350	\$ 4,328,731	\$ 4,354,152	\$ 4,052,718	\$ 4,178,060	\$ 4,303,402	1.6%
CDBG	\$ 282,395	\$ 332,085	\$ 311,036	\$ 539,667	\$ 881,299	\$ 396,022	\$ 308,304	\$ 324,531	\$ 340,758	0.1%
Debt Service	\$ 56,701,953	\$ 15,452,370	\$ 15,962,257	\$ 15,353,901	\$ 16,038,393	\$ 15,229,646	\$ 18,950,964	\$ 18,950,964	\$ 18,950,964	7.4%
Fleet Replacement Fund	\$ -	\$ -	\$ 3,253,022	\$ 3,044,940	\$ 1,039,371	\$ 979,075	\$ 2,671,472	\$ 2,671,472	\$ 2,671,472	1.0%
Water / Sewer	\$ 37,483,276	\$ 38,697,557	\$ 42,511,291	\$ 42,670,464	\$ 61,131,289	\$ 60,008,693	\$ 60,285,638	\$ 61,329,389	\$ 62,373,140	23.9%
All Revenues	\$ 205,939,013	\$ 170,730,072	\$ 200,443,508	\$ 205,774,118	\$ 242,063,964	\$ 239,849,136	\$ 250,898,884	\$ 256,818,275	\$ 262,705,969	100.0%
	(A-FY2018)	(B-A)	(D-C)	(E-D)	(F-E)	(G-F)	(H-F)	(I-F)		
Change Year-over-Year	\$ 20,441,243	\$ (35,208,941)	\$ 29,713,436	\$ 5,330,610	\$ 36,289,846	\$ 34,075,018	\$ 11,049,748	\$ 16,969,134	\$ 22,856,832	
	31.9%	-8.0%	17.4%	2.7%	17.6%	16.6%	5%	7.07%	10%	



City of Franklin, Tennessee

FY 2026 Operating Budget

All Funds Expense Summary

	<u>Actual 2023</u>	<u>Actual 2024</u>	<u>Budget 2025</u>	<u>Estd 2025</u>	<u>Budget 2026</u>	<u>Difference '25 vs. '26</u>	
	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F (E-C)</u>	<u>G (E/C)</u>
Public Safety							
Drug Fund							
Opening Balance	\$ 538,767	\$ 534,709	\$ 530,343	\$ 530,343	\$ 480,516	\$ (49,827)	-9.4%
Revenues	\$ 146,021	\$ 139,627	\$ 143,783	\$ 154,652	\$ 150,023	\$ 6,240	4.3%
Expenses							
Operations	\$ 150,078	\$ 143,993	\$ 206,415	\$ 204,479	\$ 207,417	\$ 1,002	0.5%
Ending Balance	\$ 534,709	\$ 530,343	\$ 467,711	\$ 480,516	\$ 423,122	\$ (44,589)	-9.5%
Community & Economic Development							
Community Development Block Grant (CDBG) Fund							
Opening Balance	\$ 118,477	\$ 189,362	\$ 216,230	\$ 216,230	\$ 336,271	\$ 120,041	55.5%
Revenues	\$ 539,667	\$ 881,299	\$ 396,022	\$ 404,966	\$ 324,531	\$ (71,491)	-18.1%
Expenses							
Operations	\$ 468,782	\$ 854,431	\$ 368,352	\$ 284,925	\$ 311,931	\$ (56,421)	-15.3%
Ending Balance	\$ 189,362	\$ 216,230	\$ 243,900	\$ 336,271	\$ 348,871	\$ 104,971	43.0%
Transit System Fund							
Opening Balance	\$ 807,253	\$ 807,254	\$ 807,254	\$ 807,254	\$ 732,126	\$ (75,128)	-9.3%
Revenues	\$ 3,443,349	\$ 4,328,730	\$ 4,354,152	\$ 3,652,394	\$ 4,178,060	\$ (176,092)	-4.0%
Expenses							
Personnel	\$ 9,271	\$ 26,576	\$ 129,643	\$ 116,993	\$ 117,735	\$ (11,908)	-9.2%
Operations	\$ 3,434,077	\$ 3,818,574	\$ 3,870,610	\$ 3,326,209	\$ 3,661,562	\$ (209,048)	-5.4%
Capital	\$ -	\$ 483,580	\$ 350,000	\$ 284,320	\$ 550,415	\$ 200,415	57.3%
Ending Balance	\$ 807,254	\$ 807,254	\$ 811,153	\$ 732,126	\$ 580,474	\$ (230,679)	-28.4%
Public Works							
Stormwater Fund							
Opening Balance	\$ 2,914,022	\$ 2,815,697	\$ 2,230,535	\$ 2,230,535	\$ 2,400,892	\$ 170,357	7.6%
Revenues	\$ 2,832,236	\$ 2,938,527	\$ 4,389,166	\$ 4,464,025	\$ 2,853,533	\$ (1,535,633)	-35.0%
Expenses							
Personnel	\$ 2,068,699	\$ 2,485,226	\$ 2,457,448	\$ 2,341,983	\$ 2,653,096	\$ 195,648	8.0%
Operations	\$ 861,862	\$ 1,038,463	\$ 1,129,895	\$ 885,550	\$ 988,572	\$ (141,323)	-12.5%
Capital	\$ -	\$ -	\$ 915,930	\$ 1,066,136	\$ 585,000	\$ (330,930)	-36.1%
Ending Balance	\$ 2,815,697	\$ 2,230,535	\$ 2,116,427	\$ 2,400,892	\$ 1,027,756	\$ (1,088,671)	-51.4%
Street Aid & Transportation Fund							
Opening Balance	\$ 2,870,168	\$ 3,247,409	\$ 1,750,151	\$ 1,750,151	\$ 472,809	\$ (1,277,342)	-73.0%
Revenues	\$ 5,399,470	\$ 5,045,776	\$ 4,963,414	\$ 4,942,869	\$ 5,006,488	\$ 43,074	0.9%
Expenses							
Operations	\$ 5,022,229	\$ 6,543,034	\$ 6,318,939	\$ 6,220,211	\$ 5,006,488	\$ (1,312,451)	-20.8%
Ending Balance	\$ 3,247,409	\$ 1,750,151	\$ 394,626	\$ 472,809	\$ 472,809	\$ 78,183	19.8%
Road Impact Fund							
Opening Balance	\$ 32,202,321	\$ 24,653,640	\$ 28,930,725	\$ 28,930,725	\$ 18,135,534	\$ (10,795,191)	-37.3%
Revenues	\$ 4,651,737	\$ 10,569,818	\$ 6,720,788	\$ 7,344,399	\$ 6,375,904	\$ (344,884)	-5.1%
Expenses							
Operations	\$ 12,200,418	\$ 6,292,733	\$ 18,139,103	\$ 18,139,590	\$ 6,936,447	\$ (11,202,656)	-61.8%
Ending Balance	\$ 24,653,640	\$ 28,930,725	\$ 17,512,410	\$ 18,135,534	\$ 17,574,991	\$ 62,581	0.4%
Public Works							
Fleet Replacement Fund							
Opening Balance	\$ -	\$ 5,167,640	\$ 3,347,516	\$ 3,347,516	\$ 3,050,552	\$ (296,964)	-8.9%
Revenues	\$ 5,167,640	\$ 1,273,100	\$ 979,075	\$ 1,302,853	\$ 2,671,472	\$ 1,692,397	172.9%
Expenses							
Operations	\$ -	\$ 3,093,224	\$ 2,807,000	\$ 1,599,817	\$ 4,696,646	\$ 1,889,646	67.3%
Ending Balance	\$ 5,167,640	\$ 3,347,516	\$ 1,519,591	\$ 3,050,552	\$ 1,025,378	\$ (494,213)	-32.5%



City of Franklin, Tennessee

FY 2026 Operating Budget

All Funds Expense Summary

	<u>Actual 2023</u>	<u>Actual 2024</u>	<u>Budget 2025</u>	<u>Estd 2025</u>	<u>Budget 2026</u>	<u>Difference '25 vs. '26</u>	
	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F (E-C)</u>	<u>G (E/C)</u>
Sanitation & Environmental Services Fund							
Opening Balance	\$ 2,028,589	\$ 3,064,901	\$ 1,641,801	\$ 1,641,801	\$ 1,444,724	\$ (197,077)	-12.0%
Revenues	\$ 11,508,153	\$ 12,459,224	\$ 13,910,220	\$ 11,970,146	\$ 13,492,373	\$ (417,847)	-3.0%
Expenses							
Personnel	\$ 4,357,618	\$ 4,891,650	\$ 4,949,152	\$ 4,880,657	\$ 5,452,182	\$ 503,030	10.2%
Operations	\$ 5,988,814	\$ 6,330,929	\$ 7,427,199	\$ 6,409,222	\$ 6,966,394	\$ (460,805)	-6.2%
Capital	\$ 125,409	\$ 2,659,744	\$ 1,273,413	\$ 877,344	\$ 102,000	\$ (1,171,413)	-92.0%
Ending Balance	\$ 3,064,901	\$ 1,641,801	\$ 1,902,257	\$ 1,444,724	\$ 2,416,521	\$ 514,264	27.0%
Water & Sewer Fund							
Opening Balance*	N/A	N/A	N/A	N/A	N/A		
Revenues	\$ 41,359,008	\$ 49,202,761	\$ 60,008,701	\$ 54,526,653	\$ 61,329,387	\$ 1,320,686	2.2%
Use of F/B	\$ -	\$ -	\$ -	\$ -	\$ -		
Expenses							
Personnel	\$ 10,225,505	\$ 12,819,682	\$ 11,396,713	\$ 11,227,182	\$ 12,337,127	\$ 940,414	8.3%
Operations	\$ 25,360,267	\$ 28,138,308	\$ 26,114,578	\$ 25,743,294	\$ 28,653,081	\$ 2,538,503	9.7%
Capital	\$ -	\$ -	\$ 17,559,929	\$ 6,936,977	\$ 10,184,231	\$ (7,375,698)	-42.0%
Surplus/Deficit	\$ 5,773,236	\$ 8,244,771	\$ 4,937,482	\$ 10,619,200	\$ 10,154,949		
*Beginning and Ending Balance representative of the cash basis of the Enterprise Fund. Does not include accrual of fixed assets.							
Special Funds							
City Facilities Tax Fund							
Opening Balance	\$ 13,171,571	\$ 14,625,012	\$ 13,986,389	\$ 13,986,389	\$ 12,679,944	\$ (1,306,445)	-9.3%
Revenues	\$ 1,516,052	\$ 2,931,224	\$ 2,124,950	\$ 2,307,197	\$ 2,398,222	\$ 273,272	12.9%
Expenses							
Operations	\$ 62,611	\$ 3,569,847	\$ 3,085,473	\$ 3,085,473	\$ 48,000	\$ (3,037,473)	-98.4%
Capital	\$ -	\$ -	\$ 528,169	\$ 528,169	\$ 1,056,000	\$ 527,831	99.9%
Ending Balance	\$ 14,625,012	\$ 13,986,389	\$ 12,497,697	\$ 12,679,944	\$ 13,974,166	\$ 1,476,469	11.8%
County Facilities Tax Fund							
Opening Balance	\$ 4,377,131	\$ 4,513,751	\$ 5,654,100	\$ 5,654,100	\$ 6,258,347	\$ 604,247	10.7%
Revenues	\$ 736,620	\$ 1,140,349	\$ 749,662	\$ 804,247	\$ 912,387	\$ 162,725	21.7%
Expenses							
Operations	\$ 600,000	\$ -	\$ 200,000	\$ 200,000	\$ -	\$ (200,000)	-100.0%
Capital	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%
Ending Balance	\$ 4,513,751	\$ 5,654,100	\$ 6,203,762	\$ 6,258,347	\$ 7,170,734	\$ 966,972	15.6%
Hotel/Motel Tax Fund							
Opening Balance	\$ 8,006,647	\$ 9,581,092	\$ 8,736,516	\$ 8,736,516	\$ 7,552,433	\$ (1,184,083)	-13.6%
Revenues	\$ 6,486,558	\$ 6,725,985	\$ 7,889,081	\$ 7,719,767	\$ 8,119,785	\$ 230,704	2.9%
Expenses							
Operations	\$ 4,417,517	\$ 3,311,478	\$ 7,422,746	\$ 7,235,600	\$ 2,571,710	\$ (4,851,036)	-65.4%
Capital	\$ 494,596	\$ 4,259,083	\$ 1,595,000	\$ 1,668,250	\$ 1,130,000	\$ (465,000)	-29.2%
Ending Balance	\$ 9,581,092	\$ 8,736,516	\$ 7,607,851	\$ 7,552,433	\$ 11,970,508	\$ 4,362,657	57.3%
Debt Service Fund							
Opening Balance	\$ 1,161,978	\$ 806,499	\$ 547,256	\$ 547,256	\$ 645,545	\$ 98,289	18.0%
Revenues	\$ 15,353,902	\$ 16,038,393	\$ 15,196,892	\$ 15,196,892	\$ 18,950,964	\$ 3,754,072	24.7%
Expenses							
Operations	\$ 15,709,381	\$ 16,297,636	\$ 15,098,603	\$ 15,098,603	\$ 18,950,964	\$ 3,852,361	25.5%
Capital	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%
Ending Balance	\$ 806,499	\$ 547,256	\$ 645,545	\$ 645,545	\$ 645,545	\$ -	0.0%
Parkland Dedication Fund							
Opening Balance	\$ 8,451,071	\$ 6,281,730	\$ 6,728,728	\$ 6,728,728	\$ 9,819,404	\$ 3,090,676	45.9%
Revenues	\$ 2,330,659	\$ 4,182,746	\$ 1,208,674	\$ 3,090,676	\$ 1,953,659	\$ 744,985	61.6%
Expenses							
Operations	\$ 4,500,000	\$ 3,735,748	\$ -	\$ -	\$ 2,000,000	\$ 2,000,000	100.0%
Capital	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%
Ending Balance	\$ 6,281,730	\$ 6,728,728	\$ 7,937,402	\$ 9,819,404	\$ 9,773,063	\$ 1,835,661	23.1%

Fund Balance Changes

The schedule below shows changes in fund balance for all 15 funds actively budgeted for by the City of Franklin from FY 2024 through FY 2026.

	Governmental Funds														Enterprise	All Funds
	General	Special Revenue Funds													Water & Sewer **	Total
		Street Aid & Trans.	Sanitation & Env. Serv.	Road Impact	City Facilities Tax	County Facilities Tax	Storm Water	Drug	Hotel/ Motel	Parkland Dedication	Transit	CDBG	Debt Service	Fleet Replacement		
2024 Actual (Audited)																
Beginning Fund Balance	\$ 84,641,226	\$ 3,247,409	\$ 3,064,901	\$ 24,653,640	\$ 14,625,012	\$ 4,513,751	\$ 2,815,697	\$ 534,709	\$ 9,581,092	\$ 6,281,730	\$ 807,254	\$ 189,362	\$ 806,499	\$ 5,167,640	N/A	\$ 160,929,922
Total Revenues	\$ 112,518,991	\$ 5,045,776	\$ 12,459,224	\$ 10,569,818	\$ 2,931,224	\$ 1,140,349	\$ 2,938,528	\$ 139,627	\$ 6,725,985	\$ 4,182,746	\$ 4,328,731	\$ 881,298	\$ 16,038,393	\$ 1,273,100	\$ 60,981,661	\$ 242,155,451
Total Expenditures	\$ (110,500,311)	\$ (6,543,034)	\$ (13,882,323)	\$ (6,292,733)	\$ (3,569,847)	\$ -	\$ (3,523,689)	\$ (143,993)	\$ (7,570,561)	\$ (2,957,800)	\$ (4,328,731)	\$ (854,432)	\$ (16,297,636)	\$ (3,093,224)	\$ (40,957,989)	\$ (220,516,306)
Ending Fund Balance	\$ 86,659,905	\$ 1,750,151	\$ 1,641,801	\$ 28,930,725	\$ 13,986,389	\$ 5,654,100	\$ 2,230,535	\$ 530,343	\$ 8,736,516	\$ 7,506,676	\$ 807,254	\$ 216,228	\$ 547,256	\$ 3,347,516	\$ 20,023,672	\$ 182,569,068
2025 Estimated																
Beginning Fund Balance	\$ 86,659,905	\$ 1,750,151	\$ 1,641,801	\$ 28,930,725	\$ 13,986,389	\$ 5,654,100	\$ 2,230,535	\$ 530,343	\$ 8,736,516	\$ 7,506,676	\$ 807,254	\$ 216,228	\$ 547,256	\$ 3,347,516	N/A	\$ 162,545,395
+ Revenues																
Property Tax	\$ 13,197,463	\$ 1,121,083											\$ 9,954,265			\$ 24,272,811
Sales Tax	\$ 65,470,246															\$ 65,470,246
Other Taxes	\$ 6,075,211				\$ 2,031,284	\$ 687,195			\$ 5,856,349							\$ 14,650,039
Intergovernmental Tax	\$ 20,380,841	\$ 3,248,100					\$ -		\$ 1,531,381		\$ 2,539,005	\$ 386,966	\$ -		\$ 2,031,443	\$ 30,117,736
Licenses & Permits	\$ 4,821,198			\$ 6,364,672			\$ 146,825			\$ 2,821,789	\$ -					\$ 14,154,484
Charges for Services	\$ 1,250,412		\$ 11,453,678				\$ 2,677,743				\$ 81,351				\$ 43,284,070	\$ 58,747,254
Fines & Fees	\$ 563,987		\$ 223,287				\$ 77,849	\$ 108,594								\$ 973,717
Uses of Money & Property	\$ 3,559,645	\$ 73,686	\$ 293,196	\$ 979,727	\$ 275,913	\$ 117,052	\$ 61,608	\$ 46,058	\$ 332,037	\$ 268,887	\$ 28,421	\$ 18,000	\$ 97,354	\$ 126,553	\$ 3,886,858	\$ 10,164,995
Other Revenue	\$ 2,181,544	\$ 500,000	\$ -				\$ 1,500,000	\$ -			\$ 1,003,617		\$ 5,145,273	\$ 1,176,300	\$ 4,671,611	\$ 16,178,346
Total	\$ 117,500,547	\$ 4,942,869	\$ 11,970,161	\$ 7,344,399	\$ 2,307,197	\$ 804,247	\$ 4,464,025	\$ 154,652	\$ 7,719,767	\$ 3,090,676	\$ 3,652,394	\$ 404,966	\$ 15,196,892	\$ 1,302,853	\$ 53,873,982	\$ 234,729,628
- Expenditures																
Personnel	\$ (81,719,524)	\$ -	\$ (4,880,657)	\$ (18,139,590)	\$ -	\$ -	\$ (2,341,983)	\$ -	\$ -	\$ -	\$ (116,993)	\$ -	\$ -		\$ (11,227,182)	\$ (118,425,929)
Operations	\$ (31,631,389)	\$ (6,220,211)	\$ (6,409,222)	\$ -	\$ (3,085,473)	\$ (200,000)	\$ (885,550)	\$ (204,479)	\$ (7,235,600)	\$ -	\$ (3,326,209)	\$ (284,925)	\$ (15,098,603)	\$ (1,599,817)	\$ (25,743,294)	\$ (101,924,772)
Capital	\$ (1,373,017)	\$ -	\$ (877,344)	\$ -	\$ (528,169)	\$ -	\$ (1,066,136)	\$ -	\$ (1,668,250)	\$ -	\$ (284,320)	\$ -	\$ -		\$ (6,936,977)	\$ (12,734,213)
Total Expenditures	\$ (114,723,930)	\$ (6,220,211)	\$ (12,167,223)	\$ (18,139,590)	\$ (3,613,642)	\$ (200,000)	\$ (4,293,670)	\$ (204,479)	\$ (8,903,850)	\$ -	\$ (3,727,522)	\$ (284,925)	\$ (15,098,603)	\$ (1,599,817)	\$ (43,907,452)	\$ (233,084,914)
Ending Fund Balance	\$ 89,436,521	\$ 472,809	\$ 1,444,739	\$ 18,135,534	\$ 12,679,944	\$ 6,258,347	\$ 2,400,889	\$ 480,516	\$ 7,552,433	\$ 10,597,352	\$ 732,126	\$ 336,269	\$ 645,545	\$ 3,050,552	\$ 9,966,530	\$ 164,190,109
2026 Budget																
Beginning Fund Balance	\$ 89,436,521	\$ 472,809	\$ 1,444,739	\$ 18,135,534	\$ 12,679,944	\$ 6,258,347	\$ 2,400,889	\$ 480,516	\$ 7,552,433	\$ 10,597,352	\$ 732,126	\$ 336,269	\$ 645,545	\$ 3,050,552	N/A	\$ 154,223,576
+ Revenues																
Property Tax	\$ 20,355,844	\$ 1,184,432											\$ 13,740,062			\$ 35,280,338
Sales Tax	\$ 67,079,745															\$ 67,079,745
Other Taxes	\$ 6,189,538				\$ 1,870,527	\$ 711,318			\$ 7,393,640							\$ 16,165,023
Intergovernmental Tax	\$ 20,453,272	\$ 3,270,476					\$ -		\$ 416,259		\$ 2,624,683	\$ 318,192	\$ -		\$ 7,840,913	\$ 34,923,795
Licenses & Permits	\$ 4,901,539			\$ 5,254,320			\$ 134,096			\$ 1,781,009	\$ -					\$ 12,070,964
Charges for Services	\$ 1,250,412		\$ 13,078,808				\$ 2,579,146				\$ 69,901				\$ 45,519,268	\$ 62,497,535
Fines & Fees	\$ 435,188		\$ 184,063				\$ 68,733	\$ 104,370								\$ 792,354
Uses of Money & Property	\$ 3,043,842	\$ 51,580	\$ 229,502	\$ 1,121,584	\$ 527,695	\$ 201,069	\$ 71,558	\$ 45,653	\$ 309,886	\$ 172,650	\$ 21,731	\$ 6,339	\$ 68,148	\$ 169,476	\$ 1,800,516	\$ 7,841,229
Other Revenue	\$ 4,392,103	\$ 500,000	\$ -				\$ -	\$ -			\$ 1,461,745		\$ 5,142,754	\$ 2,501,996	\$ 6,168,690	\$ 20,167,289
Total	\$ 128,101,483	\$ 5,006,488	\$ 13,492,373	\$ 6,375,904	\$ 2,398,222	\$ 912,387	\$ 2,853,533	\$ 150,023	\$ 8,119,785	\$ 1,953,659	\$ 4,178,060	\$ 324,531	\$ 18,950,964	\$ 2,671,472	\$ 61,329,387	\$ 256,818,275
- Expenditures																
Personnel	\$ (87,384,370)	\$ -	\$ (5,452,182)	\$ -	\$ -	\$ -	\$ (2,653,096)	\$ -	\$ -	\$ -	\$ (117,735)	\$ -	\$ -	\$ -	\$ (12,337,127)	\$ (107,944,510)
Operations	\$ (35,739,143)	\$ (5,006,488)	\$ (6,966,394)	\$ (6,936,447)	\$ (48,000)	\$ -	\$ (988,572)	\$ (207,417)	\$ (2,571,710)	\$ (2,000,000)	\$ (3,661,562)	\$ (311,931)	\$ (18,950,964)	\$ (4,696,646)	\$ (28,653,081)	\$ (116,738,355)
Capital	\$ (4,977,970)	\$ -	\$ (102,000)	\$ -	\$ (1,056,000)	\$ -	\$ (585,000)	\$ -	\$ (1,130,000)	\$ -	\$ (550,415)	\$ -	\$ -	\$ -	\$ (10,184,231)	\$ (18,585,616)
Total Expenditures	\$ (128,101,483)	\$ (5,006,488)	\$ (12,520,576)	\$ (6,936,447)	\$ (1,104,000)	\$ -	\$ (4,226,669)	\$ (207,417)	\$ (3,701,710)	\$ (2,000,000)	\$ (4,329,712)	\$ (311,931)	\$ (18,950,964)	\$ (4,696,646)	\$ (51,174,438)	\$ (243,268,481)
Ending Fund Balance	\$ 89,436,521	\$ 472,809	\$ 2,416,536	\$ 17,574,991	\$ 13,974,166	\$ 7,170,734	\$ 1,027,752	\$ 423,122	\$ 11,970,508	\$ 10,551,011	\$ 580,474	\$ 348,869	\$ 645,545	\$ 1,025,378	\$ 10,154,949	\$ 167,773,370
*Surplus / (Deficit) All Funds	\$ 0	\$ -	\$ 971,797	\$ (560,543)	\$ 1,294,222	\$ 912,387	\$ (1,373,137)	\$ (57,394)	\$ 4,418,075	\$ (46,341)	\$ (151,652)	\$ 12,600	\$ -	\$ (2,025,174)	\$ 188,419	\$ 3,583,261
*Change (%) 2025 vs. 2026	0.0%	0.0%	67.3%	-3.1%	10.2%	14.6%	-57.2%	-11.9%	58.5%	-0.4%	-20.7%	3.7%	0.0%	-66.4%	1.9%	2.2%

*Note: Changes in fund balances reflect 2023 budget to 2022 estimated; changes shown on the "Other Funds Dept. Summary" on the previous pages reflect 2023 budget vs. 2022 budget.

**Water & Sewer Fund is a proprietary fund and has no beginning balance on the modified accrual basis of accounting. Ending Fund Balance is simply result of operations for that Fiscal Year.

Fund Matrix

The City of Franklin organizes its finances through the use of funds. While most departments are contained within one fund (the General Fund), many other departments are not. The table below shows the relationship of the City's Departments respective of the funds they are a part of or assigned to.

Departments	Governmental Funds														Enterprise
	General	Special Revenue Funds													Water & Sewer
		Street Aid & Trans.	Sanitation & Env. Serv.	Road Impact	City Facilities Tax	County Facilities Tax	Storm Water	Drug	Hotel/ Motel	Transit	CDBG	Debt Service	Parkland Dedication	Fleet Replacement	
Governance & Management															
Elected Officials	x														
Administration	x														
Budget & Performance	x														
Law	x														
Communications	x														
Public Safety															
Police	x														
Drug Fund								x							
Fire	x														
Finance & Administration															
Finance	x														
Information Technology	x														
Revenue Management	x														
Municipal Court	x														
Project and Facilities Management	x														
Human Resources	x														
Community & Economic Development															
Building and Neighborhood Services	x														
Planning and Sustainability	x														
Engineering	x														
Traffic Operations Center (TOC)	x														
Economic Development	x														
Community Development Block Grant (CDBG)															
Transit System										x	x				
Public Works															
Streets Department - Maintenance Division	x														
Streets Department - Traffic Division	x														
Streets Department - Fleet Maintenance Division	x														
Fleet Replacement Fund														x	
Stormwater Fund															
Stormwater - Engineering							x								
Stormwater - Streets							x								
Street Aid & Transportation		x													
Parks & Recreation	x														
Road Impact				x											
Emergency Management	x														
Sanitation & Environmental Services															
SES Administration			x												
SES Collection			x												
SES Disposal			x												
Water & Sewer															
Utility Billing															x
Water Distribution															x
Water Plant															x
Water General															x
Utility Administration															x
Wastewater Collection															x
Wastewater Plant															x
Wastewater General															x
Reclaimed															x
Other General Fund Expenditures															
General Expenses	x														
Appropriations	x														
Interfund Transfers	x														
Other Special Funds															
Facilities Tax Fund					x										
County Facilities Tax Fund						x									
Hotel/Motel Tax Fund															
Debt Service Fund												x			
Parkland Dedication Fund													x		



City of Franklin, Tennessee

FY 2026 Operating Budget

Fund Summary

Fund Balance Levels and Reserves

The City of Franklin takes pride in its financial strength, and a large part of that strength results from an unusually high fund balance. Fund balance represents the accumulation of funds which remain unspent after all budgeted expenditures have been made. The City has been able to maintain a fund balance level that is almost double the average reserves of a triple-A (Aaa) rated city, according to both Moody's Investor Services and Standard & Poors.

Unreserved fund balances (those reserved funds that are not set aside for a specific purpose) equal to or greater than 50% of annual revenues had been maintained for almost two decades. Beginning in fiscal year 2006, the City recognized that unreserved fund balance overstated the security of City's position. Until that time, there were no reserves for claims from the City's self-insured health insurance program for employees and retirees. Nor were there reserves for potential costs derived from property, casualty, or liability claims.

Beginning in January of 2009, the City engaged Public Financial Management (PFM), an independent financial advisory firm, to assist in developing financial policies that would lead to a long-range financial plan. The first of those policies, a fund balance reserve policy, was adopted by the Board of Mayor & Aldermen in May. This is the first building block in determining the ability of the City to maintain fiscal stability while undertaking capital projects in a sound and logical method.

The fund balance policy outlines the variety of reserves that a sustainable city should consider, including reserves for insurance, retiree health benefits, working capital, emergencies, and natural disasters. The policy establishes a Financial Stabilization account comprised of seven components: reserves for contingencies, emergencies, cash flow stabilization, debt service, and insurance, retiree health benefits, and, most recently, capital reserves. The City's goal is to maintain this account at a level equal to thirty-three percent (33%) of budgeted General Fund expenditures. For 2025-2026, this reserve would be \$42,273,489 based on budgeted expenditures of \$128,101,483.

While the City fund balances greatly exceed this level, the importance of establishing and ratifying guidelines cannot be overestimated. The formal policy puts in place a baseline for reserves that should hold firm through future years. As the General Fund budget grows, an ever-larger number of reserves are required to maintain the same percentage as in prior years. Growth in the size of the City budget will require that reserves be augmented as the City continues its natural expansion.



City of Franklin, Tennessee

FY 2026 Operating Budget

Fund Summary

Fund Balance Levels and Reserves

The chart below shows the reserve breakdown for the General Fund for the amended FY 2025 budget, and the proposed FY 2026 budget.*

Reserve Breakdown - General Fund - Fund Balance							
Fund Name	Required Percentage	Target %	Actual FY 23\$	Actual FY 24\$	Budget FY25\$	Estimated FY 25\$	Budget FY26\$
Reserve Fund	0%		\$ -	\$ -	\$ -	\$ -	\$ -
Undesignated/Unreserved fund	0%		\$ -	\$ -	\$ -	\$ -	\$ -
Financial Stabilization Account	33%		\$ 34,659,464	\$ 37,521,150	\$ 38,534,695	\$ 38,775,181	\$ 42,273,489
Contingency Subaccount		5%	\$ 5,251,434	\$ 5,685,023	\$ 5,838,590	\$ 5,875,027	\$ 6,405,074
Emergency Subaccount		5%	\$ 5,251,434	\$ 5,685,023	\$ 5,838,590	\$ 5,875,027	\$ 6,405,074
Cash Flow Stabilization Subaccount		14%	\$ 14,704,015	\$ 15,918,064	\$ 16,348,052	\$ 16,450,077	\$ 17,934,208
Debt Service Subaccount		3%	\$ 3,150,860	\$ 3,411,014	\$ 3,503,154	\$ 3,525,016	\$ 3,843,044
Insurance Reserve Subaccount		4%	\$ 4,201,147	\$ 4,548,018	\$ 4,670,872	\$ 4,700,022	\$ 5,124,059
OPEB* Subaccount		2%	\$ 2,100,574	\$ 2,274,009	\$ 2,335,436	\$ 2,350,011	\$ 2,562,030
Supplemental Reserve Account							
variance between 33% & 45% =	12%		\$ 12,603,442	\$ 13,644,055	\$ 14,012,616	\$ 14,100,066	\$ 15,372,178
Capital Funding Account	>45%		\$ 35,350,793	\$ 33,884,115	\$ 32,502,009	\$ 34,810,944	\$ 30,040,523
General Fund Budget Amount =			\$ 105,028,680	\$ 113,700,455	\$ 116,771,802	\$ 117,500,547	\$ 128,101,483
Net Fund Balance Amount to start year=			\$ 82,613,699	\$ 85,049,320	\$ 85,049,320	\$ 87,686,190	\$ 87,686,190
Actual Calculation for Net Fund Balance Amount:							
Gross:			\$ 84,641,226	\$ 86,659,905		\$ 89,686,190	
Less: Non-spendable (inventory and prepaids) ¹			\$ (2,027,527)	\$ (1,610,585)		\$ (2,000,000)	
			\$ 82,613,699	\$ 85,049,320		\$ 87,686,190	

*estimated

¹ Comes from ACFR - Governmental Funds Balance Sheet - Non-Spendable F.B.

*Note: Capital Funding Account balance and Fund Balance Amounts for Estimated FY 2025 and Budget FY 2026 numbers are inclusive of full amount of year-end close. Ending fund balance will likely change from this forecast.



City of Franklin, Tennessee

FY 2026 Operating Budget

Budget Summary

General Fund Summary

Under this section is:

- **Introduction to the General Fund**
- **General Fund Budget Summary**
- **General Fund Revenue Summary & Model**
- **General Fund Expense Summary (By Department)**
- **Local Sales Tax/Property Tax Trends by Fiscal Year**
- **Property Tax Rate Summary**
- **Long-Range Forecast - General Fund**



City of Franklin, Tennessee
FY 2026 Operating Budget

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City of Franklin, Tennessee

FY 2026 Operating Budget

General Fund Summary

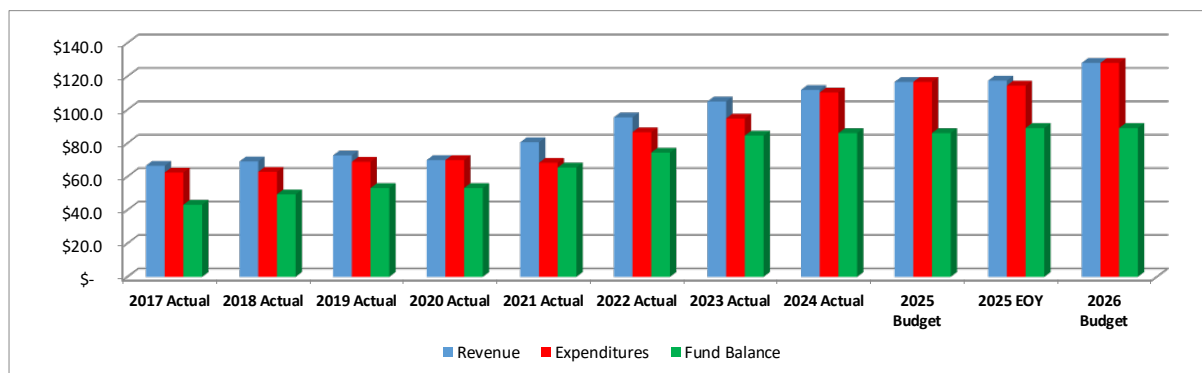
Introduction

The General Fund of the City used to account for all financial resources except those required to be accounted for in another fund. Most department operations of the City are funded by the General Fund including Police and Fire, Administration, Engineering and Streets, and Parks. Although not the only fund (as demonstrated in the preceding pages), it is the largest and most important.

As proposed, fund balance equal to approximately 70.0% of annual expenditures is maintained at fiscal year-end 2025-26. This is in compliance with the Board's adopted reserve policy, which establishes a minimum benchmark of 33%.

General Fund Performance - FY 2022-2026						
	Actual 2022	Actual 2023	Actual 2024	Budget 2025	EOY 2025	Budget 2026
Beginning Fund Balance	\$ 65,481,510	\$ 74,433,206	\$ 84,641,226	\$ 86,659,905	\$ 86,659,904	\$ 89,686,190
+ Total GF Revenue	\$ 95,587,985	\$ 105,028,680	\$ 112,518,991	\$ 116,771,802	\$ 117,500,547	\$ 128,101,483
- Total GF Expenditures	\$ 86,636,289	\$ 94,820,660	\$ 110,500,312	\$ 116,771,802	\$ 114,474,260	\$ 128,101,483
Ending Fund Balance	\$ 74,433,206	\$ 84,641,226	\$ 86,659,905	\$ 86,659,904	\$ 89,686,190	\$ 89,686,188
***Percent of Total Annual Revenues	77.9%	80.6%	77.0%	74.2%	76.3%	70.0%
***Percent of Total Annual Expenditures	85.9%	89.3%	78.4%	74.2%	78.3%	70.0%

General Fund Performance – Ten Year Trend



	2017 Actual	2018 Actual	2019 Actual	2020 Actual	2021 Actual	2022 Actual	2023 Actual	2024 Actual	2025 Budget	2025 EOY	2026 Budget
Revenue	\$ 66.5	\$ 69.1	\$ 72.7	\$ 69.9	\$ 80.6	\$ 95.5	\$ 105.0	\$ 111.9	\$ 116.7	\$ 117.5	\$ 128.1
Expenditures	\$ 62.5	\$ 62.9	\$ 68.9	\$ 69.9	\$ 68.3	\$ 86.6	\$ 94.8	\$ 110.4	\$ 116.7	\$ 114.5	\$ 128.1
Fund Balance	\$ 43.2	\$ 49.4	\$ 53.2	\$ 53.2	\$ 65.5	\$ 74.4	\$ 84.6	\$ 86.1	\$ 86.1	\$ 89.1	\$ 89.1

Note: Amounts above are in millions of dollars.



City of Franklin, Tennessee

FY 2026 Operating Budget

General Fund Summary

Introduction

The 2025-2026 General Fund budget has total estimated revenue available of \$128,101,483. In comparison to 2024-25 budget, estimated annual revenues for fiscal year 2024-25 are up 9.7%. The local option sales tax continues to be the single largest source of revenue for the City, at 52.4% of the General Fund total. For FY 2026 we project a modest increase of 2.6% for this major revenue stream, lower than in years past but built on a base which has grown significantly over the last 5 years.

Property tax is the next largest source of revenue representing 15.9% of the General Fund total. Assuming a decrease in the rate as a result of the first revaluation of property since 2021, this budget assumes an increase of the rate to \$.3200/\$100 of assessed value. This will generate significantly more revenue for partnership opportunities on capital projects and operations.

The local share of state taxes represents allocations of state sales and other taxes on a per capita basis, which is shared on a point of collection basis. These state shared taxes represent 14.3% of estimated General Fund revenues. This consumption based tax is also forecast to increase a modest 0.8% for the year due to economic uncertainty and conditions.

Expenditures

Total estimated General Fund expenditures are \$128,101,483. Total expenditures for fiscal year 2025-26 are also increasing 9.7% compared to the 2024-25 budget. Within the approved budget, 68% is dedicated to employee wages and benefits, 28% to operational costs and 4% to capital equipment.

The following pages provide a summary of planned expenditures for the fund, detailed modeling of the eleven major revenue categories which support the General Fund, and targeted analyses of important trends, tax history, and financial performance.



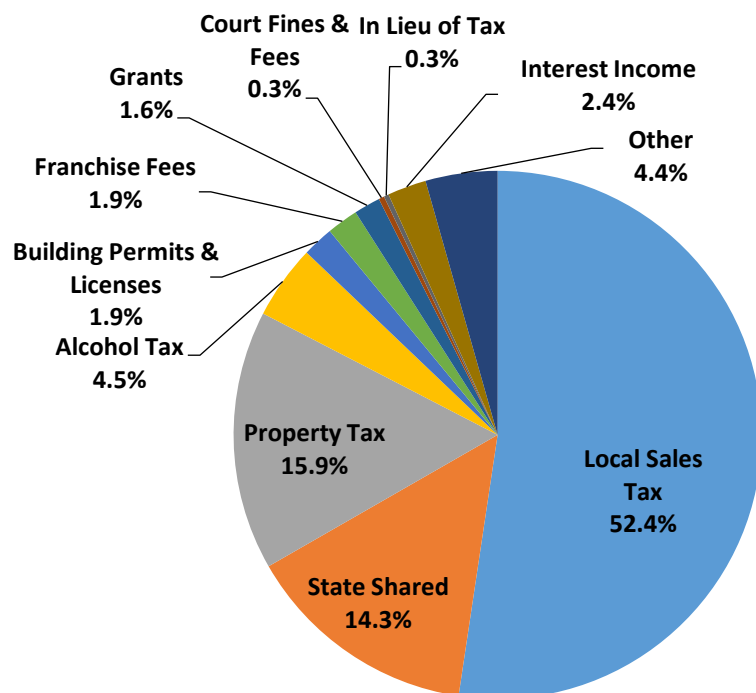
City of Franklin, Tennessee

FY 2026 Operating Budget

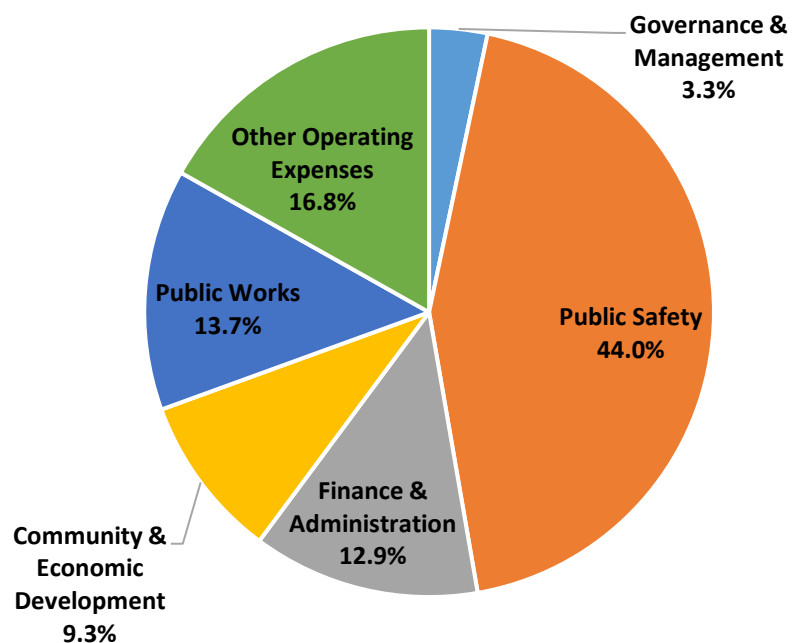
General Fund - Departmental Summary

	<u>Actual 2023</u>	<u>Actual 2024</u>	<u>Budget 2025</u>	<u>EOY 2025</u>	<u>Budget 2026</u>	<u>Difference '25 vs. '26</u>	
	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F (E-C)</u>	<u>G (E/C)</u>
Revenues							
Local Sales Tax	\$ 60,556,943	\$ 62,424,823	\$ 65,367,321	\$ 65,470,246	\$ 67,079,745	\$ 1,712,424	2.6%
State Shared	\$ 17,496,680	\$ 18,039,831	\$ 16,775,559	\$ 17,955,842	\$ 18,375,670	\$ 1,600,111	9.5%
Property Tax	\$ 10,805,467	\$ 11,732,303	\$ 13,817,427	\$ 13,197,463	\$ 20,355,844	\$ 6,538,417	47.3%
Alcohol Tax	\$ 5,646,949	\$ 5,676,548	\$ 5,869,517	\$ 5,692,939	\$ 5,803,499	\$ (66,018)	-1.1%
Building Permits & Licenses	\$ 2,223,293	\$ 2,603,942	\$ 2,284,323	\$ 2,405,288	\$ 2,437,311	\$ 152,988	6.7%
Franchise Fees	\$ 2,441,864	\$ 2,391,990	\$ 2,455,799	\$ 2,415,910	\$ 2,464,228	\$ 8,429	0.3%
Grants	\$ 121,123	\$ 3,276,075	\$ 2,312,935	\$ 2,424,999	\$ 2,077,602	\$ (235,333)	-10.2%
Court Fines & Fees	\$ 446,165	\$ 467,247	\$ 378,387	\$ 563,987	\$ 435,188	\$ 56,801	15.0%
In Lieu of Tax	\$ 376,479	\$ 369,292	\$ 376,672	\$ 382,272	\$ 386,039	\$ 9,367	2.5%
Interest Income	\$ 1,167,782	\$ 3,640,596	\$ 3,515,397	\$ 3,559,645	\$ 3,043,842	\$ (471,555)	-13.4%
Other	\$ 3,745,935	\$ 1,896,345	\$ 3,618,465	\$ 3,431,956	\$ 5,642,516	\$ 2,024,051	55.9%
Total - General Fund Revenues	\$ 105,028,680	\$ 112,518,991	\$ 116,771,802	\$ 117,500,547	\$ 128,101,483	\$ 11,329,681	9.7%
Expenses							
Governance & Management	\$ 3,514,799	\$ 3,955,969	\$ 4,534,052	\$ 4,389,171	\$ 4,232,438	\$ (301,614)	-6.7%
Public Safety	\$ 47,364,835	\$ 52,795,410	\$ 55,577,371	\$ 55,483,869	\$ 56,317,704	\$ 740,333	1.3%
Finance & Administration	\$ 12,572,645	\$ 14,298,419	\$ 14,868,938	\$ 14,154,789	\$ 16,523,108	\$ 1,654,170	11.1%
Community & Economic Development	\$ 8,124,173	\$ 10,293,335	\$ 11,469,419	\$ 10,997,251	\$ 11,894,135	\$ 424,716	3.7%
Public Works	\$ 14,967,615	\$ 16,472,358	\$ 18,118,995	\$ 17,707,975	\$ 17,554,162	\$ (564,833)	-3.1%
Other Operating Expenses	\$ 8,362,227	\$ 12,973,516	\$ 12,203,026	\$ 11,990,876	\$ 21,579,935	\$ 9,376,909	76.8%
Total - General Fund Expenses	\$ 94,906,292	\$ 110,789,007	\$ 116,771,802	\$ 114,723,930	\$ 128,101,483	\$ 11,329,681	9.7%
General Fund Expenditures (by major category)							
Personnel	\$ 67,614,718	\$ 76,418,345	\$ 82,373,972	\$ 81,719,524	\$ 87,384,370	\$ 5,010,398	6.1%
Operations	\$ 26,586,131	\$ 33,184,817	\$ 32,837,927	\$ 31,631,389	\$ 35,739,143	\$ 2,901,216	8.8%
Capital	\$ 705,444	\$ 1,185,845	\$ 1,559,903	\$ 1,373,017	\$ 4,977,970	\$ 3,418,067	219.1%
Total - General Fund Expenses	\$ 94,906,292	\$ 110,789,007	\$ 116,771,802	\$ 114,723,930	\$ 128,101,483	\$ 11,329,681	9.7%
Misc. Other Financing Sources	\$ (85,618)	\$ (288,695)					
Surplus / (Deficit)	\$ 10,208,006	\$ 2,018,679	\$ 0	\$ 2,776,617	\$ 0		

FY 2026 General Fund - Major Revenues



FY 2026 General Fund - Major Expenses





City of Franklin

Revenue Model

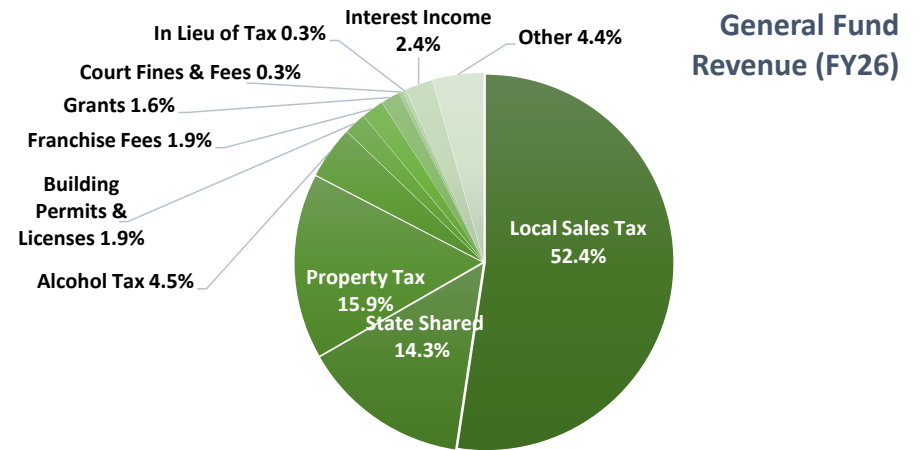
Summary (General Fund)

Percent of All Revenues

49.9%

The General Fund for the City of Franklin is the largest and most important of the City's 14 funds used for financing City services. Although it comprises nearly 50 individual revenue sources, this analysis focuses on the Top 10 revenue sources, which comprises more than 98% of the total as of FY 2025.

For FY 2026, General Fund revenue is forecast to increase by \$11,329,683 or 9.7% above the FY 2025 budget.



Top Ten Revenue Categories

Top Ten Revenue Categories	Actual					Budget	FY 2026 Forecast		
	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>	<u>I</u>
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	Low	Medium	High
Local Sales Tax	\$ 35,453,379	\$ 41,999,727	\$ 57,745,532	\$ 60,556,943	\$ 62,424,823	\$ 65,367,321	\$ 65,402,751	\$ 67,079,745	\$ 68,756,738
State Shared	\$ 13,497,987	\$ 14,505,232	\$ 16,245,091	\$ 17,496,680	\$ 18,039,831	\$ 16,775,559	\$ 18,077,056	\$ 18,375,670	\$ 18,691,849
Property Tax	\$ 7,901,599	\$ 8,499,957	\$ 8,085,664	\$ 10,805,467	\$ 11,732,303	\$ 13,817,427	\$ 19,745,169	\$ 20,355,844	\$ 20,966,519
Alcohol Tax	\$ 4,599,511	\$ 5,262,169	\$ 5,844,876	\$ 5,646,949	\$ 5,676,548	\$ 5,869,517	\$ 5,767,696	\$ 5,803,499	\$ 5,980,581
Building Permits & Licenses	\$ 2,405,139	\$ 2,495,634	\$ 2,363,110	\$ 2,223,293	\$ 2,603,942	\$ 2,284,323	\$ 2,382,645	\$ 2,437,311	\$ 2,455,583
Franchise Fees	\$ 2,489,287	\$ 2,497,407	\$ 2,506,169	\$ 2,441,864	\$ 2,391,990	\$ 2,455,799	\$ 2,439,586	\$ 2,464,228	\$ 2,488,870
Grants	\$ 836,319	\$ 3,659,217	\$ 2,262,139	\$ 121,123	\$ 3,276,075	\$ 2,312,935	\$ 1,669,682	\$ 2,077,602	\$ 2,485,522
Court Fines & Fees	\$ 388,668	\$ 304,139	\$ 398,877	\$ 446,165	\$ 467,247	\$ 378,387	\$ 426,484	\$ 435,188	\$ 443,892
In Lieu of Tax	\$ 398,936	\$ 353,969	\$ 282,068	\$ 376,479	\$ 369,292	\$ 376,672	\$ 382,178	\$ 386,039	\$ 389,310
Interest Income	\$ 1,208,681	\$ 93,916	\$ (1,096,123)	\$ 1,167,782	\$ 3,640,596	\$ 3,515,397	\$ 2,587,266	\$ 3,043,842	\$ 3,500,419
Top Ten Revenue Sources	\$ 69,179,505	\$ 79,671,367	\$ 94,637,403	\$ 101,282,745	\$ 110,622,646	\$ 113,153,337	\$ 118,880,512	\$ 122,458,968	\$ 126,159,283
Other	\$ 777,075	\$ 889,086	\$ 950,569	\$ 3,831,548	\$ 1,896,339	\$ 3,618,465	\$ 5,535,304	\$ 5,642,516	\$ 5,609,728
Total General Fund Revenues	\$ 69,956,580	\$ 80,560,453	\$ 95,587,973	\$ 105,114,293	\$ 112,518,985	\$ 116,771,802	\$ 124,415,816	\$ 128,101,483	\$ 131,769,011

	<u>(A-FY 2018)</u>	<u>(B-A)</u>	<u>(C-B)</u>	<u>(D-C)</u>	<u>(E-D)</u>	<u>(F-E)</u>	<u>(G-F)</u>	<u>(H-F)</u>	<u>(I-F)</u>
Change Year-over-Year	\$ (2,747,839)	\$ 10,603,873	\$ 15,027,519	\$ 9,526,320	\$ 7,404,693	\$ 4,252,816	\$ 7,644,014	\$ 11,329,683	\$ 14,997,209
	-3.8%	15.2%	18.7%	10.0%	7.0%	11.1%	6.5%	9.70%	12.8%

Summary (General Fund)

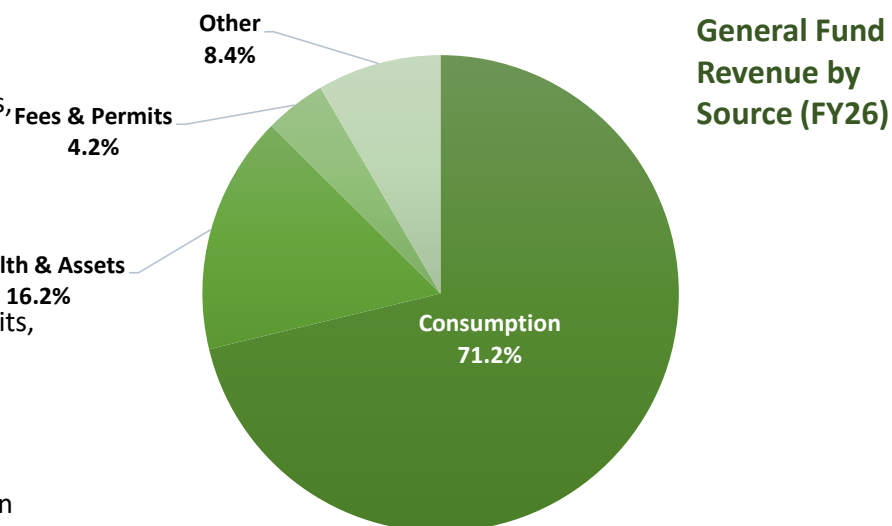
Percent of All Revenues

49.9%

The City of Franklin relies upon a variety of different sources to fund general operations, but essentially there are only four sources of revenue: taxes on consumption, taxes derived from wealth & assets, permitting & fees for services, and "Other."

The largest category are revenues derived from the consumption of goods and services. This source - taxes on retail sales and alcohol consumption - comprises more than 4 of every 5 dollars the City receives for the General Fund. All other sources - wealth & assets (property taxes), fees & permits (proceeds from permits, fees & licenses recovered for City services provided), and other (in lieu of taxes, earned interest income, grants and miscellaneous revenue) - make slightly less than 1 of every 5 dollars received.

Heavy dependency on consumption taxes places the City in a vulnerable position during downturns in the business cycle and economic retrenchments.



Top Ten Revenue Categories

	FY 2020	FY 2021	Actual FY 2022	FY 2023	FY 2024	Budget FY2025	FY 2026 Forecast		
							Low	Medium	High
Consumption	\$ 52,914,589	\$ 61,023,282	\$ 79,758,291	\$ 83,665,850	\$ 86,137,419	\$ 88,012,398	\$ 89,247,503	\$ 91,258,914	\$ 93,429,168
Local Sales Tax	\$ 35,453,379	\$ 41,999,727	\$ 57,745,532	\$ 60,556,943	\$ 62,424,823	\$ 65,367,321	\$ 65,402,751	\$ 67,079,745	\$ 68,756,738
State Shared	\$ 12,861,699	\$ 13,761,386	\$ 16,167,883	\$ 17,461,957	\$ 18,036,048	\$ 16,775,559	\$ 18,077,056	\$ 18,375,670	\$ 18,691,849
Alcohol Tax	\$ 4,599,511	\$ 5,262,169	\$ 5,844,876	\$ 5,646,949	\$ 5,676,548	\$ 5,869,517	\$ 5,767,696	\$ 5,803,499	\$ 5,980,581
Wealth & Assets	\$ 8,936,823	\$ 9,597,772	\$ 8,444,940	\$ 11,216,669	\$ 12,105,377	\$ 14,194,099	\$ 20,127,347	\$ 20,741,883	\$ 21,355,829
Property Tax	\$ 7,901,599	\$ 8,499,957	\$ 8,085,664	\$ 10,805,467	\$ 11,732,303	\$ 13,817,427	\$ 19,745,169	\$ 20,355,844	\$ 20,966,519
Hall Income Tax	\$ 636,288	\$ 743,846	\$ 77,208	\$ 34,723	\$ 3,782	\$ -	\$ -	\$ -	\$ -
In Lieu of Taxes	\$ 398,936	\$ 353,969	\$ 282,068	\$ 376,479	\$ 369,292	\$ 376,672	\$ 382,178	\$ 386,039	\$ 389,310
Fees & Permits	\$ 5,283,094	\$ 5,297,180	\$ 5,268,156	\$ 5,111,321	\$ 5,463,179	\$ 5,118,508	\$ 5,248,714	\$ 5,336,727	\$ 5,388,345
Franchise Fees	\$ 2,489,287	\$ 2,497,407	\$ 2,506,169	\$ 2,441,864	\$ 2,391,990	\$ 2,455,799	\$ 2,439,586	\$ 2,464,228	\$ 2,488,870
Building Permits & Licenses	\$ 2,405,139	\$ 2,495,634	\$ 2,363,110	\$ 2,223,293	\$ 2,603,942	\$ 2,284,323	\$ 2,382,645	\$ 2,437,311	\$ 2,455,583
Court Fines & Fees	\$ 388,668	\$ 304,139	\$ 398,877	\$ 446,165	\$ 467,247	\$ 378,387	\$ 426,484	\$ 435,188	\$ 443,892
Other	\$ 2,822,075	\$ 4,642,219	\$ 2,116,585	\$ 5,120,453	\$ 8,813,010	\$ 9,446,797	\$ 9,792,252	\$ 10,763,960	\$ 11,595,669
Grants	\$ 836,319	\$ 3,659,217	\$ 2,262,139	\$ 121,123	\$ 3,276,075	\$ 2,312,935	\$ 1,669,682	\$ 2,077,602	\$ 2,485,522
Interest Income	\$ 1,208,681	\$ 93,916	\$ (1,096,123)	\$ 1,167,782	\$ 3,640,596	\$ 3,515,397	\$ 2,587,266	\$ 3,043,842	\$ 3,500,419
Other	\$ 777,075	\$ 889,086	\$ 950,569	\$ 3,831,548	\$ 1,896,339	\$ 3,618,465	\$ 5,535,304	\$ 5,642,516	\$ 5,609,728
Total General Fund Revenues	\$ 69,956,580	\$ 80,560,453	\$ 95,587,972	\$ 105,114,293	\$ 112,518,985	\$ 116,771,802	\$ 124,415,816	\$ 128,101,483	\$ 131,769,011



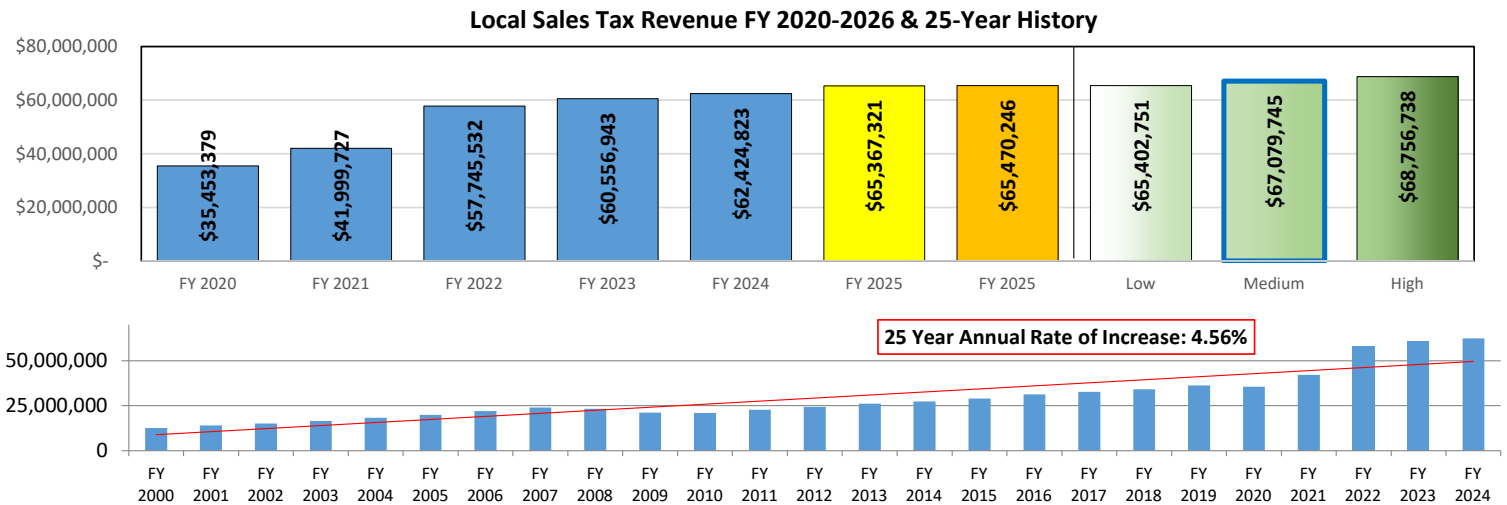
City of Franklin

Revenue Model

Fund:	General Fund	Category:	Local Sales Tax	Percent of Total General Fund Revenues	52.4%
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Local Sales Tax is the City's primary revenue source. Roughly half of our General Fund revenue comes from this source. In addition to the State-imposed 7% sales tax, the City has a 2.75% local sales tax, which is at the maximum allowed by State law. Local sales tax revenue is shared equally with education, which is provided by Williamson County Schools and the Franklin Special School District.

At this time, we are forecasting a base increase of 2.5% higher than estimated FY 2025. This is designed to be prudently conservative given ongoing concerns in the global economy.



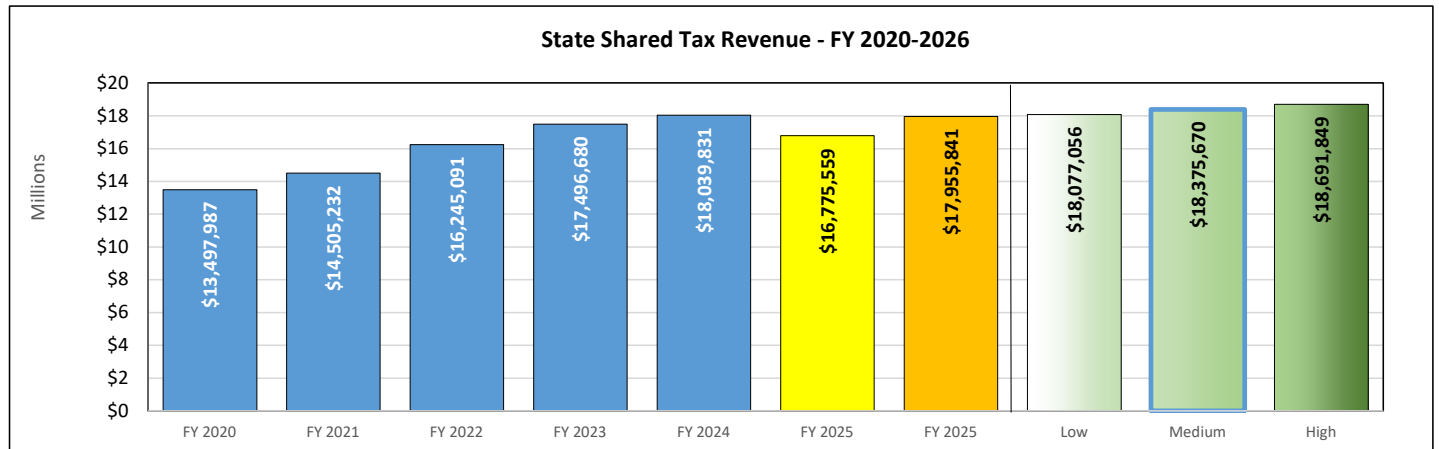
	Actuals					Budget	Estimated	Forecasts (FY 2026)			Averages
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2025	Low	Medium	High	
% yr/yr.	-2.0%	18.5%	37.5%	4.9%	3.1%	4.71%	4.88%	-0.10%	2.46%	5.02%	3-yr Average
July	3,011,846	3,000,773	4,616,865	4,940,855	5,017,174	5,290,404	5,451,519	5,421,536	5,560,550	5,699,564	\$ 60,242,433
August	2,938,112	2,915,576	4,357,269	4,650,081	4,694,185	5,189,446	5,361,926	5,358,575	5,495,975	5,633,374	1.2%
September	2,947,162	3,022,499	4,794,161	5,022,821	4,990,343	5,286,202	5,453,482	5,450,074	5,589,819	5,729,565	5-Yr Average
October	3,002,662	3,186,150	4,655,427	4,761,957	5,088,909	5,200,406	5,345,416	5,342,075	5,479,051	5,616,028	\$ 51,636,081
November	3,109,876	3,085,542	4,829,484	4,984,513	5,327,485	5,400,390	5,505,704	5,502,263	5,643,346	5,784,430	4.2%
December	4,115,721	4,372,682	5,790,986	6,139,766	6,601,493	7,130,857	6,641,635	6,637,484	6,807,676	6,977,868	10-Yr Average
January	2,822,778	3,007,164	4,188,974	4,590,039	4,615,421	4,785,443	4,853,221	4,850,188	4,974,552	5,098,915	\$ 42,144,818
February	2,605,704	2,550,960	4,267,860	4,465,281	4,686,366	4,596,389	4,811,792	4,808,785	4,932,087	5,055,389	4.8%
March	2,744,230	3,595,329	5,012,805	5,201,808	5,217,775	5,574,254	5,374,308	5,370,949	5,508,666	5,646,382	20-Yr Average
April	2,257,522	4,323,776	4,993,938	5,117,533	5,284,921	5,459,380	5,443,469	5,440,067	5,579,556	5,719,044	\$ 32,630,087
May	2,781,549	4,446,675	5,121,518	5,343,633	5,626,322	5,622,449	5,795,111	5,791,489	5,939,989	6,088,489	4.6%
June	3,116,217	4,492,601	5,116,245	5,338,658	5,274,429	5,831,702	5,432,662	5,429,267	5,568,479	5,707,691	
Totals	\$ 35,453,379	\$ 41,999,727	\$ 57,745,532	\$ 60,556,943	\$ 62,424,823	\$ 65,367,321	\$ 65,470,246	\$ 65,402,751	\$ 67,079,745	\$ 68,756,738	

Source: City of Franklin, Annual Comprehensive Financial Reports - 1990-2024 & Estimates from Finance & Revenue Management Departments.

Fund:	General Fund	Category:	State Shared	Percent of Total General Fund Revenues	14.5%
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State Shared Taxes: We receive significant revenue from the State in the form of shared taxes with distribution based primarily on population. The major sources are from the Sales Tax, Business Tax, and TVA in Lieu Of Tax. These are sent to us monthly or quarterly around the 20th except for the Income tax (annual) and the Excise Tax which are semi-annual remittances.

The forecast for 2026 assumes a 2.32% increase over *estimated* FY 2025. Most categories will increase - (based on composite projections from state economists and the Department of Revenue) - between 1% and 3% over budget, but vary according by specific category.



	Actuals					Budget	Estimated	Forecasts (FY 2026)			Averages
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2025	Low	Medium	High	
% yr/yr.	-7.9%	7.5%	12.0%	7.7%	3.1%	-7.0%	-0.5%	0.68%	2.34%	4.10%	
Sales Tax (State)	6,480,703	7,553,994	9,427,976	9,949,094	10,269,176	10,051,702	10,527,156	10,574,528	10,790,334	11,006,141	3-yr Average
Beer Tax (State)	33,215	18,536	38,120	38,106	36,681	38,240	35,987	35,625	36,167	37,071	\$ 17,260,534
State Excise Tax - BANK - January	281,061	316,397	247,314	396,896	417,503	245,495	425,853	333,327	340,130	346,932	1.5%
In Lieu of Tax (TVA)	872,269	810,661	866,622	1,003,531	1,022,878	1,022,877	1,016,073	1,012,649	1,026,233	1,057,020	5-Yr Average
Business License (Local Share)	11,685	9,805	9,135	9,605	10,994	10,072	14,239	13,956	14,097	14,238	\$ 15,956,964
Transient/Peddler Bus. License	4,478	5,399	3,492	5,549	3,920	5,000	5,000	4,900	5,000	5,100	2.6%
Business Tax (State)	4,703,004	4,536,119	4,983,975	5,390,052	5,689,806	4,842,404	5,331,017	5,515,254	5,570,964	5,626,674	10-Yr Average
Income Tax (State)	636,288	743,846	77,208	34,723	3,782	-	-	-	-	-	\$ 14,916,863
Business Tax Record Fee - State	475,283	467,994	506,044	549,517	569,636	559,769	572,700	586,817	592,744	598,672	2.1%
Sports Gaming Revenues		41,063	83,921	115,626	-	-	-	-	-	-	20-Yr Average
Cemetery Excise Tax		1,418	1,285	3,981	-	-	-	-	-	-	\$ 10,874,339
Transportation Modernization					15,454	-	27,818	-	-	-	3.3%
Totals	\$ 13,497,987	\$ 14,505,232	\$ 16,245,091	\$ 17,496,680	\$ 18,039,831	\$ 16,775,559	\$ 17,955,841	\$ 18,077,056	\$ 18,375,670	\$ 18,691,849	#

Source: City of Franklin, Annual Comprehensive Financial Reports - 1990-2024 & Estimates from Finance & Revenue Management Departments.



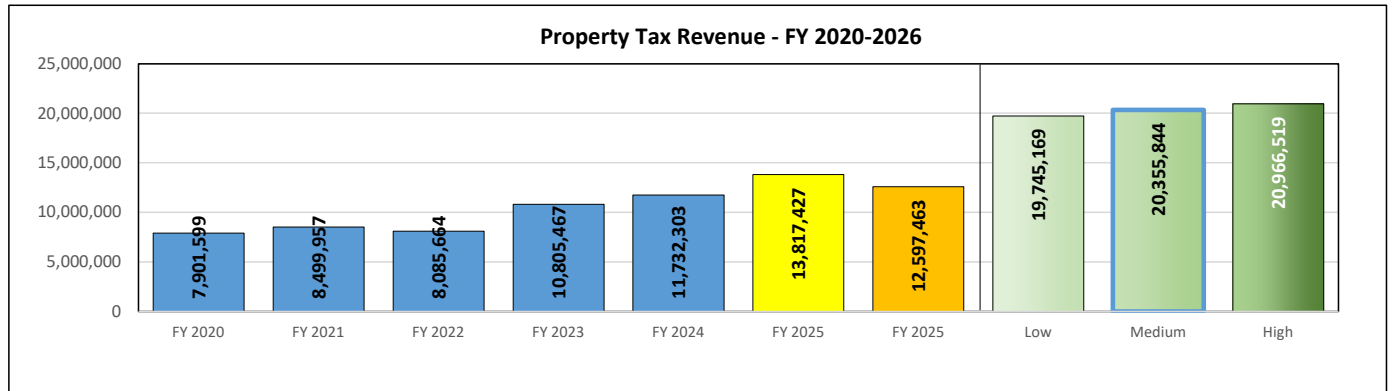
City of Franklin

Revenue Model

Fund:	General Fund	Category:	Property Tax	Percent of Total General Fund Revenues	15.9%
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Property Tax: Citizens of Franklin pay property tax to two entities - the City of Franklin and Williamson County. Bills are issued on October 1st and are due by February 28th without penalty / interest. Historically, about 80% of property taxes are collected in December and February. The County collects property tax for the City.

The FY 2026 Forecast assumes a 47.3% increase in net property tax available to the general fund for two main reasons - 1) a modest (3%) growth in the levy over 2026, and 2) an increase in the property tax rate after revaluation has occurred to .3200/ \$100 of assessed value.



	Actuals					Budget		Estimated	Forecasts (FY 2026)			Averages
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2025	FY 2025	Low	Medium	High	
% yr/yr.	-15.2%	7.6%	-4.9%	33.6%	8.6%	17.8%	-8.8%		56.74%	61.59%	66.43%	
Property Taxes	21,688,376	22,527,250	23,026,943	23,536,380	23,769,831	24,991,333	24,371,369	34,221,443	35,279,838	36,338,233		3-yr Average
Less: Due to IDB/City Loan for IDB**	(2,320,380)	(2,521,183)	(2,498,769)	(1,209,143)	-	-	-	-	-	-	-	\$ 10,207,811
Less: Debt Service Fund	(10,958,447)	(10,918,504)	(11,629,983)	(10,658,665)	(10,957,506)	(9,954,764)	(10,554,764)	(13,328,997)	(13,741,234)	(14,153,471)		2.0%
Less: Unavailable Revenue (uncollected at year-end)	(160,821)	(198,781)	(208,754)	(208,452)	(236,944)	(419,208)	(419,208)	(418,269)	(431,205)	(444,141)		
Less: Street Aid Set-Aside	(779,036)	(809,178)	(1,059,197)	(1,094,550)	(1,116,441)	(1,149,934)	(1,149,934)	(1,148,899)	(1,184,432)	(1,219,965)		5-Yr Average
Pickups (primarily RR and Public Utility)	272,251	196,102	281,998	259,908	265,307	250,000	250,000	247,460	255,113	262,767		\$ 9,404,998
Plus: Prior Year Collections	159,656	224,251	173,426	179,989	151,498	100,000	100,000	172,431	177,764	183,097		4.9%
Totals	7,901,599	8,499,957	8,085,664	10,805,467	11,732,303	13,817,427	12,597,463	19,745,169	20,355,844	20,966,519		10-Yr Average
												\$ 8,559,966
												7.4%

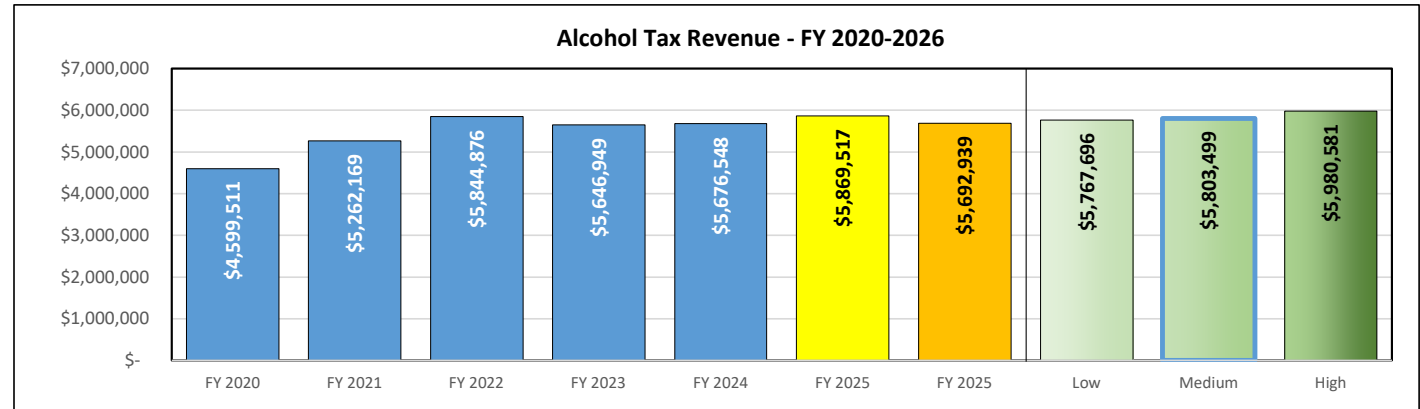
Source: City of Franklin, Annual Comprehensive Financial Reports - 1990-2024 & Estimates from Finance & Revenue Management Departments.

**** Note on amount due IDB/City:** As of October 2022, the IDB Loan was paid in full and the property taxes fully accrue to general fund operations. In FY 2026, all available taxes shown on this line will be available for general purposes - whether that be operating or capital.

Fund:	General Fund	Category:	Alcohol Tax	Percent of Total General Fund Revenues	4.5%
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Alcohol Taxes (local): We receive wholesale beer/liquor revenue from distributors (these are not located locally) and privilege taxes from local businesses each month. This revenue comes in about the 20th of each month and is fairly consistent across the Fiscal Year, with a slight falloff during the winter months.

Alcohol taxes are projected to decrease overall by 1.1% compared to FY 2025. All increases are based on composite averages presented from the State Finance Board (11/2024).



	Actuals					Budget	Estimated	Forecasts (FY 2026)			Averages
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2025	Low	Medium	High	
% yr/yr.	4.8%	14.4%	11.1%	-3.4%	0.5%	3.4%	0.3%	1.3%	1.9%	5.1%	
Beer Tax - Wholesale	1,905,377	1,956,504	2,046,920	1,819,226	1,675,086	1,755,491	1,706,033	1,680,272	1,714,564	1,772,002	3-yr Average
Beer Privilege Tax (Renewal)	21,740	21,394	27,675	26,749	40,426	26,482	30,442	27,321	27,597	27,873	\$ 5,722,791
Liquor Tax - Wholesale	1,761,915	1,868,262	1,953,827	1,858,357	1,932,197	2,103,166	1,897,401	1,925,388	1,944,836	1,964,285	-0.3%
Liquor Privilege Tax	84,371	84,107	139,140	145,715	146,900	144,258	147,540	146,158	147,635	149,111	5-Yr Average
Mixed Drink Tax	826,109	1,331,902	1,677,314	1,796,903	1,881,940	1,840,121	1,911,522	1,988,557	1,968,868	2,067,312	\$ 5,406,011
											1.0%
											10-Yr Average
											\$ 4,719,875
											2.0%
											20-Yr Average
											\$ 3,729,010
											2.6%
Totals	\$ 4,599,511	\$ 5,262,169	\$ 5,844,876	\$ 5,646,949	\$ 5,676,548	\$ 5,869,517	\$ 5,692,939	\$ 5,767,696	\$ 5,803,499	\$ 5,980,581	

Source: City of Franklin, Annual Comprehensive Financial Reports - 1990-2024 & Estimates from Finance & Revenue Management Departments.



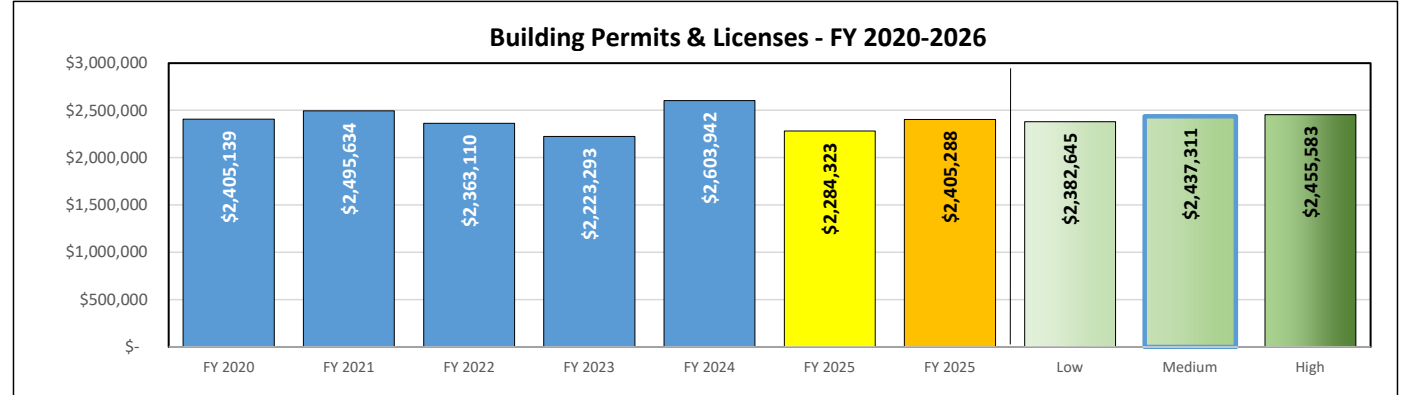
City of Franklin

Revenue Model

Fund:	General Fund	Category:	Building Permits & Licenses	Percent of Total General Fund Revenues	1.9%
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Building Permits & Licenses: These fees are paid to the City to offset and pay for the staffing costs borne by the City to extend services due to construction growth. There have been slight decreases on both residential and commercial sides of development. This revenue has been difficult to predict by month because permits are often obtained and fees paid in advance of construction. The fees in this group include building permits, electrical inspections, mechanical permits, plumbing permits, plans review fees, sign permits, reinspection fees, mechanical licenses, grading permits, plumbing license, consultant fees, cafe fees, and tree cutting permits.

This forecast projects an increase of 6.7% in licenses & permits off of FY 2025 budgeted amounts.



	Actuals					Budget	Estimated	Forecasts (FY 2026)			Averages
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2025	Low	Medium	High	
% yr/yr.	5.5%	3.8%	-5.3%	-5.9%	17.1%	-12.3%	-7.6%	-0.9%	1.3%	2.1%	
Mechanical License	4,475	5,075	3,300	2,975	4,050	3,035	3,305	2,974	3,575	3,065	3-yr Average
Mechanical Permits	107,589	113,732	105,740	142,968	111,541	145,827	118,969	116,218	118,590	119,776	\$ 2,396,782
Building Permits	1,714,700	1,796,730	1,661,426	1,435,153	1,878,751	1,463,856	1,603,843	1,641,677	1,675,181	1,691,932	2.9%
Demo Permit	-	-	-	-	2,450	2,100	2,800	2,058	2,100	2,121	
Pool Permit	-	-	-	-	35,409	30,000	31,072	29,400	30,000	30,300	5-Yr Average
Technology Fee	61,730	65,714	61,900	57,685	70,110	56,531	63,428	60,916	62,159	62,781	\$ 2,418,224
Appeal Admin	-	-	1,000	-	-	-	-	-	-	-	1.5%
Plumbing Permits	76,747	74,574	80,303	90,508	78,753	92,318	90,318	81,233	82,891	83,720	
Electrical Inspections	232,907	247,267	263,042	288,297	226,847	294,063	258,586	251,672	256,808	259,376	10-Yr Average
Planning Fees (Plans Review)	138,499	76,540	83,453	97,687	110,544	99,641	112,951	94,310	96,235	97,197	\$ 2,544,911
Reinspection Fees	17,625	17,900	12,300	9,150	10,600	9,333	8,930	11,540	11,776	11,894	0.2%
Sign Permits	11,442	13,419	9,986	14,328	10,849	14,615	13,784	12,224	12,473	12,598	
Mobile Food Vendor Permit Fee	1,800	5,010	5,655	6,360	5,800	6,487	5,024	5,567	5,681	5,738	20-Yr Average
Video, Film, Photo Permit Fee	100	4,400	5,050	4,250	100	4,335	2,836	3,326	3,394	3,428	\$ 2,150,068
Short-Term Rental Permit Fee	-	-	-	-	4,650	-	6,000	-	5,500	-	1.1%
Tree Cutting Permits	110	-	-	50	100	50	50	49	50	51	
Grading Permits	-	-	100	100	-	-	-	-	-	-	
Roadway Inspections	37,414	74,671	69,555	73,782	53,088	62,132	83,394	69,480	70,898	71,607	
Small Cell ROW Application	-	600	300	-	300	-	-	-	-	-	
Totals	\$ 2,405,139	\$ 2,495,634	\$ 2,363,110	\$ 2,223,293	\$ 2,603,942	\$ 2,284,323	\$ 2,405,288	\$ 2,382,645	\$ 2,437,311	\$ 2,455,583	

Source: City of Franklin, *Annual Comprehensive Financial Reports - 1990-2024* & Estimates from Finance & Revenue Management Departments.



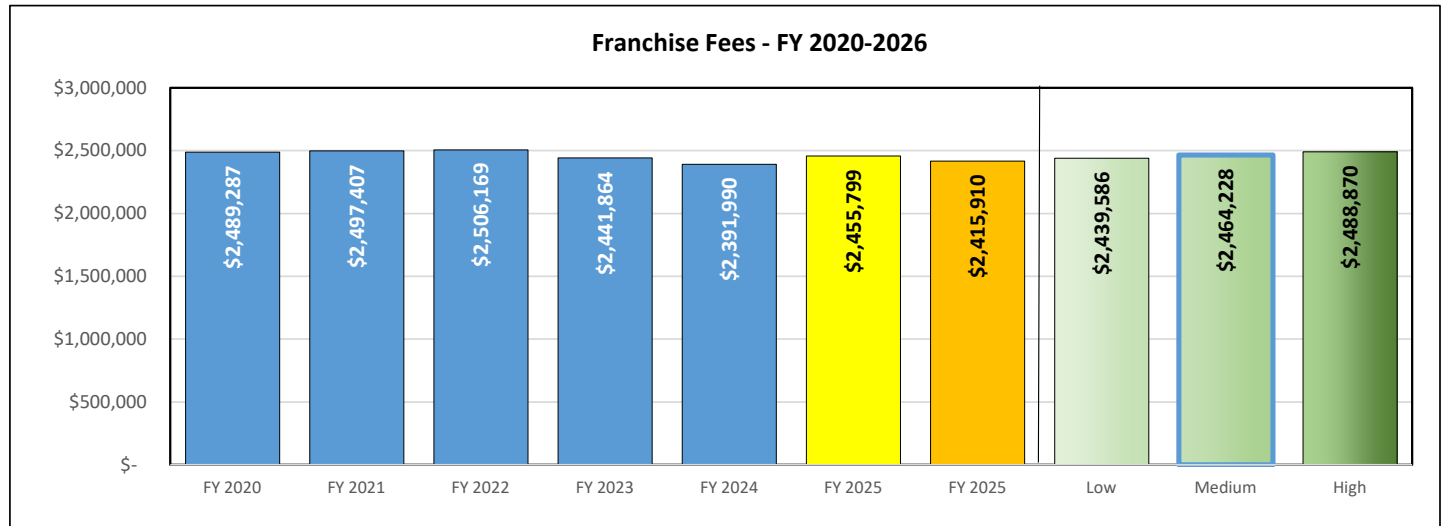
City of Franklin

Revenue Model

Fund:	General Fund	Category:	Franchise Fees		Percent of Total General Fund Revenues	1.9%
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Franchise Fees: Collected by the City from cable and gas utility providers, franchise fees are payments received by the City from utility companies for the privilege of using City right of way to provide service within the City limits. These payments are received annually from Comcast Cable, Piedmont Energy and Atmos Energy. The City receives payments from AT&T on a quarterly basis. Payments are determined through terms set in the franchise agreements.

A nominal increase over budget is forecasted for FY 2026.



	Actual					Budget	Estimated	Forecasts (FY 2026)			Averages
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2025	Low	Medium	High	
% yr/yr.	-3.0%	0.3%	0.4%	-3%	-2%	3%	1%	1%	2%	3%	
ATMOS	1,282,993	1,367,141	1,332,994	1,317,273	152,754	1,340,044	154,281	155,793	157,367	158,941	3-yr Average
Comcast	920,276	883,330	728,941	886,667	1,257,307	850,765	1,269,880	1,282,325	1,295,277	1,308,230	\$ 2,446,674
Piedmont	48,125	48,665	158,622	108,578	733,562	100,302	740,897	748,158	755,715	763,272	-0.7%
AT&T	237,893	198,271	285,612	129,346	248,368	164,688	250,851	253,310	255,868	258,427	5-Yr Average
											\$ 2,465,343
											-0.6%
											10-Yr Average
											\$ 2,442,830
											-0.2%
											20-Yr Average
											\$ 2,113,867
											0.7%
Totals	\$ 2,489,287	\$ 2,497,407	\$ 2,506,169	\$ 2,441,864	\$ 2,391,990	\$ 2,455,799	\$ 2,415,910	\$ 2,439,586	\$ 2,464,228	\$ 2,488,870	

Source: City of Franklin, Annual Comprehensive Financial Reports - 1990-2024 & Estimates from Finance & Revenue Management Departments.



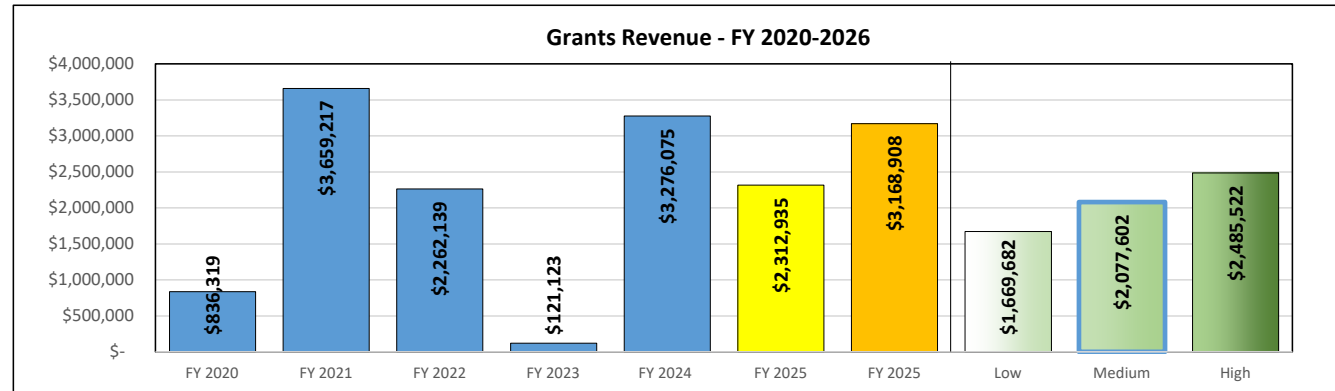
City of Franklin

Revenue Model

Fund:	General Fund	Category:	Grants	Percent of Total General Fund Revenues	1.6%
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Grants (Federal/State): The City of Franklin, Tennessee regularly applies for grants to support both operations and one-time capital or pilot projects from a variety of state and federal resources. Traditionally, the City has recieved the most grants for traffic related improvements, public safety, preservation and recreation activities.

The FY 2026 budget assumes base grants for Public Safety, Transportation projects and the Liberty Hills Tream Restoration project.



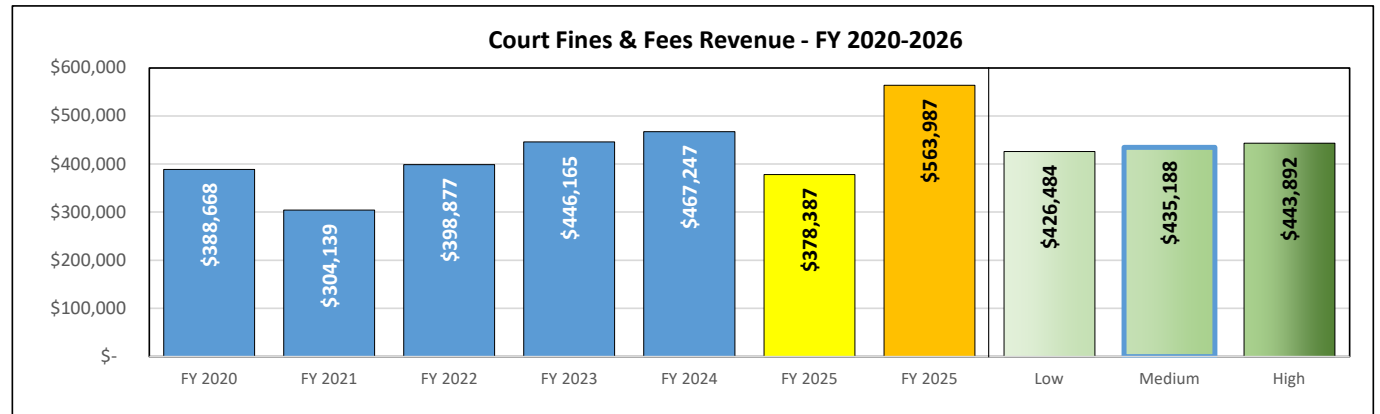
	Actual					Budget	Estimated	Forecasts (FY 2026)			Averages
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2025	Low	Medium	High	
% yr/yr.	115.7%	337.5%	-38.2%	-94.6%	2604.7%	-29.4%	37.0%	-47.3%	-34.4%	-21.6%	
Federal Grant - TOC	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,292,000	\$ 1,895,909	673,600	842,000	1,010,400	3-yr Average
Homeland Security Grant (42123)	\$ -	\$ -	\$ 8,053	\$ 1,649	\$ -	\$ -	\$ -	-	-	-	\$ 1,886,446
Homeland Security Grant (42200)	\$ 13,802	\$ 9,710	\$ 61,922	\$ 42,047	\$ 48,637	\$ 50,000	\$ 50,000	40,000	50,000	60,000	24.6%
Homeland Security Grant (43110)	\$ -	\$ -	\$ 25,739	\$ 3,889	\$ -	\$ -	\$ -	-	-	-	
Homeland Security Grant (44700)	\$ -	\$ -	\$ 44,565	\$ 8,913	\$ -	\$ -	\$ -	-	-	-	5-Yr Average
Dept of House & Urban Dev (Federal)	\$ -	\$ -	\$ -	\$ -	\$ 175,000	\$ -	\$ -	-	-	-	\$ 2,030,974
Dept of Commerce and Insurance (Sta	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ 4,000	4,000	4,000	4,000	12.3%
Dept of Justice (Federal)	\$ 3,518	\$ 4,308	\$ 20,642	\$ 8,768	\$ 21,441	\$ -	\$ -	-	-	-	
Dept of Finance & Admin (Federal)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 228,949	-	-	-	
Dept of Interior (Federal)	\$ 656,550	\$ -	\$ 14,700	\$ 5,400	\$ 1,980,050	\$ 970,935	\$ 970,935	-	-	-	\$ 1,318,183
Dept of Transportation (Federal)	\$ 143,565	\$ 704,040	\$ 509,925	\$ 5,394	\$ 26,351	\$ -	\$ 19,115	-	-	-	14.9%
Dept of Transportation (Federal)	\$ -	\$ -	\$ -	\$ -	\$ 22,596	\$ -	\$ -	-	-	-	
Dept of Treasury (Federal)	\$ -	\$ 1,131,180	\$ -	\$ -	\$ -	\$ -	\$ -	-	-	-	20-Yr Average
Dept of Transportation (Federal)	\$ -	\$ -	\$ 639,321	\$ 52,938	\$ 1,000,000	\$ -	\$ -	-	-	-	\$ 955,645
Preservation Plan Grant	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	24,000	24,000	24,000	
Governor's Local Gov't Support Grant	\$ -	\$ 1,815,648	\$ 924,150	\$ -	\$ -	\$ -	\$ -	-	-	-	
TN EMA (State)	\$ -	\$ -	\$ 13,122	\$ (7,875)	\$ -	\$ -	\$ -	-	-	-	
Invasive Species Grant	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	10,000	10,000	10,000	
TN Dept of Agriculture	\$ 18,884	\$ 2,453	\$ -	\$ -	\$ -	\$ -	\$ -	-	-	-	
In-Kind Contributions	\$ -	\$ (8,121)	\$ -	\$ -	\$ -	\$ -	\$ -	-	-	-	
Liberty Hills Stream Restoration - Stor	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	918,082	1,147,602	1,377,122	
Totals	\$ 836,319	\$ 3,659,217	\$ 2,262,139	\$ 121,123	\$ 3,276,075	\$ 2,312,935	\$ 3,168,908	\$ 1,669,682	\$ 2,077,602	\$ 2,485,522	

Source: City of Franklin, *Annual Comprehensive Financial Reports - 1990-2024* & Estimates from Finance & Revenue Management Departments.

Fund:	General Fund	Category:	Court Fines & Fees	Percent of Total General Fund Revenues	0.3%
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Court Fines & Fees: The City Court collects fees/fines for traffic violations and property maintenance violations. A major initiative was taken in 2013 to submit outstanding debts to a collection agency. The primary reason for the revenue decrease beginning in 2013 was a change in accounting to net amounts due the State against revenue, rather than show those amounts under expenditures in Revenue Management. (with that change, Revenue Management's expenditures were lower as well.)

Revenues are forecast to increase approximately 12.4% compared to the FY 2025 budget.



	Actuals					Budget	Estimated	Forecasts (FY 2026)			Averages
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2025	Low	Medium	High	
% yr/yr.	5.0%	-21.7%	31.1%	12%	5%	-19%	21%	-24%	-23%	-21%	
Fines/Fees - Mun Court	90,082	53,533	94,890	99,209	107,671	95,294	119,915	104,346	106,475	108,605	3-yr Average
Court-Local Litigation Tax	3,286	2,236	2,832	2,912	3,245	2,772	11,418	2,194	2,238	2,283	\$ 437,429
Court-Bad Check	382	160	-	-	1,110	148	148	145	148	151	2.3%
Delinquent Court Fees & Fines	9,797	6,556	9,813	9,739	9,975	8,735	12,668	10,441	10,654	10,867	5-yr Average
Court-Driving School	57,033	33,631	49,393	49,689	55,511	44,567	82,054	55,623	56,758	57,893	\$ 401,019
Court-Admin Fee	1,404	720	1,586	1,908	1,553	1,568	1,568	1,684	1,719	1,753	3.3%
Fines - Gen Sessions	61,586	59,763	80,425	89,169	84,170	65,569	65,914	75,114	76,647	78,180	10-Yr Average
Officer Costs - General Sessions/Circuit Court	99,008	95,693	104,055	103,810	85,018	94,319	90,515	94,841	96,776	98,712	\$ 432,692
Parking Fines - Mun Court	16,859	8,361	16,710	38,680	34,689	25,328	24,213	25,242	25,757	26,272	0.8%
Fines - Traffic Offenses	47,581	27,427	36,741	49,452	82,914	38,876	78,296	55,482	56,615	57,747	20-Yr Average
Failure To Appear - Fine	1,650	980	1,550	1,360	1,390	1,212	1,386	1,372	1,400	1,428	\$ 636,791
Technology Fee	-	-	-	-	2	-	1,200	-	-	-	-1.3%
Confiscated Goods (Federal)	-	-	-	-	-	-	74,693	-	-	-	
Confiscated Goods (State)	-	15,079	882	238	-	-	-	-	-	-	
Totals	\$ 388,668	\$ 304,139	\$ 398,877	\$ 446,165	\$ 467,247	\$ 378,387	\$ 563,987	\$ 426,484	\$ 435,188	\$ 443,892	

Source: City of Franklin, *Annual Comprehensive Financial Reports - 1990-2024* & Estimates from Finance & Revenue Management Departments.

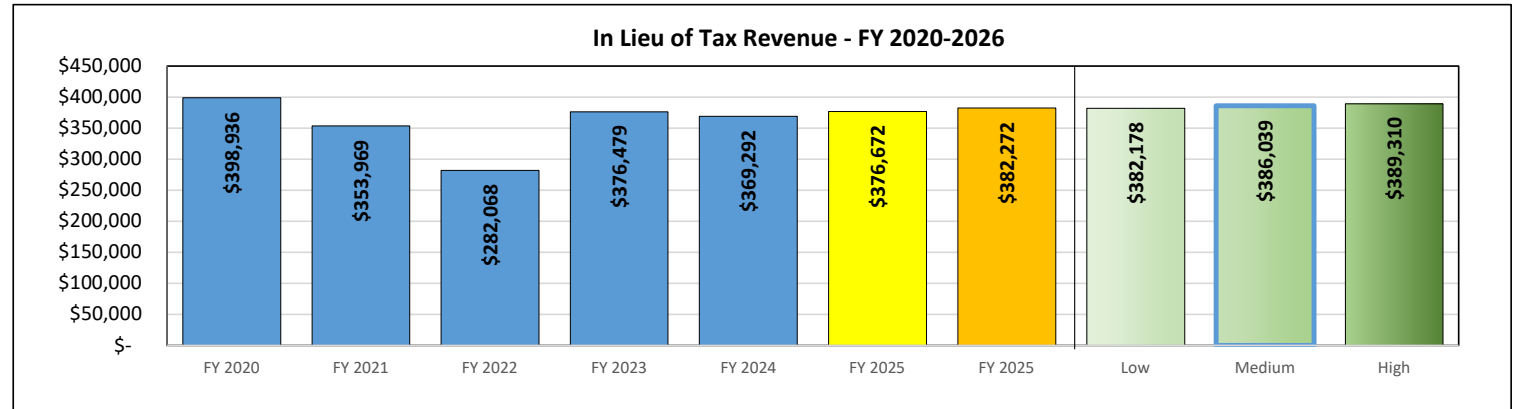


City of Franklin

Revenue Model

Fund:	General Fund	Category:	In Lieu of Tax	Percent of Total General Fund Revenues	0.3%
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In Lieu Of Tax: Payments In Lieu Of Tax are made primarily by various local entities - such as the Franklin Housing Authority and Nissan that have leases through a local government Industrial Board. The local payments are made annually. The base amount of In Lieu of Tax Revenue is projected to increase a 1% over FY 2025 budgeted estimates.



	Actual					Budget	Estimated	Forecasts (FY 2026)			Averages
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2025	Low	Medium	High	
% yr/yr.	53.5%	-11.3%	-20.3%	33%	-2%	2%	4%	0%	1%	2%	3-yr Average
Franklin Housing Authority	20,394	17,958	11,769		17,556	22,586	22,586	22,584	22,812	23,040	\$ 342,613
Nissan (TIF District)	172,388	197,962	211,602	198,060	168,176	208,417	208,417	208,396	210,501	212,606	2.6%
Community Health Systems (CHS)	(1,000)							-	-	-	5-Yr Average
FHA - Reddick Street	171,651	83,087	8,404	84,129	87,377	87,325	87,325	87,316	88,198	89,080	\$ 356,149
Ramsey Solutions	35,503	54,962	50,293	94,290	90,583	58,344	58,344	58,338	58,927	58,927	0.7%
Spring Street					3,200	0	3,200	3,168	3,200	3,232	10-Yr Average
Chickasaw Senior Community					2,400	0	2,400	2,376	2,400	2,424	\$ 325,290
											1.4%
											20-Yr Average
											\$ 281,298
											1.6%
Totals	\$ 398,936	\$ 353,969	\$ 282,068	\$ 376,479	\$ 369,292	\$ 376,672	\$ 382,272	\$ 382,178	\$ 386,039	\$ 389,310	

Source: City of Franklin, *Annual Comprehensive Financial Reports - 1990-2024* & Estimates from Finance & Revenue Management Departments.



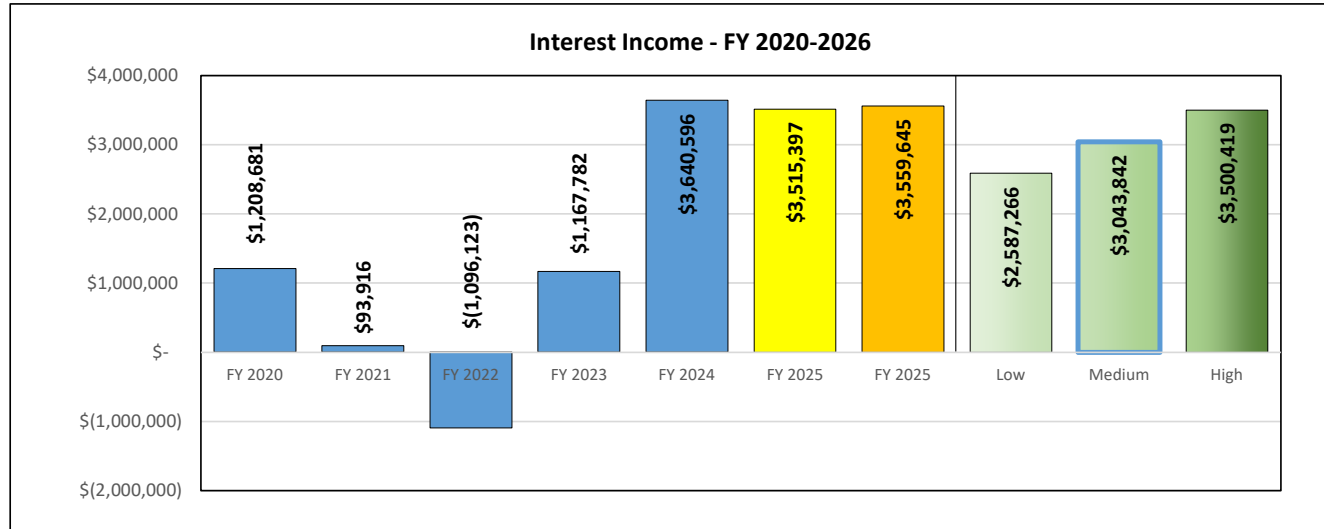
City of Franklin

Revenue Model

Fund:	General Fund	Category:	Interest Income	Percent of Total General Fund Revenues	2.4%
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Interest Income: This revenue source is bank interest and investment earnings on temporarily idle funds. This revenue category was adversely affected significantly over the 2010s due to the low interest rate environment. That changed in FY 2019, when the City was able to end long-term low-interest bearing arrangements and replace them with more mark-to-market investment mechanisms. Optimism gave way to pandemic realities, however and the Federal Funds Rate declined from the 2%+ levels which the City took advantage of in FY 2019 to effectively 0%. As interest rates were increased at a record pace in 2022-2023, however, the City was able to lock in higher rates and healthier returns for FY 2024 and 2025.

FY 2026 is forecasted to decrease by 14% due to interest rates decreasing.



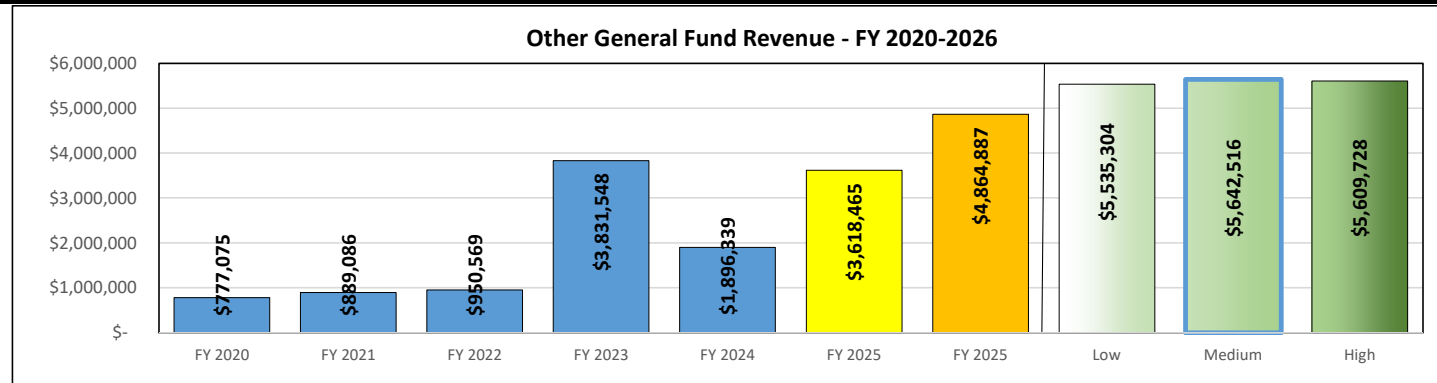
	Actual					Budget	Estimated	Forecasts (FY 2026)			Averages
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2025	Low	Medium	High	
% yr/yr.	-1.7%	-92.2%	-1267.1%	207%	-212%	3%	2%	-27%	-14%	-2%	
July	51,469	13,748	4,326	2,819	27,962	27,962	18,386	10,939	12,870	14,800	3-yr Average
August	222,070	13,329	2,049	5,993	23,863	23,863	9,801	5,831	6,860	7,889	\$ 1,237,418
September	29,714	2,873	3,066	12,529	21,933	21,933	6,582	3,916	4,607	5,298	64.7%
October	85,246	4,214	2,590	1,002	2,187	12,187	9,629	5,729	6,740	7,752	5-Yr Average
November	19,408	13,589	10,964	5,559	1,673	6,673	6,258	3,723	4,381	5,038	\$ 1,002,971
December	44,948	7,866	9,519	3,544	224	12,224	2,588	1,540	1,812	2,084	52.6%
January	90,127	6,903	6,913	5,100	13,427	13,427	19,595	11,659	13,717	15,774	10-Yr Average
February	196,704	(6,559)	5,751	26,971	21,230	24,927	39,056	23,238	27,339	31,440	\$ 688,795
March	347,021	11,574	8,768	59,064	45,422	51,422	75,496	44,920	52,847	60,774	42.9%
April	43,598	9,751	10,490	54,702	34,672	36,672	24,514	14,586	17,160	19,734	20-Yr Average
May	52,531	11,012	15,586	69,548	30,868	60,868	28,727	17,093	20,109	23,125	\$ 686,080
June	25,846	5,616	7,328	38,690	16,287	36,287	15,003	8,927	10,502	12,077	21.5%
LGIP Interest			17,378	76,002	127,650	30,795	127,650	75,952	89,355	102,758	
Lease Interest Revenue			4,787	11,357	22,637	-	20,203	16,764	19,722	22,681	
Investment Interest			(1,205,638)	794,903	3,250,562	3,156,158	3,156,158	2,342,448	2,755,821	3,169,195	
Totals	\$ 1,208,681	\$ 93,916	\$ (1,096,123)	\$ 1,167,782	\$ 3,640,596	\$ 3,515,397	\$ 3,559,645	\$ 2,587,266	\$ 3,043,842	\$ 3,500,419	

Source: City of Franklin, Annual Comprehensive Financial Reports - 1990-2024 & Estimates from Finance & Revenue Management Departments.

Fund:	General Fund	Category:	Other	Percent of Total General Fund Revenues	4.4%
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Other: This catch-all revenue category comprises all other individual categories of General Fund Revenue. Traditionally the largest components are one-time receipts, such as contributions from developers. Other Revenue can fluctuate greatly from year to year.

The large decrease in Other General Fund Revenue is attributable to lower use of fund balance for one-time projects. This is subject to change throughout the budget process.

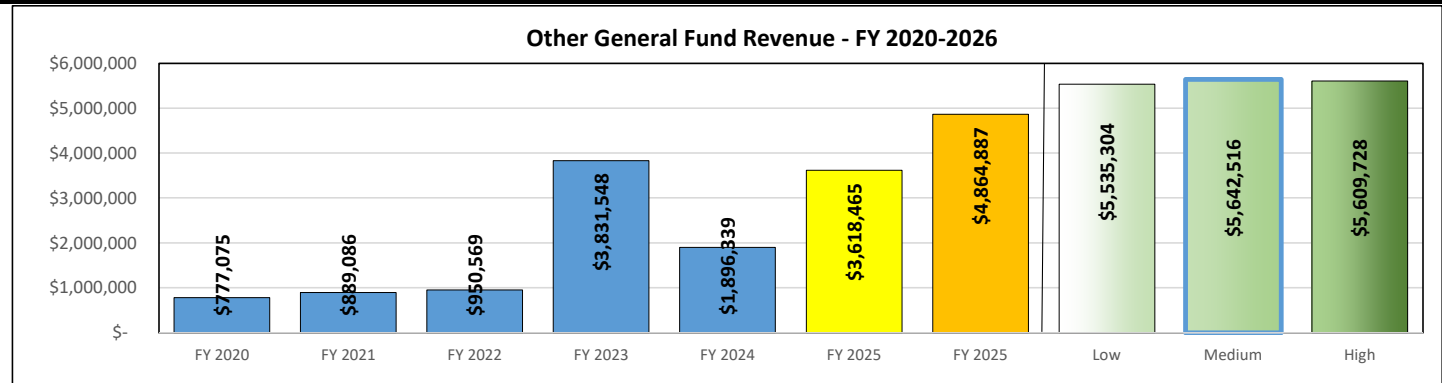


	Actual					Budget	Estimated	Forecasts (FY 2026)			Averages
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2025	Low	Medium	High	
% yr/yr.	-28.4%	14.4%	6.9%	303%	-51%	91%	157%	14%	16%	15%	
City Tax Relief	(12,893)	(11,769)	(12,290)	(13,645)	-	-	-	-	-	-	3-yr Average \$ 2,226,152
Prop Taxes - P&I	58,580	54,878	45,040	44,811	36,759	44,819	44,819	47,053	48,014	48,974	-4.9%
Planning Fees (Rezoning)	5,910	10,000	8,000	8,800	7,800	8,110	9,480	8,640	8,816	8,992	5-Yr Average \$ 1,668,923
Planning Fees (Site Plans)	106,766	47,291	67,513	112,054	86,991	82,374	91,649	80,272	81,911	83,549	2.7%
Planning Fees (Plat Submittal)	41,972	46,875	44,552	52,650	42,025	47,345	44,094	42,863	43,737	44,612	10-Yr Average \$ 1,212,899
Planning Fees (Misc Planning)	35,966	-	-	220	-	-	-	-	-	-	5.6%
Annexation Fees	-	8,200	2,950	2,800	250	4,650	3,550	3,479	3,550	3,621	20-Yr Average \$ 2,323,634
Plan Amendment Fees	-	3,000	-	1,800	1,000	1,600	1,450	1,421	1,450	1,479	-0.9%
Development Plan Fee	-	88,204	36,513	25,455	43,228	50,058	48,350	47,383	48,350	49,317	
Board of Zoning Appeals	-	5,250	7,450	6,450	6,000	6,384	6,288	6,162	6,288	6,413	
Joint Conceptual Workshop	-	2,200	1,600	1,600	1,700	1,800	1,775	1,740	1,775	1,811	
Beer Permits (New Applic Fee)	12,660	11,050	9,750	10,750	13,250	10,024	11,856	10,327	10,538	10,749	
Yard Sale Permits	3,750	5,030	4,620	4,210	4,105	4,035	3,686	3,819	3,897	3,975	
Alarm Permits	26,140	26,385	26,760	26,895	24,078	26,042	57,190	31,774	32,423	33,071	
Miscellaneous Permits	18,280	20,950	30,250	20,450	11,850	19,886	18,752	17,035	17,383	17,730	
Regional Fire Training	3,810	695	3,455	750	-	-	-	-	-	-	
Maps Sold	3,560	1,620	7,422	1,870	640	3,500	3,500	2,962	3,022	3,083	
Plans Sold	3,700	4,700	150	3,700	900	2,500	2,500	2,577	2,630	2,683	
Records Sold	915	1,766	2,295	4,350	2,257	2,801	2,801	2,270	2,317	2,363	
Special Event Services Fee	2,696	2,500	3,400	2,500	4,100	2,620	2,620	2,978	3,039	3,100	
Accident Reports	755	581	1,427	5,509	2,229	1,655	1,655	2,058	2,100	2,142	
Sex Offender Registry	2,100	2,100	1,950	2,250	1,950	2,025	2,025	2,029	2,070	2,111	
License Seizure Fees	905	595	810	1,090	1,220	774	830	906	924	942	
Citizen's Police Academy					175	-	-	-	-	-	

Fund:	General Fund	Category:	Other	Percent of Total General Fund Revenues	4.4%
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Other: This catch-all revenue category comprises all other individual categories of General Fund Revenue. Traditionally the largest components are one-time receipts, such as contributions from developers. Other Revenue can fluctuate greatly from year to year.

The large decrease in Other General Fund Revenue is attributable to lower use of fund balance for one-time projects. This is subject to change throughout the budget process.



	Actual					Budget	Estimated	Forecasts (FY 2026)			Averages
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2025	Low	Medium	High	
Police Extra Duty	35,535	45,402	190,056	849,265	932,074	983,904	978,455	968,475	988,239	1,008,004	
Technology Fee - PD	-	-	-	-	8	-	4,700				
Compost Voucher (Non-Refundable)	18,800	21,280	21,640	33,740	48,550	26,252	26,252	30,983	31,616	32,248	
Beer Board Violations		4,000	-	250	250.00	1,030.00	1,030.00	245	250	255	
Bldg & Street Stds Appeals Fees	-	-	-	250	250.00	1,030.00	1,030.00	245	250	255	
Rebates on Purchases	91,858	82,168	96,531	128,634	126,322	103,029	105,103	105,596	107,751	109,906	
Rent - Mall & Other	9,001	18,001	20,615	14,901	22,901	13,414	15,375	16,192	16,523	16,853	
Park Concessions	84,806	72,108	146,186	153,103	175,490	150,241	168,686	163,711	167,052	170,393	
Harlinsdale Rentals	(2,441)	13,719	-	200	1,371	1,098	1,098	1,176	1,200	1,224	
Sale of Surplus Assets	128,067	21,392	95,926	192,229	123,145	176,149	176,149	98,000	100,000	102,000	
Electrical Charging Stations	456	402	2,183	2,277	2,839	1,000	1,000	1,960	2,000	2,040	
Insurance Reimbursements	-	-	21,829	1,525,131	-	-	-	-	70,000	-	
Called Performance Bonds	-	-	-	309,991	113,824	-	-	-	-	-	
Miscellaneous Other Revenue	77,423	90,014	51,986	148,338	1,280	80,335	91,131	89,650	91,479	93,309	
Christmas Tree Lighting	18,000	15,000	10,000	39,150	31,000	35,000	35,000	29,400	30,000	30,600	
Capital Application from Fund Balance	-	-	-	-	-	1,508,078	2,726,105	3,711,922	3,711,922	3,711,922	
Developer Contribution		172,500	-	-	-	-	-	-	-	-	
Contributions		1,000	-	-	-	-	-	-	-	-	
Lease Proceeds				85,618	-	214,903	174,902				
Settlement Proceeds				62	-	-	-				
Opioid Settlement				21,091	24,401	-	-				
Reimbursement of PY Exp					128	-	-				
Totals	\$ 777,075	\$ 889,086	\$ 950,569	\$ 3,831,548	\$ 1,896,339	\$ 3,618,465	\$ 4,864,887	\$ 5,535,304	\$ 5,642,516	\$ 5,609,728	

Source: City of Franklin, Annual Comprehensive Financial Reports - 1990-2024 & Estimates from Finance & Revenue Management Departments.



General Fund Summary - Departmental Summary

	Actual 2023	Actual 2024	Budget 2025	Estd 2025	Budget 2026	Difference '25 vs. '26	
	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F (E-C)</u>	<u>G (E/C)</u>
Governance & Management							
Elected Officials							
Personnel	\$ 254,666	\$ 284,408	\$ 277,956	\$ 271,478	\$ 275,551	\$ (2,405)	-0.9%
Operations	\$ 53,017	\$ 131,578	\$ 94,795	\$ 93,279	\$ 156,455	\$ 61,660	65.0%
Total - Elected Officials	\$ 307,683	\$ 415,986	\$ 372,751	\$ 364,757	\$ 432,006	\$ 59,255	15.9%
Administration							
Personnel	\$ 1,796,337	\$ 1,839,741	\$ 1,676,242	\$ 1,685,661	\$ 1,646,575	\$ (29,667)	-1.8%
Operations	\$ 8,389	\$ (120,524)	\$ (70,556)	\$ (143,969)	\$ (123,462)	\$ (52,906)	75.0%
Total - Administration	\$ 1,804,726	\$ 1,719,217	\$ 1,605,686	\$ 1,541,692	\$ 1,523,113	\$ (82,573)	-5.1%
Budget & Performance							
Personnel	\$ -	\$ -	\$ 565,124	\$ 562,890	\$ 558,716	\$ (6,408)	-1.1%
Operations	\$ -	\$ -	\$ 49,802	\$ 28,854	\$ (104,878)	\$ (154,680)	-310.6%
Total - Budget & Performance	\$ -	\$ -	\$ 614,926	\$ 591,744	\$ 453,838	\$ (161,088)	-26.2%
Law							
Personnel	\$ 794,211	\$ 887,591	\$ 931,346	\$ 934,247	\$ 919,336	\$ (12,010)	-1.3%
Operations	\$ 38,273	\$ 211,400	\$ 208,994	\$ 166,606	\$ 171,736	\$ (37,258)	-17.8%
Total - Law	\$ 832,484	\$ 1,098,991	\$ 1,140,340	\$ 1,100,853	\$ 1,091,072	\$ (49,268)	-4.3%
Communications							
Personnel	\$ 517,866	\$ 614,865	\$ 640,630	\$ 639,316	\$ 638,661	\$ (1,969)	-0.3%
Operations	\$ 52,040	\$ 106,910	\$ 159,719	\$ 150,809	\$ 93,748	\$ (65,971)	-41.3%
Total - Communications	\$ 569,906	\$ 721,775	\$ 800,349	\$ 790,125	\$ 732,409	\$ (67,940)	-8.5%
Governance & Management Summary							
Personnel	\$ 3,363,080	\$ 3,626,605	\$ 4,091,298	\$ 4,093,592	\$ 4,038,839	\$ (52,459)	-1.3%
Operations	\$ 151,719	\$ 329,364	\$ 442,754	\$ 295,579	\$ 193,599	\$ (249,155)	-56.3%
Capital	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%
Total Governance & Management	\$ 3,514,799	\$ 3,955,969	\$ 4,534,052	\$ 4,389,171	\$ 4,232,438	\$ (301,614)	-6.7%
Public Safety							
Police							
Personnel	\$ 17,961,462	\$ 19,446,251	\$ 21,138,986	\$ 21,066,649	\$ 21,973,750	\$ 834,764	3.9%
Operations	\$ 4,281,796	\$ 4,945,590	\$ 5,199,257	\$ 4,918,864	\$ 4,425,639	\$ (773,618)	-14.9%
Capital	\$ 61,448	\$ -	\$ -	\$ -	\$ -	\$ -	100.0%
Total - Police	\$ 22,304,706	\$ 24,391,841	\$ 26,338,243	\$ 25,985,513	\$ 26,399,389	\$ 61,146	0.2%
Fire							
Personnel	\$ 22,522,489	\$ 25,212,287	\$ 25,855,894	\$ 26,122,391	\$ 26,796,799	\$ 940,905	3.6%
Operations	\$ 2,537,640	\$ 3,102,709	\$ 3,383,234	\$ 3,375,965	\$ 2,941,516	\$ (441,718)	-13.1%
Capital	\$ -	\$ 88,573	\$ -	\$ -	\$ 180,000	\$ 180,000	100.0%
Total - Fire	\$ 25,060,129	\$ 28,403,569	\$ 29,239,128	\$ 29,498,356	\$ 29,918,315	\$ 679,187	2.3%
Public Safety Summary							
Personnel	\$ 40,483,951	\$ 44,658,538	\$ 46,994,880	\$ 47,189,040	\$ 48,770,549	\$ 1,775,669	3.8%
Operations	\$ 6,819,436	\$ 8,048,299	\$ 8,582,491	\$ 8,294,829	\$ 7,367,155	\$ (1,215,336)	-14.2%
Capital	\$ 61,448	\$ 88,573	\$ -	\$ -	\$ 180,000	\$ 180,000	100.0%
Total Public Safety	\$ 47,364,835	\$ 52,795,410	\$ 55,577,371	\$ 55,483,869	\$ 56,317,704	\$ 740,333	1.3%



General Fund Summary - Departmental Summary

	Actual 2023	Actual 2024	Budget 2025	Estd 2025	Budget 2026	Difference '25 vs. '26	
	A	B	C	D	E	F (E-C)	G (E/C)
Finance & Administration							
Finance							
Personnel	\$ 1,175,385	\$ 1,353,984	\$ 1,094,846	\$ 1,078,141	\$ 1,551,545	\$ 456,699	41.7%
Operations	\$ 58,639	\$ 44,995	\$ 6,754	\$ (49,076)	\$ (4,673)	\$ (11,427)	-169.2%
Capital	\$ -	\$ -	\$ -	\$ -	\$ 1,000,000	\$ 1,000,000	100.0%
Total - Finance	\$ 1,234,024	\$ 1,398,979	\$ 1,101,600	\$ 1,029,065	\$ 2,546,872	\$ 1,445,272	131.2%
Purchasing							
Personnel	\$ 432,093	\$ 450,308	\$ 460,563	\$ 410,408	\$ -	\$ (460,563)	-100.0%
Operations	\$ (5,554)	\$ (51,084)	\$ (35,842)	\$ (44,328)	\$ -	\$ 35,842	-100.0%
Capital	\$ 85,618	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%
Total - Purchasing	\$ 512,157	\$ 399,224	\$ 424,721	\$ 366,080	\$ -	\$ (424,721)	-100.0%
Information Technology							
Personnel	\$ 3,053,753	\$ 3,480,392	\$ 3,691,926	\$ 3,672,972	\$ 3,868,518	\$ 176,592	4.8%
Operations	\$ 2,113,368	\$ 2,903,765	\$ 3,056,111	\$ 2,941,583	\$ 3,225,574	\$ 169,463	5.5%
Capital	\$ 224,518	\$ 277,146	\$ 325,000	\$ 277,114	\$ 1,315,000	\$ 990,000	304.6%
Total - Information Technology	\$ 5,391,639	\$ 6,661,303	\$ 7,073,037	\$ 6,891,669	\$ 8,409,092	\$ 1,336,055	18.9%
Billing & Licensing							
Personnel	\$ 1,321,134	\$ 1,489,378	\$ 1,564,609	\$ 1,511,082	\$ 1,534,734	\$ (29,875)	-1.9%
Operations	\$ (411,067)	\$ (579,004)	\$ (513,106)	\$ (582,612)	\$ (728,917)	\$ (215,811)	42.1%
Total - Billing & Licensing	\$ 910,067	\$ 910,374	\$ 1,051,503	\$ 928,470	\$ 805,817	\$ (245,686)	-23.4%
Municipal Court							
Personnel	\$ 236,268	\$ 261,663	\$ 319,197	\$ 285,849	\$ 285,795	\$ (33,402)	-10.5%
Operations	\$ 32,376	\$ 74,221	\$ 122,464	\$ 31,227	\$ 69,727	\$ (52,737)	-43.1%
Capital	\$ -	\$ 288,695	\$ -	\$ (40,000)	\$ -	\$ -	0.0%
Total - Municipal Court	\$ 268,644	\$ 624,579	\$ 441,661	\$ 277,076	\$ 355,522	\$ (86,139)	-19.5%
Project and Facilities Management							
Personnel	\$ 531,801	\$ 631,837	\$ 620,661	\$ 626,207	\$ 674,339	\$ 53,678	8.6%
Operations	\$ 1,943,626	\$ 1,852,672	\$ 1,978,900	\$ 1,891,972	\$ 1,715,659	\$ (263,241)	-13.3%
Capital	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%
Total - Project and Facilities Management	\$ 2,475,427	\$ 2,484,509	\$ 2,599,561	\$ 2,518,179	\$ 2,389,998	\$ (209,563)	-8.1%
Human Resources							
Personnel	\$ 1,510,792	\$ 1,732,944	\$ 1,817,285	\$ 1,804,061	\$ 1,830,109	\$ 12,824	0.7%
Operations	\$ 269,895	\$ 86,507	\$ 359,570	\$ 340,189	\$ 185,698	\$ (173,872)	-48.4%
Total - Human Resources	\$ 1,780,687	\$ 1,819,451	\$ 2,176,855	\$ 2,144,250	\$ 2,015,807	\$ (161,048)	-7.4%
Finance & Administration Summary							
Personnel	\$ 8,261,226	\$ 9,400,506	\$ 9,569,087	\$ 9,388,720	\$ 9,745,040	\$ 175,953	1.8%
Operations	\$ 4,001,283	\$ 4,332,072	\$ 4,974,851	\$ 4,528,955	\$ 4,463,068	\$ (511,783)	-10.3%
Capital	\$ 310,136	\$ 565,841	\$ 325,000	\$ 237,114	\$ 2,315,000	\$ 1,990,000	612.3%
Total Finance & Administration	\$ 12,572,645	\$ 14,298,419	\$ 14,868,938	\$ 14,154,789	\$ 16,523,108	\$ 1,654,170	11.1%
Community & Economic Development							
Building and Neighborhood Services							
Personnel	\$ 3,380,461	\$ 3,552,737	\$ 3,679,653	\$ 3,676,073	\$ 3,736,785	\$ 57,132	1.6%
Operations	\$ 259,730	\$ 477,752	\$ 334,357	\$ 316,334	\$ 231,050	\$ (103,307)	-30.9%
Total - Building & Neighborhood Services	\$ 3,640,191	\$ 4,030,489	\$ 4,014,010	\$ 3,992,407	\$ 3,967,835	\$ (46,175)	-1.2%
Planning and Sustainability							
Personnel	\$ 1,652,584	\$ 1,852,004	\$ 1,938,375	\$ 1,935,512	\$ 1,966,211	\$ 27,836	1.4%



General Fund Summary - Departmental Summary

	Actual 2023	Actual 2024	Budget 2025	Estd 2025	Budget 2026	Difference '25 vs. '26	
	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F (E-C)</u>	<u>G (E/C)</u>
Operations	\$ 304,134	\$ 253,389	\$ 296,672	\$ 253,079	\$ 409,750	\$ 113,078	38.1%
Total - Planning & Sustainability	\$ 1,956,718	\$ 2,105,393	\$ 2,235,047	\$ 2,188,591	\$ 2,375,961	\$ 140,914	6.3%
Engineering							
Personnel	\$ 1,982,202	\$ 2,123,605	\$ 2,237,113	\$ 2,030,109	\$ 2,279,785	\$ 42,672	1.9%
Operations	\$ (101,936)	\$ (96,383)	\$ 56,451	\$ 46,313	\$ (106,912)	\$ (163,363)	-289.4%
Capital	\$ -	\$ -	\$ -	\$ -	\$ 74,000	\$ 74,000	100.0%
Total Engineering & TOC	\$ 1,880,266	\$ 2,027,222	\$ 2,293,564	\$ 2,076,422	\$ 2,246,873	\$ (46,691)	-2.0%
Traffic Operations Center (TOC)							
Personnel	\$ 371,519	\$ 540,950	\$ 637,816	\$ 569,099	\$ 658,257	\$ 20,441	3.2%
Operations	\$ 171,280	\$ 1,523,131	\$ 1,635,629	\$ 1,616,379	\$ 635,246	\$ (1,000,383)	-61.2%
Capital	\$ 11,990	\$ -	\$ 555,000	\$ 456,000	\$ 1,910,000	\$ 1,355,000	244.1%
Total Engineering & TOC	\$ 554,789	\$ 2,064,081	\$ 2,828,445	\$ 2,641,478	\$ 3,203,503	\$ 375,058	13.3%
Economic Development							
Operations	\$ 92,209	\$ 66,150	\$ 98,353	\$ 98,353	\$ 99,963	\$ 1,610	1.6%
Total - Economic Development	\$ 92,209	\$ 66,150	\$ 98,353	\$ 98,353	\$ 99,963	\$ 1,610	1.6%
	\$ -						
Community & Economic Development Summary							
Personnel	\$ 7,386,766	\$ 8,069,296	\$ 8,492,957	\$ 8,210,793	\$ 8,641,038	\$ 148,081	1.7%
Operations	\$ 725,417	\$ 2,224,039	\$ 2,421,462	\$ 2,330,458	\$ 1,269,097	\$ (1,152,365)	-47.6%
Capital	\$ 11,990	\$ -	\$ 555,000	\$ 456,000	\$ 1,984,000	\$ 1,429,000	257.5%
Total Community & Economic Developmen	\$ 8,124,173	\$ 10,293,335	\$ 11,469,419	\$ 10,997,251	\$ 11,894,135	\$ 424,716	3.7%
Public Works							
Streets Department - Maintenance Division							
Personnel	\$ 3,856,193	\$ 4,463,580	\$ 4,463,414	\$ 4,458,530	\$ 4,500,801	\$ 37,387	0.8%
Operations	\$ 1,302,157	\$ 1,526,048	\$ 1,613,388	\$ 1,606,833	\$ 1,417,275	\$ (196,113)	-12.2%
Capital	\$ 321,870	\$ 389,940	\$ 165,000	\$ 165,000	\$ 315,000	\$ 150,000	90.9%
Total - Streets - Maintenance	\$ 5,480,220	\$ 6,379,568	\$ 6,241,802	\$ 6,230,363	\$ 6,233,076	\$ (8,726)	-0.1%
Streets Department - Traffic Division							
Personnel	\$ 1,074,118	\$ 1,211,357	\$ 1,276,412	\$ 1,234,250	\$ 1,203,562	\$ (72,850)	-5.7%
Operations	\$ 628,083	\$ 611,780	\$ 653,464	\$ 650,949	\$ 588,200	\$ (65,264)	-10.0%
Capital	\$ -	\$ -	\$ -	\$ -	\$ 183,970	\$ 183,970	100.0%
Total - Streets - Traffic	\$ 1,702,201	\$ 1,823,137	\$ 1,929,876	\$ 1,885,199	\$ 1,975,732	\$ 45,856	2.4%
Streets Department - Fleet Maintenance Division							
Personnel	\$ 1,025,023	\$ 1,057,215	\$ 1,146,894	\$ 1,156,797	\$ 1,164,488	\$ 17,594	1.5%
Operations	\$ 190,238	\$ 199,296	\$ 273,116	\$ 130,443	\$ 60,166	\$ (212,950)	-78.0%
Capital	\$ -	\$ 90,387	\$ 214,903	\$ 214,903	\$ -	\$ (214,903)	0.0%
Total - Streets - Fleet Maintenance	\$ 1,215,261	\$ 1,346,898	\$ 1,634,913	\$ 1,502,143	\$ 1,224,654	\$ (410,259)	-25.1%
Parks							
Personnel	\$ 3,935,976	\$ 4,505,975	\$ 4,879,077	\$ 4,689,207	\$ 5,155,871	\$ 276,794	5.7%
Operations	\$ 2,381,446	\$ 2,066,683	\$ 2,762,957	\$ 2,757,534	\$ 2,592,780	\$ (170,177)	-6.2%
Capital	\$ -	\$ 51,104	\$ 300,000	\$ 300,000	\$ -	\$ (300,000)	-100.0%
Total - Parks	\$ 6,317,422	\$ 6,623,762	\$ 7,942,034	\$ 7,746,741	\$ 7,748,651	\$ (193,383)	-2.4%
Emergency Management							
Personnel	\$ 174,024	\$ 257,993	\$ 267,745	\$ 266,137	\$ 267,649	\$ (96)	0.0%
Operations	\$ 78,487	\$ 41,000	\$ 102,625	\$ 77,392	\$ 104,400	\$ 1,775	1.7%
Total - Emergency Management	\$ 252,511	\$ 298,993	\$ 370,370	\$ 343,529	\$ 372,049	\$ 1,679	0.5%



City of Franklin, Tennessee

FY 2026 Operating Budget

General Fund Summary - Departmental Summary

	Actual 2023 <i>A</i>	Actual 2024 <i>B</i>	Budget 2025 <i>C</i>	Estd 2025 <i>D</i>	Budget 2026 <i>E</i>	Difference '25 vs. '26 <i>F (E-C)</i> <i>G (E/C)</i>	
Public Works							
Personnel	\$ 10,065,334	\$ 11,496,120	\$ 12,033,542	\$ 11,804,921	\$ 12,292,371	\$ 258,829	2.2%
Operations	\$ 4,580,411	\$ 4,444,807	\$ 5,405,550	\$ 5,223,151	\$ 4,762,821	\$ (642,729)	-11.9%
Capital	\$ 321,870	\$ 531,431	\$ 679,903	\$ 679,903	\$ 498,970	\$ (180,933)	-26.6%
Total Public Works	\$ 14,967,615	\$ 16,472,358	\$ 18,118,995	\$ 17,707,975	\$ 17,554,162	\$ (564,833)	-3.1%

Other Operating Expenditures

General Expenses							
Personnel	\$ (1,945,638)	\$ (832,720)	\$ 1,192,208	\$ 1,032,459	\$ 3,896,533	\$ 2,704,325	226.8%
Operations	\$ 142,897	\$ 3,425,344	\$ 1,400,469	\$ 1,351,984	\$ 2,086,893	\$ 686,424	49.0%
Capital						\$ -	0.0%
Total - General Expenses	\$ (1,802,741)	\$ 2,592,624	\$ 2,592,677	\$ 2,384,443	\$ 5,983,426	\$ 3,390,749	130.8%
Appropriations							
Operations	\$ 661,032	\$ 668,802	\$ 703,302	\$ 703,302	\$ 722,095	\$ 18,793	2.7%
Total Appropriations	\$ 661,032	\$ 668,802	\$ 703,302	\$ 703,302	\$ 722,095	\$ 18,793	2.7%
Interfund Transfers							
Operations	\$ 9,503,936	\$ 9,712,090	\$ 8,907,048	\$ 8,903,131	\$ 14,874,415	\$ 5,967,367	67.0%
Total Interfund Transfers	\$ 9,503,936	\$ 9,712,090	\$ 8,907,048	\$ 8,903,131	\$ 14,874,415	\$ 5,967,367	67.0%

Other General Fund Operating Expenditures Summary

Personnel	\$ (1,945,638)	\$ (832,720)	\$ 1,192,208	\$ 1,032,459	\$ 3,896,533	\$ 2,704,325	226.8%
Operations	\$ 10,307,865	\$ 13,806,236	\$ 11,010,819	\$ 10,958,417	\$ 17,683,403	\$ 6,672,584	60.6%
Capital	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%
Total Other GF Oper. Exp.	\$ 8,362,227	\$ 12,973,516	\$ 12,203,026	\$ 11,990,876	\$ 21,579,935	\$ 9,376,909	76.8%

General Fund Expenditures (by major category)

Personnel	\$ 67,614,718	\$ 76,418,345	\$ 82,373,972	\$ 81,719,524	\$ 87,384,370	\$ 5,010,398	6.1%
Operations	\$ 26,586,131	\$ 33,184,817	\$ 32,837,927	\$ 31,631,389	\$ 35,739,143	\$ 2,901,216	8.8%
Capital	\$ 705,444	\$ 1,185,845	\$ 1,559,903	\$ 1,373,017	\$ 4,977,970	\$ 3,418,067	219.1%
Misc. Other Financing Sources	-85618	-288695					
Total - General Fund Departments	\$ 94,820,675	\$ 110,500,311	\$ 116,771,802	\$ 114,723,930	\$ 128,101,483	\$ 11,329,681	9.7%



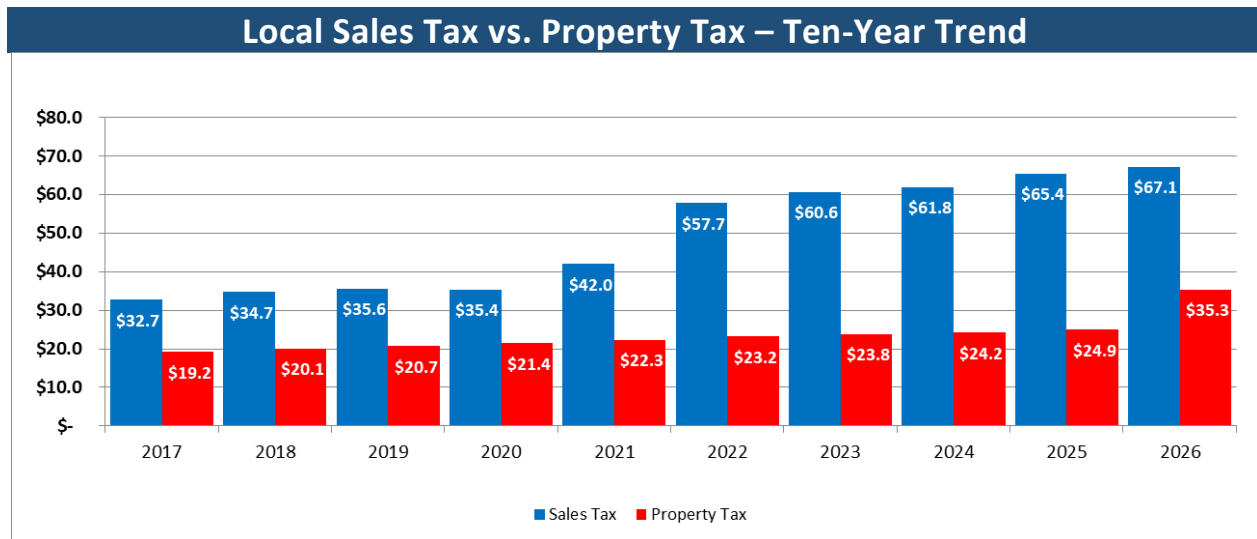
City of Franklin, Tennessee

FY 2026 Operating Budget

General Fund Summary

Local Sales Tax / Property Tax Trends (by fiscal year)

This chart illustrates the recent history of the City's most significant revenue sources in the General Fund, the local sales tax and its property tax. (Note: For property tax in FY 2026, the anticipated collection of \$35.3 million is split \$20.4 million in the General Fund, \$13.7 million in the Debt Service Fund, and \$1.2 million to the Street Aid Fund.)



Local Sales Tax is the most significant revenue source for the City. The local sales tax rate is 2.75%. The City receives 1.375% of the total 2.75% tax amount if the sale occurs inside the City (with the County receiving the balance). Local sales tax applies only to the first \$1,600 of a single article purchase of tangible personal property.

Property Tax is one of primary sources of revenue for the City. This revenue comes from Residential/Farm properties and Commercial/Industrial properties. Reassessments occur every four years, with the next reassessment set to occur in FY 2025 (for FY 2026).



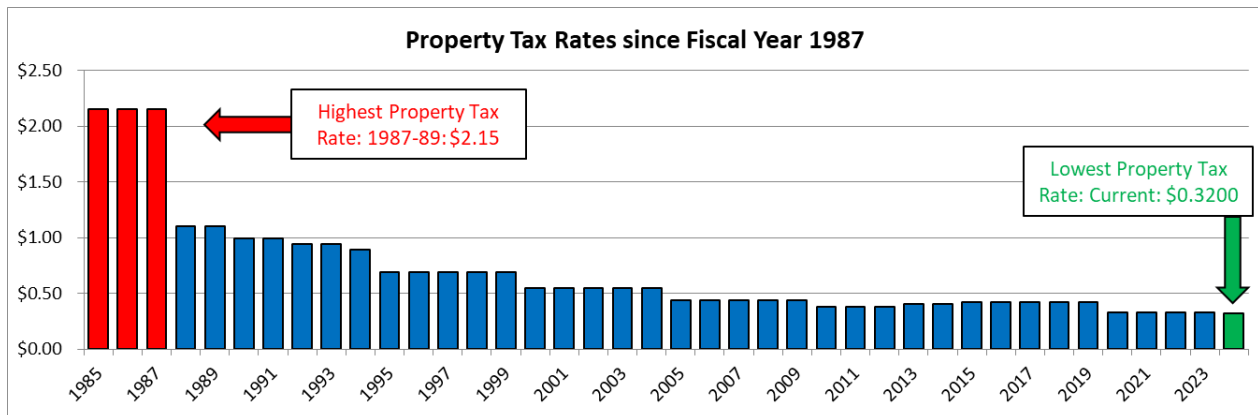
City of Franklin, Tennessee

FY 2026 Operating Budget

General Fund Summary

Property Tax Rate Summary

As required every five (5) years, Williamson County completed a reappraisal of property tax values this year. The certified tax rate law requires local governments to reexamine property tax rates after a reappraisal to make sure higher taxable values do not automatically result in a tax increase. The law requires local governments to conduct public hearings before adopting a property tax rate that generates more taxes overall in a reappraisal year than were billed the year before at the previous year's lower values. This process occurred during this budget cycle (2025 for Fiscal Year 2026). Preliminarily, the certified tax rate is forecast to be 22.71 cents per \$100 of assessed value (the lowest rate for Tennessee municipalities with a population of 50,000 or greater). This budget proposes an increase to 32.00 cents per \$100 of assessed value. The history of Property Tax Rates for the City of Franklin for the last 40 years (since 1987) are below:



Fiscal Year	Rate	Increase / (Decrease)	Fiscal Year	Rate	Increase / (Decrease)
1987	\$2.1500	\$0.4000	2007	\$0.4340	(\$0.1160)
1988	\$2.1500	\$0.0000	2008	\$0.4340	\$0.0000
1989	\$2.1500	\$0.0000	2009	\$0.4340	\$0.0000
1990	\$1.1000	(\$1.0500)	2010	\$0.4340	\$0.0000
1991	\$1.1000	\$0.0000	2011	\$0.4340	\$0.0000
1992	\$0.9900	(\$0.1100)	2012	\$0.3765	(\$0.0575)
1993	\$0.9900	\$0.0000	2013	\$0.3765	\$0.0000
1994	\$0.9400	(\$0.0500)	2014	\$0.3765	\$0.0000
1995	\$0.9400	\$0.0000	2015	\$0.4065	\$0.0300
1996	\$0.8900	(\$0.0500)	2016	\$0.4065	\$0.0000
1997	\$0.6900	(\$0.2000)	2017	\$0.4176	\$0.0111
1998	\$0.6900	\$0.0000	2018	\$0.4176	\$0.0000
1999	\$0.6900	\$0.0000	2019	\$0.4176	\$0.0000
2000	\$0.6900	\$0.0000	2020	\$0.4176	\$0.0000
2001	\$0.6900	\$0.0000	2021	\$0.4176	\$0.0000
2002	\$0.5500	(\$0.1400)	2022	\$0.3261	(\$0.0915)
2003	\$0.5500	\$0.0000	2023	\$0.3261	\$0.0000
2004	\$0.5500	\$0.0000	2024	\$0.3261	\$0.0000
2005	\$0.5500	\$0.0000	2025	\$0.3261	\$0.0000
2006	\$0.5500	\$0.0000	2026	\$0.3200	(\$0.0061)



Long-Range Financial Model - Summary - 2026-2030

Summary: This is a summary of anticipated General Fund revenues and General Fund expenses for the next five years, FY 2026-2030. Decisions made today have impacts which last for many years. The expenditure of public resources is one of the most influential and important decisions which a community is faced with. Additional employees provide services for a growing community like Franklin, but they also generate pension and benefit liabilities for years, if not decades, to come. It is important that citizens and policy makers alike understand and have an idea what the future budgets of Franklin will look like.

Projections are rife with difficulty; assumptions about rates of expenditure increase, commodity increase, inflation and revenue increase (or decrease) are speculative at best. However, a general rule of thumb is the fewer years of forecast, the more reliable the projection. This is why this projection is only for 60 months, beginning July 1, 2025 and ending June 30, 2030. Staff, with reasonable assurance, can project out likely trends in revenues and expenditures.

Before examining how expenses are forecast to unfold, it is important to know what resources will be available in five years.

Revenues

Exhibit 1: Overall General Fund Revenues: FY 2026-2030

	Forecast 2026		Forecast 2027		Forecast 2028		Forecast 2029		Forecast 2030	
	Total \$	Yr / Yr %	Total \$	Yr / Yr %	Total \$	Yr / Yr %	Total \$	Yr / Yr %	Total \$	Yr / Yr %
Revenues										
Local Sales Tax	\$ 67,079,745	2.62%	\$ 69,092,137	3.00%	\$ 71,164,901	3.00%	\$ 73,299,848	3.00%	\$ 75,498,844	3.00%
State Shared	\$ 18,375,670	9.54%	\$ 18,926,940	3.00%	\$ 19,494,748	3.00%	\$ 20,079,591	3.00%	\$ 20,681,978	3.00%
Property Tax	\$ 20,355,844	47.32%	\$ 20,966,519	3.00%	\$ 21,595,515	3.00%	\$ 22,243,380	3.00%	\$ 22,910,682	3.00%
Alcohol Tax	\$ 5,803,499	-1.12%	\$ 6,006,622	3.50%	\$ 6,216,853	3.50%	\$ 6,434,443	3.50%	\$ 6,659,649	3.50%
Building Permits & Licenses	\$ 2,437,311	6.70%	\$ 2,437,311	0.00%	\$ 2,437,311	0.00%	\$ 2,437,311	0.00%	\$ 2,437,311	0.00%
Franchise Fees	\$ 2,464,228	0.34%	\$ 2,538,155	3.00%	\$ 2,614,299	3.00%	\$ 2,692,728	3.00%	\$ 2,773,510	3.00%
Grants	\$ 2,077,602	-10.17%	\$ 2,077,602	0.00%	\$ 2,077,602	0.00%	\$ 2,077,602	0.00%	\$ 2,077,602	0.00%
Court Fines & Fees	\$ 435,188	15.01%	\$ 435,188	0.00%	\$ 435,188	0.00%	\$ 435,188	0.00%	\$ 435,188	0.00%
In Lieu of Tax	\$ 386,039	2.49%	\$ 405,341	5.00%	\$ 425,608	5.00%	\$ 446,888	5.00%	\$ 469,232	5.00%
Interest Income	\$ 3,043,842	-13.41%	\$ 3,104,719	2.00%	\$ 3,166,814	2.00%	\$ 3,230,150	2.00%	\$ 3,294,753	2.00%
Other	\$ 5,642,516	55.94%	\$ 5,642,516	0.00%	\$ 5,642,516	0.00%	\$ 5,642,516	0.00%	\$ 5,642,516	0.00%
Total - General Fund Revenue:	\$ 128,101,483		\$ 131,633,049		\$ 135,271,355		\$ 139,019,646		\$ 142,881,265	
Year over Year \$	\$ 11,329,681		\$ 3,531,567		\$ 3,638,306		\$ 3,748,290		\$ 3,861,619	
Year over Year %	9.70%		2.76%		2.76%		2.77%		2.78%	

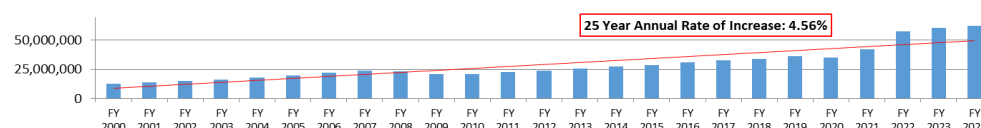
Revenues: Revenues are forecast to grow by 21.03% from FY 2026 to 2030, or an average of more than 4.2% annually. This is boosted by a recommended increase in Property Tax revenues in FY 2026. Other than that, this is a conservative forecast, using historical averages for the last five to, in some cases, 30 years dependent upon revenue category. There are several significant sub-categories of General Fund Revenues which require deeper examination.

Local Sales Tax: Local Sales Tax is the City's primary revenue source. Roughly half of our General Fund revenue comes from this source. In addition to the State-imposed 7% sales tax, the City has a 2.75% local sales tax, which is at the maximum allowed by State law. Local sales tax revenue is shared equally with education, which is provided by Williamson County Schools and the Franklin Special School District.

Given the constant economic uncertainty, Local Option Sales Tax collections have remained remarkably consistent and robust. For the 8 months of the fiscal year thus far (FY 2025), the year over year increase has been 5.85%. The FY 2026 forecast is more conservative - nearly 2.6% - which is below current year and the 4.56% historic annual increase over the last quarter century. The world economic outlook is too uncertain to be optimistic for higher growth. We will continue to monitor conditions as warranted.

This allocation will be reviewed annually as operational and capital needs warrant.

Exhibit 2: Local Option Sales Tax - 25 Year Historic Average - FY 2000-2024





Long-Range Financial Model - Summary - 2026-2030

Revenues (con't)

State Shared Tax: We receive significant revenue from the State in the form of shared taxes with distribution based primarily on population. The major sources are from the Sales Tax, Business Tax, TVA PILOT payments, Beer Tax, Mixed Drink Taxes and the Bank Excise Tax. These are sent to us monthly or quarterly, except for the Excise Tax which is a semi-annual remittances.

The forecast for FY 2026 also assumes a healthy increase in the amount of State Shared Taxes, driven by higher Business Tax collections (which have been realized in prior year collections but not recognized in budgets). Fiscal Years (2027-2030) assume a 3.0% increase year over year on average.

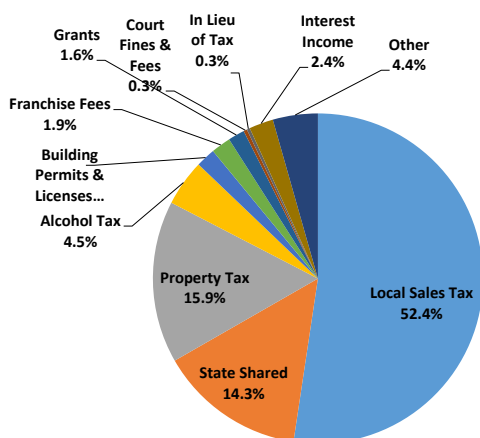
Property Tax: The third largest revenue source of the General Fund is the local Property Tax. Citizens in Franklin pay property tax to two entities - the City of Franklin and Williamson County. Franklin residents living within the Franklin Special School District also pay property taxes to this self-taxing district. The FY 2026 Forecast proposes a sizeable increase in Property Tax revenues (42%) over FY 2025 attributable the revaluation of property assessments and a recommended modification of the tax rate. This is the first increase in 9 years, and similar to Invest Franklin - the last increase - it is proposed that most of the increase (6.79 cents of the increased rate or over \$7,000,000 annually be reserved for capital project funding and partnership opportunities. The balance, around 2.5 cents on the levy - would be for support of ongoing operations in a growing community. As shown on the right, the continuous and steady growth of the City has enabled the Property Tax rate to remain low and even decrease over the last 40 years. The City has been fortunate to realize numerous reductions in its Property Tax rate while sustaining service delivery at a high level.

Exhibit 3: Property Tax Rates - FY 1987-2026

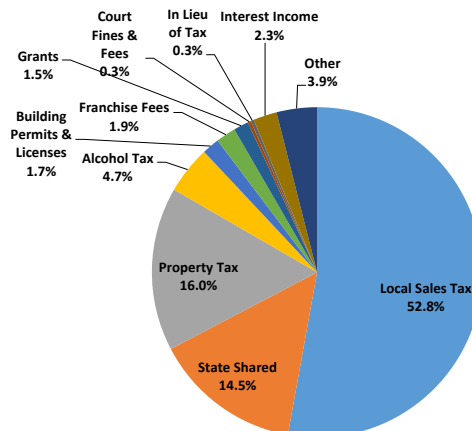
Fiscal Year	Rate	Increase / (Decrease)	Fiscal Year	Rate	Increase / (Decrease)
1987	\$2.1500	\$0.4000	2007	\$0.4340	(\$0.1160)
1988	\$2.1500	\$0.0000	2008	\$0.4340	\$0.0000
1989	\$2.1500	\$0.0000	2009	\$0.4340	\$0.0000
1990	\$1.1000	(\$1.0500)	2010	\$0.4340	\$0.0000
1991	\$1.1000	\$0.0000	2011	\$0.4340	\$0.0000
1992	\$0.9900	(\$0.1100)	2012	\$0.3765	(\$0.0575)
1993	\$0.9900	\$0.0000	2013	\$0.3765	\$0.0000
1994	\$0.9400	(\$0.0500)	2014	\$0.3765	\$0.0000
1995	\$0.9400	\$0.0000	2015	\$0.4065	\$0.0300
1996	\$0.8900	(\$0.0500)	2016	\$0.4065	\$0.0000
1997	\$0.6900	(\$0.2000)	2017	\$0.4176	\$0.0111
1998	\$0.6900	\$0.0000	2018	\$0.4176	\$0.0000
1999	\$0.6900	\$0.0000	2019	\$0.4176	\$0.0000
2000	\$0.6900	\$0.0000	2020	\$0.4176	\$0.0000
2001	\$0.6900	\$0.0000	2021	\$0.4176	\$0.0000
2002	\$0.5500	(\$0.1400)	2022	\$0.3261	(\$0.0915)
2003	\$0.5500	\$0.0000	2023	\$0.3261	\$0.0000
2004	\$0.5500	\$0.0000	2024	\$0.3261	\$0.0000
2005	\$0.5500	\$0.0000	2025	\$0.3261	\$0.0000
2006	\$0.5500	\$0.0000	2026	\$0.3200	(\$0.0061)

Revenue Summary: The City of Franklin is heavily reliant on consumption taxes for the ongoing funding of its General Fund operations, and this forecast does not change that.

FY 2026 General Fund Revenues



FY 2030 General Fund Revenues





Long-Range Financial Model - Summary - 2026-2030

Expenses

Expenses: The City of Franklin is blessed to have a growing and prosperous economy and increasing population, but with that comes an increasing demand for high-quality City services. Franklin, like all governments and corporations, also faces continual pressure to limit health care, pension and personnel costs while implementing innovative solutions which increase efficiency, providing the best level of service delivery at an affordable rate to our taxpayers.

To account for this growth, and to properly plan for the increase in revenues forecast above, the City plans to add some numbers of personnel. From FY 2026-2030, the City plans on adding 18 full-time equivalent personnel in areas of Police, Fire, and Public Works, with targeted additional personnel possible in Support Service departments. The bulk of remaining available funds annually will be dedicated as appropriate to equipment renewal and replacement, including a commitment to turn-over the City's fleet in a more timely manner than in the past to take advantage of warranties and reduce repair and maintenance costs.

Exhibit 4: Overall General Fund Expenses: FY 2026-2030

	Forecast 2026		Forecast 2027		Forecast 2028		Forecast 2029		Forecast 2030	
	Total \$	Yr / Yr %	Total \$	Yr / Yr %	Total \$	Yr / Yr %	Total \$	Yr / Yr %	Total \$	Yr / Yr %
General Fund Expenditures (by program area)										
Governance & Management	\$ 3,778,600	-16.66%	\$ 3,888,973	2.92%	\$ 4,068,177	4.61%	\$ 4,252,096	4.52%	\$ 4,874,506	14.64%
Public Safety	\$ 56,317,704	1.33%	\$ 58,388,164	3.68%	\$ 60,350,263	3.36%	\$ 62,360,724	3.33%	\$ 64,580,964	3.56%
Finance & Administration	\$ 16,523,108	11.13%	\$ 16,149,721	-2.26%	\$ 15,526,789	-3.86%	\$ 15,914,410	2.50%	\$ 16,248,949	2.10%
Community & Economic Devel	\$ 11,894,135	3.04%	\$ 12,106,248	1.78%	\$ 12,400,727	2.43%	\$ 12,703,821	2.44%	\$ 13,015,782	2.46%
Public Works	\$ 17,554,162	-3.12%	\$ 17,884,023	1.88%	\$ 18,922,029	5.80%	\$ 19,985,746	5.62%	\$ 20,924,835	4.70%
Other Operating Expenses	\$ 21,579,936	76.84%	\$ 22,330,141	3.48%	\$ 23,107,836	3.48%	\$ 23,914,090	3.49%	\$ 24,750,014	3.50%
Total - General Fund Expenses	\$ 127,647,645	9.24%	\$ 130,747,269	2.43%	\$ 134,375,821	2.78%	\$ 139,130,886	3.54%	\$ 144,395,051	3.78%
General Fund Expenditures (by major category)										
Personnel	\$ 87,384,370	6.08%	\$ 90,363,832	3.41%	\$ 93,282,153	3.23%	\$ 96,292,115	3.23%	\$ 99,352,783	3.18%
Operations	\$ 35,739,143	8.83%	\$ 36,030,136	0.81%	\$ 37,465,892	3.98%	\$ 38,937,285	3.93%	\$ 39,938,299	2.57%
Capital	\$ 4,977,970	250.81%	\$ 5,203,970	4.54%	\$ 4,503,970	-13.45%	\$ 4,803,970	6.66%	\$ 5,103,970	6.24%
Total - General Fund Expenses	\$ 128,101,483	9.83%	\$ 131,597,937	2.73%	\$ 135,252,015	2.78%	\$ 140,033,370	3.54%	\$ 144,395,051	3.11%
Year over Year \$	\$ 11,329,681		\$ 3,496,454		\$ 3,654,077		\$ 4,781,355		\$ 4,361,682	
Year over Year %	9.70%		2.73%		2.78%		3.54%		3.11%	

For the next five years, baseline personnel expenses are expected to increase an average of about 3% annually, very much in line with the 10-year historic average of a 3.9% increase year-over-year (and after a significant increase in FY 2023). Within this amount, there are anticipated wage increases of 5% annually for all employees, health care increases of 5-10% annually and pension increases of 5% annually. It is possible this is not conservative enough; pension costs have been eclipsing these rates of increase in recent years (though health care increases have been lower).

Although the five-year forecast shows nearly level operational expenses, base operational costs are forecast to increase by 3.5% annually year-over-year, primarily as the result of inflation. Utility costs and property & liability costs are expected to run about 5% higher annually year-over-year, while many Contractual Services (professional services, engineering support, consultants) are expected to be level-funded in the long-term horizon. Base capital costs are forecast to increase by 7-9% annually FY 2027 through FY 2030. Additional capital expenditures are for larger equipment replacements and one-time facility and infrastructure replacements in the Public Works program area of departments (Streets, Engineering and Parks).

Future increases in programs must be considered in the context of the City's Strategic Plan and City-wide priorities.



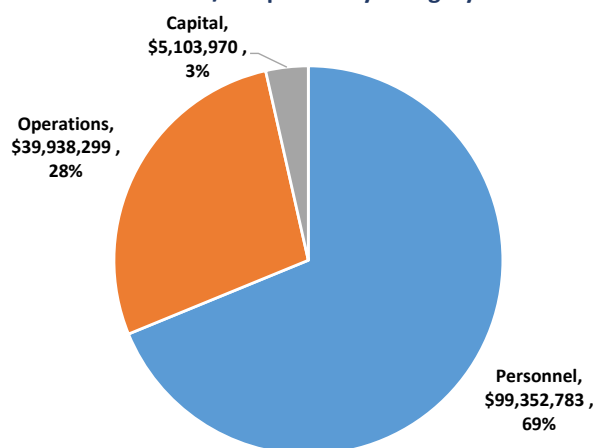
Long-Range Financial Model - Summary - 2026-2030

Expenses (con't)

Expense Summary: Overall, personnel costs are forecast to be level at 69% of expenses today in FY 2030. The same is true with operations (28%) and capital (3%) between FY 2026 and FY 2030.

This projection is a work in progress. The amount of available revenues forecast annually do not begin to meet the annual departmental expense enhancement requests, which have averaged between \$12-16 million annually over the last five years. We pride ourselves on providing the highest quality local government services in the State of Tennessee in the most efficient and cost effective manner. However, this grows more difficult by the year as expectations grow but revenues do not keep pace with demands.

FY 2030 G/F Expenses by Category



Summary

The long-range operational forecast for the City of Franklin's General Fund proposes breakeven budgets or minor deficits moving forward throughout the forecast window, but never more than 1% of the annual budget. This will result in the reduction as a percentage of overall annual budgets the City's General Fund balance from its forecast level of 70% in FY 2026 to 61% in FY 2030. This, however, is still far in excess of the City's minimum fund balance policy requirements which mandate a minimum of 33% of General Fund annual budgets be held in reserve at year end.

The challenge ahead for the City is remaining competitive in a tight and inflationary driven labor market while needing to find ways to add staff to maintain service levels to an ever-growing community, and, at the same, time set aside enough money annually for efficient asset renewal and replacement. This is a challenge that will continue to getting harder.

Exhibit 5: Overall General Fund Change in Fund Balance : FY 2026-2030

	Forecast 2026	Forecast 2027	Forecast 2028	Forecast 2029	Forecast 2030
Beginning Balance*	\$ 89,686,191	\$ 89,686,191	\$ 89,721,303	\$ 89,740,643	\$ 88,726,919
+ Revenues	\$ 128,101,483	\$ 131,633,049	\$ 135,271,355	\$ 139,019,646	\$ 142,881,265
- Expenses	\$ 128,101,483	\$ 131,597,937	\$ 135,252,015	\$ 140,033,370	\$ 144,395,051
Ending Balance	\$ 89,686,191	\$ 89,721,303	\$ 89,740,643	\$ 88,726,919	\$ 87,213,131
Year-End F/B as % of Budget:	70%	68%	66%	64%	61%
Year over Year \$	\$ 0	\$ 35,112	\$ 19,340	\$ (1,013,724)	\$ (1,513,787)
Year over Year %	0.00%	0.04%	0.02%	-1.13%	-1.71%

*Forecast at year-end, FY 2025.



City of Franklin, Tennessee

FY 2026 Operating Budget

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City of Franklin, Tennessee

FY 2026 Operating Budget

Budget Summary

Personnel Changes

Under this section is:

- **Pay and Classification Plan**
- **Authorized Full-Time Employees**
- **Change in Authorized Personnel Positions**



FY 2026 Operating Budget

Personnel Changes

Pay and Classification Plan

It has been a core value of City government that people working for the City of Franklin are the City's most important asset. In providing quality services, the Board has directed a significant amount of financial resources to enhance our ability to recruit, develop and retain quality employees.

In 2013, the City of Franklin, working with Burris, Thompson and Associates, conducted a comprehensive Classification and Compensation Study. Through the study, every position throughout the organization was reviewed. Each City team member was surveyed about the key functions and essential skills required in their jobs. With this input and that of supervisors and department directors, new job descriptions were drafted for each position. Each job was then compared to market data in both public sector (including specific pay information from 23 other cities) and private sector (where applicable). Market values were established for each position with a target of ensuring that the median of each position was at least at the 70th percentile of pay compared to market data. From this information, each position was grouped into one of 15 pay grades. The Classification and Compensation Study, which included recommendations for the establishment of a new Classification and Compensation Plan, were presented to the Board of Mayor and Aldermen in June of 2013. After extensive review with the Board and employees throughout the organization, the new Classification and Compensation Plan was approved in August of 2013.

This system has been reviewed and comprehensively modified twice since 2013. In 2015, the City of Franklin completed implementation of a new, market-based classification and compensation plan. The review found the need to increase all pay grades by 10% to keep up with market conditions in the exceedingly tight labor market of middle Tennessee and Williamson County in particular. It also found the need to implement a progression adjustment component to avoid compression within pay grades between established and newer employees. The new plan focused on making the City highly competitive in terms of attracting and retaining talented staff to serve the community. And as part of the FY18 and FY 19 budgets, a full update of the compensation plan was implemented. This update included two components: 1) an evaluation of the City's pay grades compared to market conditions and 2) a department-by-department review of positions compared to the market.

The unique challenges of the COVID-19 pandemic and the resulting economic turmoil forced the City to forgo planned raises or modifications to the compensation plan in FY 2021. In addition, to begin the fiscal year, 27 full-time and 11 part-time positions were frozen and unbudgeted. As economic conditions improved during FY 2021, the City was able to restore 10 of those 27 unbudgeted, and another 10 were restored in FY 2022.

Coming out of the pandemic, in 2022 a full study of the current compensation plan was undertaken. That study culminated in a full 10% increase in pay grades, a series of grade changes through most of the employees of the City, and a significant market adjustment for all employees effective July 1, 2022.

In order to remain competitive in the market, the City underwent another compensation plan study in FY 25 with the goal of having a compensation plan that reached the 90th percentile for all job classifications in the City. This study resulted in a full 15% increase in pay grades and several grade changes that reflected updated job descriptions among job classifications throughout the City. Market adjustments for the impacted employees will be effective July 1, 2025.

Proposed for July 1, 2025, total authorized employment for the municipal government's General, Special and Enterprise Funds is 804 full-time employees. However, only 797 of these authorized positions are supported within the FY 2026 budget. This represents a 4.32% increase of budgeted staff from FY 2022.

Full-Time City Government Employees by Function/Program, Last Five Years									
Function / Program	2022	2023	2024	2025			2026		
	Total	Total	Total	Budgeted	Not-Budgeted	Total	Budgeted	Not-Budgeted	Total
Administration	13	12	11	9	0	9	9	0	9
Budget & Performance	0	0	0	5	0	5	5	0	5
Building & Neighborhood Services	37	37	38	37	0	37	37	0	37
Communications	4	4	5	5	0	5	5	0	5
Court	2	2	2	2	0	2	2	0	2
Engineering	16	17	16	16	0	16	16	0	16
Emergency Management	0	2	2	2	0	2	2	0	2
Finance	9	9	9	8	0	8	8	0	8
Fire	172	173	176	176	0	176	179	0	179
Human Resources	12	14	14	14	0	14	14	0	14
Information Technology	25	26	26	27	0	27	28	0	28
Law	5	6	7	6	1	7	6	1	7
Parks	51	53	53	54	3	57	54	3	57
Planning & Sustainability	15	16	16	16	0	16	16	0	16
Police	146	150	151	150	2	152	155	1	156
Project & Facilities Management	6	6	6	6	0	6	6	0	6
Purchasing	4	4	4	4	0	4	4	0	4
Billing & Licensing	14	14	14	14	0	14	14	0	14
Sanitation & Environmental Services	46	48	48	48	0	48	49	0	49
Stormwater	22	22	22	22	0	22	22	0	22
Streets	61	61	61	61	0	61	61	0	61
Traffic Operations Center	4	4	4	5	0	5	5	0	5
Water & Wastewater	100	98	99	99	2	101	100	2	102
Total (All Funds)	764	778	784	786	8	794	797	7	804

Notes:

The City's Board of Mayor and Aldermen and City Judge are not included in the numbers shown

New Positions added in FY 2026

Dept	Position Title	Grade	Full Time	Part Time
General Fund				
POLICE	Police Officer	P102	3	
POLICE	Victim Support Counselor	TBD	1	
FIRE	Engineer	F103	3	
IT	IS Developer I	H	1	
Sanitation & Environmental Services				
COLL	Equipment Operator	E	1	
Water Management				
ADMIN	Fiscal Affairs Manager	I	1	
Total New Budgeted Positions City-Wide			10	0

Authorized, Unbudgeted Positions in FY 2026

Dept	Position Title	Grade	Full Time	Part Time
General Fund				
BILLING	Assistant Deputy Court Clerk	D		1
LAW	Contracts Administrator	H	1	
LAW	Intern	Intern		1
FINANC	Intern	Intern		1
POLADM	Crime Analyst	F	1	
PLAN	Intern	Intern		1
PARKS	Grounds Worker	D	3	
PARKS	INTERN	D		1
Water Management				
DIST	Grounds Worker	D	1	
COLL	Construction Supervisor	G	1	
Total Unbudgeted Positions City-Wide			7	5



City of Franklin, Tennessee

FY 2026 Operating Budget

Budget Summary

Debt

Under this section is:

- **Debt Capacity & Debt Service Levels**
- **Debt Service for FY 2026**
- **Statement of Bonded Indebtedness for FY 2026**



City of Franklin, Tennessee

FY 2026 Operating Budget

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FY 2026 Operating Budget

Debt

Debt Capacity & Debt Service Levels

The City of Franklin's General Obligation Bond rating from Moody's Investor Services and Standard & Poor's is Aaa and AAA, respectively, the highest rating possible. (2025) The City of Franklin is one of only seven Tennessee cities with the triple A rating (Bartlett, Brentwood, Chattanooga, Collierville, Germantown and Knoxville) from various rating services. The City's Water and Wastewater Revenue Bond rating from Moody's Investors Services is Aa2. (2021)

The State of Tennessee does not mandate a debt limit for municipalities and the City has no debt limit in place at this time. In 2009, the City adopted a debt policy that provides guidelines on the amount of debt capacity the City will have based on a series of debt ratios that are regularly produced and reviewed by the rating agencies. Those ratios were debt per capita, debt burden, and debt service as a percentage of General fund expenditures. In 2017, the policy was updated to reflect statistics in the new methodologies implemented by the rating agencies. The City's approved debt policy is included in this budget document in Appendix E.

Debt Service

In 2010, the City created a fund for accumulation or resources and the payment of debt service. A portion of the total property tax rate is allocated for debt service; however, the actual portion to be paid by property tax depends on the projects approved. Depending on the project's purpose, additional debt service payments are expected to be paid by the Hotel/Motel Tax Fund, the Road Impact Fund, the Facilities Tax Fund, and the Sanitation & Environmental Services Fund. The total General & Special Funds debt service budget for FY 2026 is \$18,950,964.

Expenses (Debt Service by Fund)							
General	11,598,804	11,647,346	10,753,330	10,753,330	14,009,382	3,256,053	30.3%
Sanitation	209,233	193,178	192,925	192,925	193,033	109	0.1%
Road Impact	2,884,139	3,292,639	3,939,602	3,939,602	3,936,947	(2,655)	-0.1%
Hotel Motel	1,017,205	1,164,473	812,746	812,746	811,602	(1,144)	-0.1%
Total Expenditures	15,709,381	16,297,637	15,698,603	15,698,603	18,950,964	3,252,361	20.7%

Further detail on this fund can be found in the Other Special Funds section of the budget.

Debt service pertaining to Water & Wastewater projects is not included within the Debt Service Fund, but rather budgeted within the Water Management Budget. A summary of existing and proposed debt service for the Governmental Funds and for the Water Management Fund is attached on the following page. Another G.O. issuance is planned in FY 2026 – details will be forthcoming later in 2025.

City of Franklin, Tennessee Bonded Indebtedness - FY 2026												
GOVERNMENTAL FUNDS												
Bond Issue	Description	Maturing	BOND INFORMATION			2026 DEBT SERVICE			DEBT SERVICE PAID BY			
			Original Amount	Amount Outstanding - Beg of Fiscal Year	2026 Principal	2026 Interest	Total 2026 (Principal + Interest)	General Fund	Sanitation Fund	Road Impact Fund	Hotel/Motel Tax Fund	Total
2012 Refunding	Used to refund 2009 TWBF bonds	2027	\$22,500,000	\$3,505,000	\$1,735,000	\$74,657	\$1,809,657	\$741,959		\$922,925	\$144,773	\$1,809,657
2013A Public Improvement	To finance the Public Works Facility and other street projects	2034	\$7,405,000	\$3,845,000	\$375,000	\$131,203	\$506,203	\$506,203				\$506,203
2015 G.O. Bonds	Used to fund roads and public facilities	2034	\$15,000,000	\$8,975,000	\$760,000	\$304,340	\$1,064,340	\$1,059,018			\$5,322	\$1,064,340
2017 G.O. Bonds	Used to fund Roads, Communications, Sanitation & Equipment	2037	\$23,120,000	\$16,065,000	\$1,030,000	\$699,450	\$1,729,450	\$1,632,601	\$96,849			\$1,729,450
2019A G.O. Bonds	Used to fund Invest Franklin projects (Roads, Public Safety Equipment, Sanitation)	2039	\$29,585,000	\$21,165,000	\$1,340,000	\$950,100	\$2,290,100	\$2,163,916	\$96,184			\$2,290,100
2019B G.O. Bonds	Refinanced 2009 Build America Bonds	2029	\$22,840,000	\$10,400,000	\$2,420,000	\$520,000	\$2,940,000	\$1,911,000		\$1,017,240	\$11,760	\$2,940,000
2019C G.O. Bonds	Refinanced 2009 Build America Bonds	2032	\$25,245,000	\$23,930,000	\$3,185,000	\$1,146,651	\$4,331,651	\$1,862,610		\$1,819,293	\$649,748	\$4,331,651
2019D G.O. Bonds	Refinanced 2009 Build America Bonds	2027	\$2,305,000	\$800,000	\$395,000	\$16,602	\$411,602	\$234,613		\$176,989	\$0	\$411,602
2025 G.O. Bonds	Proposed G.O. Bonds	2045	\$43,775,000	\$43,775,000	\$1,920,000	\$1,933,462	\$3,853,462	\$3,853,462				\$3,853,462
Government Funds Totals			\$197,875,000	\$132,460,000	\$13,160,000	\$5,776,465	\$18,936,465	\$13,995,382	\$193,033	\$3,936,447	\$811,602	\$18,936,464
Plus Debt Fees							\$14,500	\$14,000	\$0	\$500	\$0	\$14,500
Debt Service Fund Costs (see Other Special Funds)							\$18,950,965	\$14,008,382	\$193,033	\$3,936,947	\$811,602	\$18,950,964
WATER AND WASTEWATER FUND												
Bond Issue	Description	Maturing	BOND INFORMATION			2026 DEBT SERVICE			DEBT SERVICE PAID BY			
			Original Amount	Amount Outstanding	2026 Principal	2026 Interest	Total 2026 (Principal + Interest)	Water Operations	Water Access	Water Taps	Wastewater Operations	Total
2011 Refunding	Used to refund 2009 Issue	2026	\$19,430,000	\$1,560,000	\$1,560,000	\$35,464	\$1,595,464	\$111,662	\$255,274	\$0	\$15,955	\$1,595,464
ARRA Loan - Drinking Water	Used for rehabilitation of reservoir	2030	\$2,500,000	\$499,818	\$85,216	\$12,998	\$98,214	\$98,214				\$98,214
ARRA Loan - Clean Water	Used for sewer and reclaimed water projects	2031	\$3,147,000	\$812,301	\$101,570	\$20,605	\$122,175				\$61,088	\$122,175
2016 SRF Loan	Used for SCADA System	2033	\$2,265,727	\$1,178,680	\$142,920	\$9,912	\$152,832	\$50,435			\$102,397	\$152,832
2017 Water Bonds	Used for renovation of Water Treatment Plant	2037	\$12,000,000	\$8,450,000	\$545,000	\$361,450	\$906,450	\$634,740	\$271,710			\$906,450
2017 SRF Loan	Used for renovation of Water Reclamation Plant	2049	\$1,275,000	\$1,069,004	\$37,116	\$15,468	\$52,584				\$52,584	\$52,584
2018 SRF Loan	Used for renovation of Water Reclamation Plant	2051	\$78,500,000	\$69,552,840	\$2,230,044	\$1,007,448	\$3,237,492			\$3,237,492		\$3,237,492
2020 SRF Loan	Used for renovation of Water Reclamation Plant	2051	\$20,000,000	\$17,954,738	\$564,696	\$280,148	\$824,844			\$824,844		\$824,844
2021 Sewer Bonds	Used for renovation of Water Reclamation Plant	2042	\$10,660,000	\$9,615,000	\$385,000	\$415,900	\$800,900			\$800,900		\$800,900
2021 SRF Loan	Used for renovation of Water Reclamation Plant	2052	\$19,500,000	\$18,145,392	\$554,088	\$229,020	\$783,108				\$783,108	\$783,108
Water & Wastewater Totals, (detail found in separate budget)			\$169,277,727	\$128,838,773	\$6,205,650	\$2,369,413	\$8,574,063	\$895,071	\$526,984	\$0	\$5,878,368	\$8,574,063
Combined Totals			\$367,152,727	\$261,298,773	\$19,365,650	\$8,144,878	\$27,510,526	\$14,890,453	\$720,017	\$3,936,447	\$6,689,969	\$27,510,525

FY 2026 Operating Budget

Source: 2024 Annual Comprehensive Financial Report & FY 2026 Operating Budget, City of Franklin, Finance Department.



City of Franklin, Tennessee

FY 2026 Operating Budget

GOVERNANCE & MANAGEMENT

Governance & Management comprises the City's Elected Officials (the Board of Mayor and Aldermen) and its general Administration department that executes the policies and objectives of the Board.

City of Franklin Recognitions and Awards:

- All-American City – 2020 – National Civic League
- #3 Best Place to Live in America – 2023 (Money Magazine)
- #1 Best Town in Tennessee – 2015 & 2016 (Niche Rankings)
- #10 Best Town to Retire in the United States - 2015 (USA Today/Bankrate)
- Best Places to Live (*CNN/Money Magazine*)
- Top 10 Community for Job Growth (*CNN/Money Magazine*)
- Top 10 List for Historic Preservation (Preservation Network)
- Most Beautiful Town Finalist by Rand McNally/USA Today
- Greatest Southern Town (*Garden & Gun Magazine*)



Under this program area are the following departments:

- **Elected Officials**
- **Administration**
- **Budget & Performance**
- **Law**
- **Communications**



City of Franklin, Tennessee

FY 2026 Operating Budget

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FRANKLIN
TENNESSEE

FY 2026 Operating Budget

Elected Officials

Dr. Ken Moore, Mayor

Departmental Summary

The City of Franklin is governed by its elected officials, the Board of Mayor and Aldermen. The Board is comprised of the Mayor and eight Aldermen. Four Aldermen are elected from the four political divisions of the City called wards; four are elected at-large. This governing board is responsible for deciding on the City's policies and procedures by passing Resolutions, Ordinances and the Municipal Code, all of which are implemented by the various City Departments.

FY 2026 Outlook

Continued work on the new City Hall, an updated Capital Improvements Plan, an updated Strategic Plan and other various projects will afford opportunities for working together with the Board. The next election will be held October 28, 2025 (FY2026), a Ward Aldermen election.

Performance Measures & Strategic Plan

The City of Franklin is in process of revising its Strategic Plan. First established in 2013, the City of Franklin Strategic Plan has specific and demonstrable objectives for each department which, when achieved individually, will cohesively move Franklin forward to meet the challenges and demands of the future.

The new strategic plan has six major goals. They include:

-  **Safe Clean Livable City**
-  **Sustainable Growth & Economic Vitality**
-  **Fiscally Sound**
-  **Quality Life Experiences**
-  **Organizational Health**
-  **Operational Excellence**

Performance Measures & Strategic Plan (con't)

Each budget has a series of performance measures and benchmarks attached to it which demonstrate the workload, effectiveness and outcome of taxpayer support for the annual operations of the City of Franklin and its pursuit of the goals of the Strategic Plan. Together, these measures demonstrate a proper and diligent use of taxpayer dollars in the pursuit of a greater community.

Specific departmental strategic plan measures will be refined as the budget process continues.

General Performance Measures

BOMA Non-Financial Perf. Measures

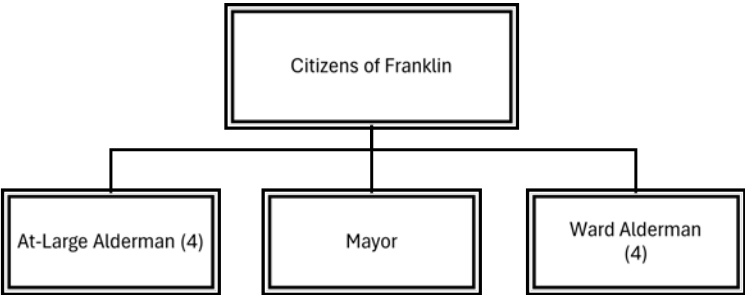
Output Measure	FY2020	FY2021	FY2022	FY2023	FY2024
Amount					
Number of regular meetings.	12	21	21	21	22
Percent of BOMA meetings with perfect attendance (9 of 9).	80	80	80	66.67	45
Percent of BOMA meetings with either of nine members in attendance (8 of 9).	85	85	85	23.81	36
Number of ordinances passed.	32	50	34	40	32
Number of resolutions passed.	148	125	87	75	76
Number of work sessions.	21	25	30	21	22
Number of special meetings.	10	2	2	3	4
AMOUNT	388	388	339	250.48	237

Citizens Survey

BOMA Citizen Survey Results

Measure	FY2016	FY2019	FY2022
Amount			
Percent of respondents who attended a local public meeting in the last twelve (12) months	23	25	30
Percent of respondents who watched a local public meeting in the last twelve (12) months	23	21	34
Percent rating Franklin government for treating all residents fairly as excellent/good	72	75	65
Percent rating Franklin government for treating all residents fairly as fair/poor	28	25	35
Percent rating Franklin government in being honest as excellent/good	74	78	71
Percent rating Franklin government in being honest as fair/poor	26	22	29
Percent rating the City of Franklin generally acting in the best interest of the community as excellent/good	74	75	68
Percent rating the City of Franklin generally acting in the best interest of the community as fair/poor	26	25	32
Percent rating the job Franklin does at welcoming citizen involvement as excellent/good	71	75	65
Percent rating the job Franklin does at welcoming citizen involvement as fair/poor	29	25	35
Percent rating the overall confidence in Franklin government as excellent/good	77	74	68
Percent rating the overall confidence in Franklin government as fair/poor	23	26	32
Percent rating the overall direction that Franklin is taking as excellent/good	74	75	66
Percent rating the overall direction that Franklin is taking as fair/poor	26	25	34
Percent rating the value of services for the taxes paid to Franklin as excellent/good	76	76	72
Percent rating the value of services for the taxes paid to Franklin as fair/poor	24	24	28
AMOUNT	746	746	764

Organizational Chart



Staffing by Position

Positions	Pay Grade	FY 2022		FY 2023		FY 2024		FY 2025		FY 2026	
		F-T	P-T	F-T	P-T	F-T	P-T	F-T	P-T	F-T	P-T
Mayor	---	1	0	1	0	1	0	1	0	1	0
Alderman	---	8	0	8	0	8	0	8	0	8	0
Totals		9	0	9	0	9	0	9	0	9	0

Budget Summary

Elected Officials							
	ACTUAL 2023	ACTUAL 2024	BUDGET 2025	EOY 2025	BUDGET 2026		
	FY2023	FY2024	FY2025	FY2025	FY2026	25 v. 26 Difference \$	25 v. 26 Difference %
Expenses							
110 - GENERAL FUND							
PERSONNEL							
PERSONNEL (81000)	\$254,666	\$284,407	\$277,956	\$271,478	\$275,551	(\$2,405)	(0.9%)
PERSONNEL TOTAL	\$254,666	\$284,407	\$277,956	\$271,478	\$275,551	(\$2,405)	(0.9%)
OPERATIONS							
SERVICES (82000)	\$40,755	\$118,426	\$73,875	\$67,119	\$143,805	\$69,930	94.7%
SUPPLIES (83000)	\$10,367	\$13,053	\$17,135	\$22,500	\$12,650	(\$4,485)	(26.2%)
BUSINESS EXPENSES (85000)	\$1,896	\$98	\$3,785	\$3,660	\$0	(\$3,785)	(100.0%)
OPERATIONS TOTAL	\$53,017	\$131,577	\$94,795	\$93,279	\$156,455	\$61,660	65.1%
110 - GENERAL FUND TOTAL	\$307,683	\$415,984	\$372,751	\$364,757	\$432,006	\$59,255	15.9%
EXPENSES TOTAL	\$307,683	\$415,984	\$372,751	\$364,757	\$432,006	\$59,255	15.9%



City of Franklin, Tennessee

FY 2026 Operating Budget

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FY 2026 Operating Budget

Administration

Eric S. Stuckey, City Administrator

Departmental Summary

The Administration Department handles the general administration of the City and executes the policies and objectives of the Board of Mayor and Aldermen.

The Board of Mayor and Aldermen's meeting agendas are currently available on the City's website via an agenda software management program, CivicClerk. This agenda software program allows Board members, staff, and citizens to access current and past meeting agendas, supporting documents, videos of meetings, and minutes through the software's online interaction application. Agendas remain on the City's website after the meeting, and the video clip is linked to the respective item on the agenda. The use of CivicClerk now includes all other City Boards and Commissions.

JustFOIA, the software program to process public records requests, is performing well. Tennessee citizens may request records through the city's website and online portal. This helps staff streamline requests and monitor responses, thereby reducing time spent by staff on these retrieval tasks.

The Administration Department continues to codify the Municipal Code on the City's website. It is updated on a constant basis through MuniCode, our contracted codifier of the code. Citizens may receive automatic email notifications when new ordinances are approved and included in the code.

In accordance with the City's Records Retention Policy, the Administration Department continues to purge and destroy those files, records, and documents exceeding the recommended retention period.

FY 2026 Outlook

Work continues on the planning of a new City Hall. Information will continue to be provided at Work Sessions of the Board of Mayor and Aldermen with additional opportunities for public input. In FY2026, we will be performing general housekeeping revisions and additions to the City's Record Program. Staff intends to conduct a thorough review and target missing policies for inclusion.

Performance Measures & Strategic Plan

The City of Franklin is in process of revising its Strategic Plan. First established in 2013, the City of Franklin Strategic Plan has specific and demonstrable objectives for each department which, when achieved individually, will cohesively move Franklin forward to meet the challenges and demands of the future.

The new strategic plan has six major goals. They include:



Each budget has a series of performance measures and benchmarks attached to it which demonstrate the workload, effectiveness and outcome of taxpayer support for the annual operations of the City of Franklin and its pursuit of the goals of the Strategic Plan. Together, these measures demonstrate a proper and diligent use of taxpayer dollars in the pursuit of a greater community.

Specific departmental strategic plan measures will be refined as the budget process continues.

Admin. FranklinForward Non-Financial Performance Measures

Output Measure	FY2020	FY2021	FY2022	FY2023	FY2024
Amount					
Percentage of citizens who consider Franklin's quality of life to be excellent/good. Goal: Exceed 90%.	97	97	97	97	97
City of Franklin ranking in Money's Top 10. Goal: Maintain status as one of the 100 Best Places to Live in the United States.	8	8	21	3	0
Percentage of citizens who report satisfaction with the managed growth of the community. Goal: Meet or exceed 80%/	80	80	76	76	76
Percentage of citizens who consider Franklin's overall economic health of Franklin as positive. Goal: Exceed 90%.	91	91	88	88	88
AMOUNT	276	276	282	264	261

General Performance Measures

Admin. Non-Financial Perf. Measures

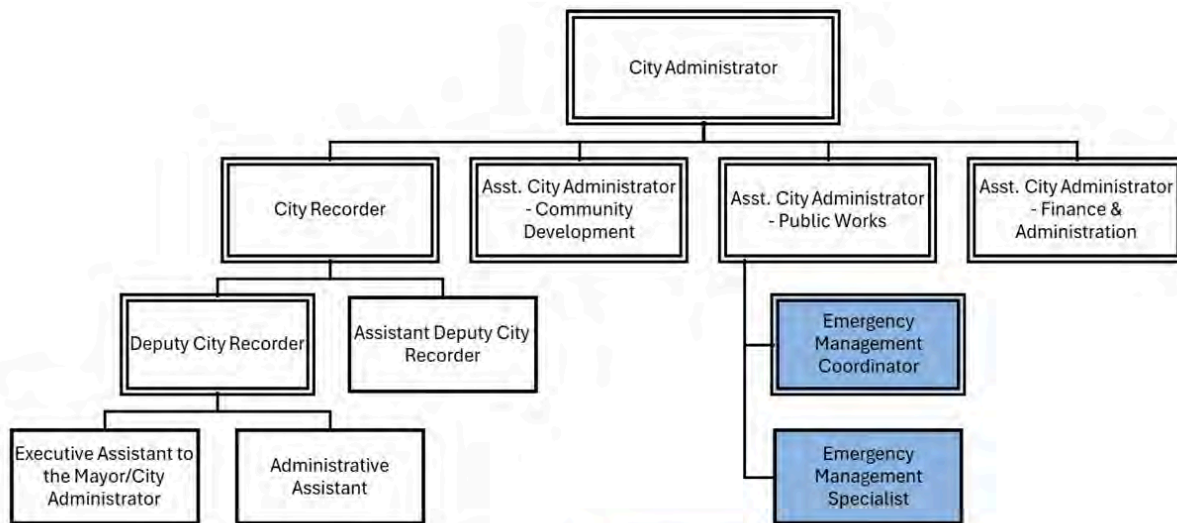
Output Measure	FY2020	FY2021	FY2022	FY2023	FY2024
Amount					
Percentage of time agenda packets were distributed to Board of Mayor and Aldermen on Thursday prior to a meeting date.	94	95	95	93	95
Number of agenda packets prepared & reviewed.	43	45	53	45	47
Number of resolutions prepared & reviewed.	299	188	91	81	111
Number of sets of minutes prepared & reviewed.	43	45	53	88	47
Number of ordinances prepared & reviewed.	37	52	49	44	49
AMOUNT	516	425	341	351	349

Citizens Survey

Administration Department Citizen Survey Results

Measure	FY2016	FY2019	FY2022
Amount			
Percent rating Franklin as a place to raise children as excellent/good	97	97	96
Percent rating Franklin as a place to raise children as fair/poor	3	3	4
Percent rating Franklin as a place to retire as excellent/good	85	84	84
Percent rating Franklin as a place to retire as fair/poor	15	16	16
Percent rating Franklin as a place to visit as excellent/good	92	94	90
Percent rating Franklin as a place to visit as fair/poor	8	6	10
Percent rating Franklin as a place to work as excellent/good	91	92	88
Percent rating Franklin as a place to work as fair/poor	9	8	12
Percent rating the overall customer service by Franklin employees as excellent/good	90	91	89
Percent rating the overall customer service by Franklin employees as fair/poor	10	9	11
Percent rating the overall quality of life in Franklin as excellent/good	97	97	97
Percent rating the overall quality of life in Franklin as fair/poor	3	3	3
Percent rating the overall quality of services provided by the City of Franklin as excellent/good	93	93	82
Percent rating the overall quality of services provided by the City of Franklin as fair/poor	7	7	18
AMOUNT	700	700	700

Organizational Chart



Guide: White: Administration | Blue: Emergency Management

Staffing by Position

Budgeted Positions	Pay Grade	FY 2022		FY 2023		FY 2024		FY 2025		FY 2026	
		F-T	P-T	F-T	P-T	F-T	P-T	F-T	P-T	F-T	P-T
City Administrator	P	1	0	1	0	1	0	1	0	1	0
Assistant City Administrator: Community & Economic Dev.	O	1	0	1	0	1	0	1	0	1	0
Assistant City Administrator: Finance & Administration	O	1	0	1	0	1	0	1	0	1	0
Assistant City Administrator: Public Works	O	1	0	1	0	1	0	1	0	1	0
Emergency Management Coordinator	I	1	0	0	0	0	0	0	0	0	0
Contracts Administrator	H	1	0	1	0	0	0	0	0	0	0
City Recorder	H	1	0	1	0	1	0	1	0	1	0
Public Works Analyst	G	0	0	1	0	1	0	0	0	0	0
Emergency Management Specialist	G	1	0	0	0	0	0	0	0	0	0
Deputy City Recorder	G	1	0	1	0	1	0	1	0	1	0
Executive Assistant to Mayor/City Administrator	G	1	0	1	0	1	0	1	0	1	0
Assistant Deputy City Recorder	F	0	0	1	0	1	0	1	0	1	0
Management Fellow	E	1	0	1	0	1	0	0	0	0	0
Administrative Assistant	E	1	0	1	0	1	0	1	0	1	0
Records Technician	D	1	0	0	0	0	0	0	0	0	0
Sub-Total - Budgeted Positions		13	0	12	0	11	0	9	0	9	0
Total Authorized Positions		13	0	12	0	11	0	9	0	9	0

Budget Summary

Administration

	ACTUAL 2023	ACTUAL 2024	BUDGET 2025	EOY 2025	BUDGET 2026		
	FY2023	FY2024	FY2025	FY2025	FY2026	25 v. 26 Difference \$	25 v. 26 Difference %
Expenses							
110 - GENERAL FUND							
PERSONNEL							
PERSONNEL (81000)	\$1,796,337	\$1,839,740	\$1,676,242	\$1,685,661	\$1,646,575	(\$29,667)	(1.8%)
PERSONNEL TOTAL	\$1,796,337	\$1,839,740	\$1,676,242	\$1,685,661	\$1,646,575	(\$29,667)	(1.8%)
OPERATIONS							
SERVICES (82000)	\$128,255	\$133,687	\$193,897	\$125,662	\$167,365	(\$26,532)	(13.7%)
SUPPLIES (83000)	\$88,315	\$65,332	\$52,838	\$49,052	\$57,620	\$4,782	9.0%
OPERATIONAL UNITS (84000)	–	–	\$0	\$0	\$0	\$0	–
BUSINESS EXPENSES (85000)	\$23,931	\$19,207	\$21,457	\$20,065	\$100	(\$21,357)	(99.5%)
DEBT SERVICE (86000)	–	–	\$0	\$0	\$0	\$0	–
REIMBURSEMENT OF EXPENDITURES (87500)	(\$232,112)	(\$338,748)	(\$338,748)	(\$338,748)	(\$348,547)	(\$9,799)	2.9%
OPERATIONS TOTAL	\$8,389	(\$120,522)	(\$70,556)	(\$143,969)	(\$123,462)	(\$52,906)	75.0%
CAPITAL							
CAPITAL ASSETS (89000)	–	–	\$0	\$0	\$0	\$0	–
CAPITAL TOTAL	–	–	\$0	\$0	\$0	\$0	–
110 - GENERAL FUND TOTAL	\$1,804,727	\$1,719,218	\$1,605,686	\$1,541,692	\$1,523,113	(\$82,573)	(5.1%)
EXPENSES TOTAL	\$1,804,727	\$1,719,218	\$1,605,686	\$1,541,692	\$1,523,113	(\$82,573)	(5.1%)



City of Franklin, Tennessee

FY 2026 Operating Budget

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FY 2026 Operating Budget

Budget and Performance

Michael Walters Young, Chief Budget & Performance Officer

Departmental Summary

The Office of Budget and Performance serves to lead the City's ongoing budgeting, innovation and operational performance efforts. The primary functions are: 1) to supervise all aspects of the City's Annual Operating and Capital Budgeting processes, 2) provide ongoing support and analysis for the City's long-range Capital Investment Plan along with the Engineering Department, 3) spearhead benchmarking and operational performance measurement efforts for the City of Franklin, 4) oversee and shepherd the City's Strategic Plan, FranklinForward, 5) conduct regular Citizen's Surveys of the City's population, 6) identify process improvement opportunities in City functions, and 7) with the Finance Department, provide long-range financial planning and modeling.

FY 2026 Outlook

For FY 2026, the Office of Budget and Performance will:

- Implement and monitor the FY 2026 Annual Operating Budget and provide primary support for the FY 2027 Annual Operating Budget process,
- With Administration, complete the update to the City's Strategic Plan and develop measurable elements of one to three-year action plans which then will be incorporated into both annual budgets and daily operations,
- Work to develop internal and external dashboards to monitor the City's financial and operational effectiveness,
- With the Board of Mayor and Aldermen and Administration, continue to refine and approve a new ten-year Capital Investment Plan, and
- Solicit communities in Tennessee to provide standardized performance measurements of city services in order to benchmark against one another.

Performance Measures & Strategic Plan

The City of Franklin is in process of revising its Strategic Plan. First established in 2013, the City of Franklin Strategic Plan has specific and demonstrable objectives for each department which, when achieved individually, will cohesively move Franklin forward to meet the challenges and demands of the future.

The new strategic plan has six major goals. They include:

 **Safe Clean Livable City**

 **Sustainable Growth & Economic Vitality**

 **Fiscally Sound**

 **Quality Life Experiences**

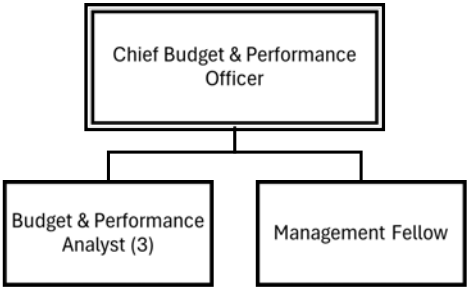
 **Organizational Health**

 **Operational Excellence**

Each budget has a series of performance measures and benchmarks attached to it which demonstrate the workload, effectiveness and outcome of taxpayer support for the annual operations of the City of Franklin and its pursuit of the goals of the Strategic Plan. Together, these measures demonstrate a proper and diligent use of taxpayer dollars in the pursuit of a greater community.

Specific departmental strategic plan measures will be refined as the budget process continues.

Organizational Chart



Staffing by Position

Positions	Pay Grade	FY 2022		FY 2023		FY 2024		FY 2025		FY 2026	
		F-T	P-T	F-T	P-T	F-T	P-T	F-T	P-T	F-T	P-T
Chief Budget & Performance Officer	L	0	0	0	0	0	0	1	0	1	0
Budget & Performance Analyst	I	0	0	0	0	0	0	3	0	3	0
Management Fellow	E	0	0	0	0	0	0	1	0	1	0
Totals		0	0	0	0	0	0	5	0	5	0

Budget Summary

Budgeting & Performance

	ACTUAL 2023	ACTUAL 2024	BUDGET 2025	EOY 2025	BUDGET 2026		
	FY2023	FY2024	FY2025	FY2025	FY2026	25 v. 26 Difference \$	25 v. 26 Difference %
Expenses							
110 - GENERAL FUND							
PERSONNEL							
PERSONNEL (81000)	-	-	\$565,124	\$562,890	\$558,716	(\$6,408)	(1.1%)
PERSONNEL TOTAL	-	-	\$565,124	\$562,890	\$558,716	(\$6,408)	(1.1%)
OPERATIONS							
SERVICES (82000)	-	-	\$38,552	\$18,383	\$29,530	(\$9,022)	(23.4%)
SUPPLIES (83000)	-	-	\$6,250	\$6,003	\$5,150	(\$1,100)	(17.6%)
BUSINESS EXPENSES (85000)	-	-	\$5,000	\$4,468	\$0	(\$5,000)	(100.0%)
DEBT SERVICE (86000)	-	-	-	\$0	\$0	\$0	-
REIMBURSEMENT OF EXPENDITURES (87500)	-	-	-	\$0	(\$139,558)	(\$139,558)	-
OPERATIONS TOTAL	-	-	\$49,802	\$28,854	(\$104,878)	(\$154,680)	(310.6%)
CAPITAL							
CAPITAL ASSETS (89000)	-	-	-	\$0	\$0	\$0	-
CAPITAL TOTAL	-	-	-	\$0	\$0	\$0	-
110 - GENERAL FUND TOTAL	-	-	\$614,926	\$591,744	\$453,838	(\$161,088)	(26.2%)
EXPENSES TOTAL	-	-	\$614,926	\$591,744	\$453,838	(\$161,088)	(26.2%)



City of Franklin, Tennessee
FY 2026 Operating Budget

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FY 2026 Operating Budget

Law

Shauna R. Billingsley, City Attorney

Departmental Summary

The Law Department provides legal advice to the Mayor, Aldermen, City Administrator, department directors, boards, commissions, committees, and other city officials. These duties include:

1. to direct professional and other employees in the Law Department in the provision of legal services to the City;
2. to supervise preparation and review of contracts, deeds, bonds, ordinances, resolutions, real estate transactions and agreements for the City by rendering opinions relative to substance, forms, and propriety of such documents;
3. to attend and provide legal counsel to Board of Mayor and Aldermen meetings and committee meetings as may be required;
4. to direct the management of all litigation in which the City is a party or is interested, including the functions of prosecuting attorney in City Court appeals;
5. to apply in the name of the City for injunctive or other extraordinary relief as authorized by law;
6. to assist in development of administrative policies, rules, and regulations;
7. to represent the City in legal issues at administrative hearings, in meetings with government officials, and in professional educational organizations; and
8. to recommend and arrange for retention of special counsel in cases involving extensive or specialized litigation.

Performance Measures & Strategic Plan

The City of Franklin is in process of revising its Strategic Plan. First established in 2013, the City of Franklin Strategic Plan has specific and demonstrable objectives for each department which, when achieved individually, will cohesively move Franklin forward to meet the challenges and demands of the future.

The new strategic plan has six major goals. They include:



Each budget has a series of performance measures and benchmarks attached to it which demonstrate the workload, effectiveness and outcome of taxpayer support for the annual operations of the City of Franklin and its pursuit of the goals of the Strategic Plan. Together, these measures demonstrate a proper and diligent use of taxpayer dollars in the pursuit of a greater community.

Specific departmental strategic plan measures will be refined as the budget process continues.

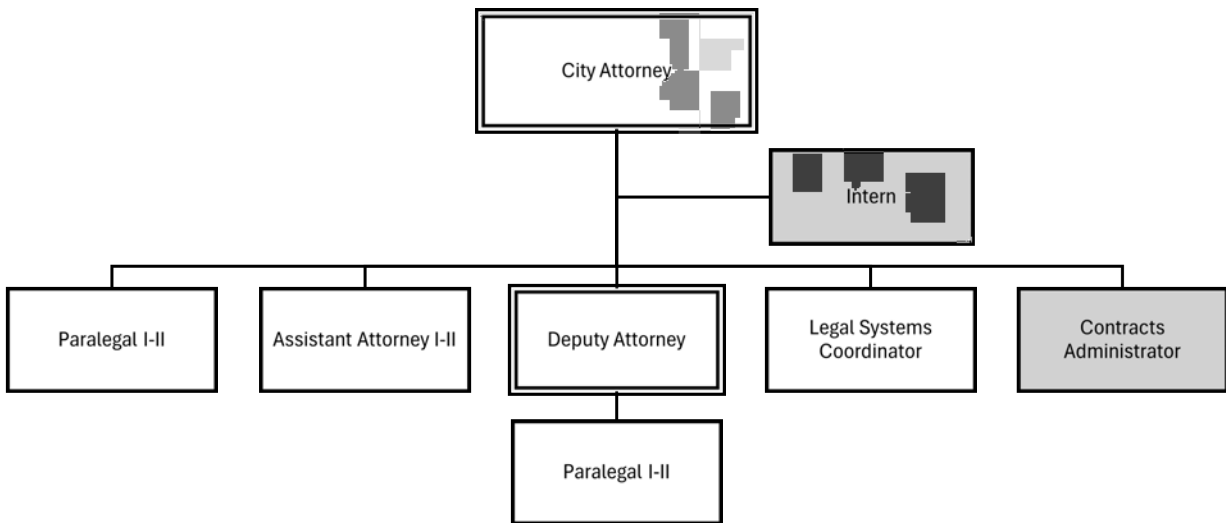
Legal Non-Financial Performance Measures

Output Measure	FY2020	FY2021	FY2022	FY2023	FY2024
Amount					
Number of tasks completed.	665	603	436	4,006	7,366
Number of tasks created.	734	647	405	4,388	7,502
Total number of litigation cases closed.	93	125	95	156	129
Total number of litigation cases opened.	105	133	98	171	121
Number of contracts drafted/reviewed.	360	387	371	401	413
Number of ordinances drafted/reviewed.	40	52	51	56	37
Number of resolutions drafted/reviewed.	270	190	114	97	86
AMOUNT	2,267	2,137	1,570	9,275	15,654

*Number of tasks Created/Completed explanation for dramatic increase:

Our old software only counted one task for each Law matter (contract, Resolution, etc.) even though many tasks are generated for each item. Our new software allows us to track and report on tasks more accurately, and we are now able to report actual number of tasks created/completed for the fiscal year. Fiscal Year 2024 is the first full fiscal year that represents all tasks since we changed to the new software. We also have a sixth member of the Law Department who started in December 2023 and was generating and completing tasks for one-half of the subject fiscal year.

Organizational Chart



Staffing by Position

Budgeted Positions	Pay Grade	FY 2022		FY 2023		FY 2024		FY 2025		FY 2026	
		F-T	P-T	F-T	P-T	F-T	P-T	F-T	P-T	F-T	P-T
City Attorney	O	1	0	1	0	1	0	1	0	1	0
Deputy Attorney	M	1	0	1	0	1	0	1	0	1	0
Assistant Attorney I-II	J-L	1	0	1	0	1	0	1	0	1	0
Contracts Administrator	H	0	0	0	0	1	0	0	0	0	0
Paralegal I-II	G-H	1	0	2	0	2	0	2	0	2	0
Legal Systems Coordinator	G	0	0	0	0	1	0	1	0	1	0
Legal Assistant	F	1	0	1	0	0	0	0	0	0	0
Intern	INTERN	0	0	0	0	0	0	0	0	0	0
Sub-Total - Budgeted Positions		5	0	6	0	7	0	6	0	6	0

Authorized, Unbudgeted Positions	Pay Grade	FY 2022		FY 2023		FY 2024		FY 2025		FY 2026	
		F-T	P-T	F-T	P-T	F-T	P-T	F-T	P-T	F-T	P-T
Contracts Administrator	H	0	0	0	0	0	0	1	0	1	0
Intern	INTERN	0	1	0	1	0	1	0	1	0	1
Sub-Total - Unbudgeted Positions		0	1	0	1	0	1	1	1	1	1

Total Authorized Positions	5	1	6	1	7	1	6	1	6	1
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Budget Summary

Law

	ACTUAL 2023	ACTUAL 2024	BUDGET 2025	EOY 2025	BUDGET 2026		
	FY2023	FY2024	FY2025	FY2025	FY2026	25 v. 26 Difference \$	25 v. 26 Difference %
Expenses							
110 - GENERAL FUND							
PERSONNEL							
PERSONNEL (81000)	\$794,211	\$887,591	\$931,346	\$934,247	\$919,336	(\$12,010)	(1.3%)
PERSONNEL TOTAL	\$794,211	\$887,591	\$931,346	\$934,247	\$919,336	(\$12,010)	(1.3%)
OPERATIONS							
SERVICES (82000)	\$111,125	\$274,415	\$250,741	\$221,750	\$237,482	(\$13,259)	(5.3%)
SUPPLIES (83000)	\$20,260	\$10,451	\$23,769	\$15,992	\$18,740	(\$5,029)	(21.2%)
BUSINESS EXPENSES (85000)	\$8,339	\$7,193	\$15,142	\$9,522	\$5,100	(\$10,042)	(66.3%)
DEBT SERVICE (86000)	\$11,096	\$0	\$0	\$0	\$0	\$0	–
APPROPRIATIONS (87000)	–	–	\$0	\$0	\$0	\$0	–
REIMBURSEMENT OF EXPENDITURES (87500)	(\$112,546)	(\$80,658)	(\$80,658)	(\$80,658)	(\$89,586)	(\$8,928)	11.1%
OPERATIONS TOTAL	\$38,273	\$211,401	\$208,994	\$166,606	\$171,736	(\$37,258)	(17.8%)
CAPITAL	–	–	\$0	\$0	\$0	\$0	–
110 - GENERAL FUND TOTAL	\$832,484	\$1,098,992	\$1,140,340	\$1,100,853	\$1,091,072	(\$49,268)	(4.3%)
EXPENSES TOTAL	\$832,484	\$1,098,992	\$1,140,340	\$1,100,853	\$1,091,072	(\$49,268)	(4.3%)



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FY 2026 Operating Budget

FRANKLIN COMMUNICATIONS



Milissa Reiersen, Communications Manager

Departmental Summary

The Communications Division was created within the Administration Department in December 2008 to develop internal and external communications and citizen participation initiatives. The Division also handles all media relations for the City and manages the City's Government Access Channel, Franklin TV, website and all social media channels. We have worked continuously to promote the City, disseminate information to citizens and maintain standards for professional excellence.

FY 2026 Outlook

The Communications Division continues to work to promote the City of Franklin services, events and achievements through the traditional media, social media, and Franklin TV. The Communications Division works with all City departments to help them achieve their communications goals.

Performance Measures & Strategic Plan

The City of Franklin is in process of revising its Strategic Plan. First established in 2013, the City of Franklin Strategic Plan has specific and demonstrable objectives for each department which, when achieved individually, will cohesively move Franklin forward to meet the challenges and demands of the future.

The new strategic plan has six major goals. They include:



Each budget has a series of performance measures and benchmarks attached to it which demonstrate the workload, effectiveness and outcome of taxpayer support for the annual operations of the City of Franklin and its pursuit of the goals of the Strategic Plan. Together, these measures demonstrate a proper and diligent use of taxpayer dollars in the pursuit of a greater community.

Specific departmental strategic plan measures will be refined as the budget process continues.

Comm FranklinForward Non-Financial Performance Measures

Output Measure	FY2020	FY2021	FY2022	FY2023	FY2024
Amount					
Number people who saw any of your posts at least once (reach) on Instagram. Goal: Increase the public's use of social media forms of communication.	1,922,919	1,322,472	10,000,000	1,469,852	146,000
Number of interactions people have with your content, likes, comments, shares or reposts on Facebook. Goal: Increase the public's use of social media forms of communication.	461,839	492,865	176,000	137,254	632,000
Number of impressions (total number of times your content is displayed) on Twitter. Goal: Increase the public's use of social media forms of communication.	2,554,000	5,452,624	3,400,000	3,466,593	666,000
Number of impressions (total number of times your content is displayed) on Instagram. Goal: Increase the public's use of social media forms of communication.	2,217,431	2,121,435	4,100,000	0	3,600,000
Number of YouTube upload views. Goal: Increase the public's use of social media forms of communication.	33,366	96,244	154,043	225,066	384,500
Number of impressions (total number of times your content is displayed) on Facebook. Goal: Increase the public's use of social media forms of communication.	7,109,594	5,499,685	7,600,000	0	6,900,000
Number of Twitter followers. Goal: Increase the public's use of social media forms of communication.	28,900	29,996	30,700	31,700	33,000
Number of Instagram followers. Goal: Increase the public's use of social media forms of communication.	21,000	24,646	29,429	42,800	46,000
Number of interactions people have with your content, likes, comments, shares or reposts on Twitter. Goal: Increase the public's use of social media forms of communication.	99,330	651,229	0	0	3.1
Number people who saw any of your posts at least once (reach) on Facebook. Goal: Increase the public's use of social media forms of communication.	6,330,869	3,113,638	5,000,000	1,826,629	7,900,000
Number of Facebook followers. Goal: Increase the public's use of social media forms of communication.	41,117	45,010	48,433	49,000	54,000
AMOUNT	20,820,365	18,849,844	30,538,605	7,248,894	20,361,503.1

General Performance Measures

Communications Non-Financial Performance Measures

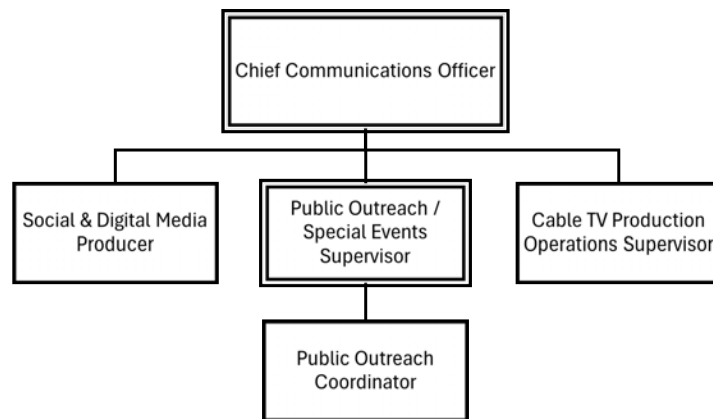
Output Measure	FY2020	FY2021	FY2022	FY2023	FY2024
Amount					
Number of programs produced for social media.	0	380	0	0	1,112
Number of local programs produced for Franklin TV (not including meetings).	183	174	43	23	399
Number of film permits processed by the City.	9	21	21	6	17
Number of press releases (excluding Police & Fire).	45	30	18	30	20
Number of special events processed by the City.	23	33	33	32	35
AMOUNT	260	638	115	91	1,583

Citizens Survey

Communication Department Citizen Survey Results

Measure	FY2016	FY2019	FY2022
Amount			
Percent rating Opportunities cultural/arts/music activities as excellent/good	79	83	79
Percent rating Opportunities cultural/arts/music activities as fair/good	21	17	21
Percent rating Opportunities to attend special events and festivals as excellent/good	87	85	87
Percent rating Opportunities to attend special events and festivals as fair/poor	13	15	13
Percent rating the quality of public information services as excellent/good	78	86	71
Percent rating the quality of public information services as fair/poor	22	14	29
AMOUNT	300	300	300

Organizational Chart



Staffing by Position

Position	Pay Grade	FY 2022		FY 2023		FY 2024		FY 2025		FY 2026	
		F-T	P-T	F-T	P-T	F-T	P-T	F-T	P-T	F-T	P-T
Chief Communications Officer	K	1	0	1	0	1	0	1	0	1	0
Public Outreach & Special Events Supervisor	J	0	0	1	0	1	0	1	0	1	0
Cable TV Production Operations Supervisor	H	1	0	1	0	1	0	1	0	1	0
Social & Digital Media Producer	H	1	0	1	0	1	0	1	0	1	0
Public Outreach Coordinator	G	0	0	0	0	1	0	1	0	1	0
Public Outreach Specialist	---	1	0	0	0	0	0	0	0	0	0
Video Production Assistant	D	0	1	0	1	0	0	0	0	0	0
Totals		4	1	4	1	5	0	5	0	5	0

Budget Summary

Communications

	ACTUAL 2023	ACTUAL 2024	BUDGET 2025	EOY 2025	BUDGET 2026		
	FY2023	FY2024	FY2025	FY2025	FY2026	25 v. 26 Difference \$	25 v. 26 Difference %
Expenses							
110 - GENERAL FUND							
PERSONNEL							
PERSONNEL (81000)	\$517,866	\$614,865	\$640,630	\$639,316	\$638,661	(\$1,969)	(0.3%)
PERSONNEL TOTAL	\$517,866	\$614,865	\$640,630	\$639,316	\$638,661	(\$1,969)	(0.3%)
OPERATIONS							
SERVICES (82000)	\$87,821	\$111,406	\$167,153	\$140,265	\$128,126	(\$39,027)	(23.4%)
SUPPLIES (83000)	\$22,291	\$26,477	\$26,911	\$46,266	\$21,165	(\$5,746)	(21.3%)
OPERATIONAL UNITS (84000)	\$4,904	\$5,914	\$2,062	\$2,000	\$2,060	(\$2)	(0.1%)
BUSINESS EXPENSES (85000)	\$7,122	\$9,564	\$10,045	\$8,730	\$0	(\$10,045)	(100.0%)
REIMBURSEMENT OF EXPENDITURES (87500)	(\$70,098)	(\$46,451)	(\$46,452)	(\$46,452)	(\$57,603)	(\$11,151)	24.0%
OPERATIONS TOTAL	\$52,040	\$106,910	\$159,719	\$150,809	\$93,748	(\$65,971)	(41.3%)
CAPITAL							
CAPITAL ASSETS (89000)	-	-	\$0	\$0	\$0	\$0	-
CAPITAL TOTAL	-	-	\$0	\$0	\$0	\$0	-
110 - GENERAL FUND TOTAL	\$569,906	\$721,775	\$800,349	\$790,125	\$732,409	(\$67,940)	(8.5%)
EXPENSES TOTAL	\$569,906	\$721,775	\$800,349	\$790,125	\$732,409	(\$67,940)	(8.5%)

PUBLIC SAFETY



Public Safety comprises the Police and Fire departments.



Under this operating unit are:

- **Police**
- **Drug Fund**
- **Fire**



City of Franklin, Tennessee
FY 2026 Operating Budget

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FY 2026 Operating Budget

Police

Chief Deborah Y. Faulkner, EdD

Departmental Summary

Mission

To provide professional police services, in partnership with the community, to ensure a safer Franklin and enhance the quality of life.

Departmental Summary

The Franklin Police Department is responsible for: protecting the public from crime; investigating and apprehending lawbreakers; enforcing City ordinances and traffic laws; providing traffic control at the street-level and at City schools; and providing crime prevention information to various groups throughout the community.

The Department will continue its community-based approach towards solving crime and quality of life issues. Not only does the Department cover all special events in order to create a safe environment for our citizens to enjoy, but also maintains a high degree of efficiency with the day-to-day operation in responding to calls for service.

Objectives for FY 2026

- Maintain a low crime rate
- Continue to keep the case clearance rate above the national average
- Continue building community partnerships

Performance Measures & Strategic Plan

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The new strategic plan has six major goals. They include:



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Specific departmental strategic plan measures will be refined as the budget process continues.

Police FranklinForward Non-Financial Perf. Measures

Output Measure	FY2020	FY2021	FY2022	FY2023	FY2024
Amount					
Total property crime clearance in Franklin. Goal: Establish a clearance rate that is 1.5 times the national average for both property crimes and violent crimes (Target: National x 1.5).	32	30.8	21	22.2	25.5
National property crime rate.	2,362.2	2,199.5	1,933.4	1,954.4	1,916.7
Total violent crime rate in Franklin.	206	168	173.7	195.6	143.4
National clearance rate for property crimes.	17.6	17.6	10.7	12.1	13.9
National clearance rate for violent crimes	45.6	45.5	32.5	36.7	41.1
National violent crime rate.	382.9	368.9	395.7	380.7	363.8
Total violent crime clearance in Franklin. Goal: Establish a clearance rate that is 1.5 times the national average for both property crimes and violent crimes (Target: National x 1.5).	47	54.5	58	57.6	57.4
Franklin as a percent of the National Property Crime Rate. Goal: Maintain a property crime rate below 50% of the national average (# per 100,000 pop).	62.6	62.9	45.6	52.9	54.9
Franklin as a percent of the National Violent Crime Rate. Goal: Maintain a violent crime rate below 50% of the national average (# per 100,000 pop).	53.8	45.5	43.9	51.4	39.4
Total property crime rate in Franklin.	1,478	1,384	880.7	1,034.6	1,052.1
AMOUNT	4,687.7	4,377.2	3,595.2	3,798.2	3,708.2

General Performance Measures

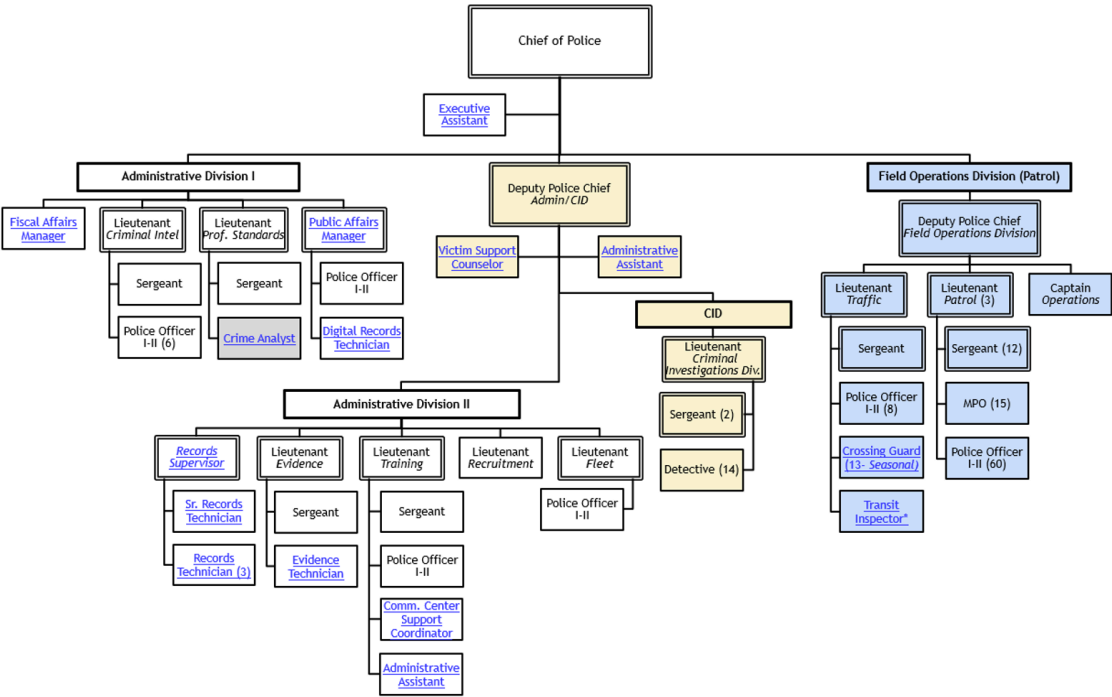
Police Financial Performance Measures

Output Measure	FY2020	FY2021	FY2022	FY2023	FY2024
Amount					
Total cost per call for service.	\$281	\$330	\$269	\$325	\$407
Total per capita costs.	\$234	\$247	\$230	\$257	\$284
Total Police Department expenditures.	\$16,741,596	\$17,528,750	\$19,480,148	\$23,233,178	\$25,173,383
AMOUNT	\$16,742,111	\$17,529,327	\$19,480,647	\$23,233,759	\$25,174,074

Police Non-Financial Performance Measures

Output Measure	FY2020	FY2021	FY2022	FY2023	FY2024
Amount					
Reported peak service population.	110,000	110,000	110,000	86,895	88,558
Number of calls for service (does not include calls in the City, but handled by other agencies).	59,138	53,075	71,086	68,666	61,824
Number of budgeted, full-time, sworn Officers.	132	131	134	136	136
Total public property accidents per FTE.	10.99	11.67	14.03	13.44	14.397
Police FTE per 1,000 population.	1.74	1.74	1.75	0.579	0.651
Total traffic accidents.	1,747	1,849	2,234	2,203	2,120
Number of high priority calls.	2,197	2,372	2,283	2,124	2,220
Traffic accidents with injury as a percentage of total traffic accidents.	13.7	12.98	12	13.3	13.6
Number of support personnel .	13	14	12	14	13
Average training hours taken by individual sworn employees.	40	40	0	60	60
Number of offenses.	4,444	4,036	3,796	0	0
Number of volunteers.	15	15	13	13	13
Number of arrest.	1,425	1,296	1,368	1,621	1,298
Number of Police vehicles.	150	150	178	169	198
Public property accidents/1,000 population.	22.5	19.74	24.54	23.2	22.1
Average response time (shown as min.seconds).	7.51	6.21	6.44	6.11	6.3
Number of alarm calls.	3,047	2,783	3,320	3,214	2,957
TIBRS Type A crimes.	2,717	2,472	2,576	2,918	2,791
TIBRS Type B crimes.	1,476	1,261	1,220	0	0
Total calls per sworn Officer.	448	405.2	530.493	504.897	454.588
TIBRS Type A crimes/1,000 population.	31.69	29.18	30.87	33.6	31.5
Public property accidents.	1,593	1,692	2,048	2,016	1,958
Total number of FTEs in Police Department.	145	145	146	150	144
AMOUNT	188,815.13	181,817.72	201,034.123	170,794.126	164,833.137

Organizational Chart



Guide: White: Administration | Yellow: CID | Blue: Patrol | Grey: Unbudgeted | Underlined: Non-Sworn

Staffing by Position

Budgeted Positions	Pay Grade	FY 2022		FY 2023		FY 2024		FY 2025		FY 2026	
		F-T	P-T	F-T	P-T	F-T	P-T	F-T	P-T	F-T	P-T
Sworn Officers											
Chief of Police	N	1	0	1	0	1	0	1	0	1	0
Deputy Police Chief	P108	2	0	2	0	2	0	2	0	2	0
Police Captain	P107	1	0	1	0	1	0	1	0	1	0
Police Lieutenant	P106	11	0	11	0	11	0	11	0	11	0
Police Sergeant	P105	18	0	18	0	18	0	19	0	19	0
Detective/Master Patrol Officer	P104	26	0	26	0	29	0	29	0	29	0
Police Officer I-II	P102-P103	73	0	77	0	74	0	74	0	77	0
Sub-Total Budgeted Sworn Personnel		132	0	136	0	136	0	137	0	140	0
Non-Sworn Personnel											
Fiscal Affairs Manager	I	1	0	1	0	1	0	1	0	1	0
Public Affairs Manager	I	0	0	0	0	0	0	1	0	1	0
Records Supervisor	G	1	0	1	0	1	0	0	0	1	0
Victim Support Counselor	TBD	0	0	0	0	0	0	0	0	1	0
Digital Records Technician	F	1	0	1	0	1	0	1	0	1	0
Executive Assistant	F	0	0	0	0	0	0	1	0	1	0
Evidence & Property Technician	F	1	0	1	0	1	0	1	0	1	0
Communications Support Coordinator	F	1	0	1	0	1	0	1	0	1	0
Administrative Assistant	E	3	0	3	0	3	0	2	0	2	0
Senior Records Technician	E	1	0	1	0	1	0	1	0	1	0
Records Technician	D	3	0	3	0	3	0	3	0	3	0
Transit Inspector*	D	1	0	1	0	1	0	1	0	1	0
Crossing Guards	SHPA	0	13	0	13	0	13	0	13	0	13
Sub-Total Budgeted Non-Sworn Personnel		13	13	13	13	13	13	13	13	15	13
Budgeted Positions		145	13	149	13	149	13	150	13	155	13

*Transit Inspector Reports to Traffic Sergeant, Is budgeted in the Transit Fund

Authorized, Unbudgeted Positions	Pay Grade	FY 2022		FY 2023		FY 2024		FY 2025		FY 2026	
		F-T	P-T	F-T	P-T	F-T	P-T	F-T	P-T	F-T	P-T
Crime Analyst	G	1	0	1	0	1	0	1	0	1	0
Records Supervisor	G	0	0	0	0	0	0	1	0	0	0
Sub-Total - Unbudgeted Positions		1	0	1	0	1	0	2	0	1	0

Total Authorized Staffing	146	13	150	13	150	13	152	13	156	13
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Positions by Division											
Administration (Sworn)	20	0	19	0	19	0	19	0	20	0	
Administration (Non-Sworn)	11	0	12	0	12	0	13	0	13	0	
Patrol (Sworn)	96	0	100	0	100	0	100	0	102	0	
Patrol (Non-Sworn)	2	13	1	13	1	13	1	13	1	13	
CID (Sworn)	16	0	17	0	17	0	18	0	18	0	
CID (Non-Sworn)	1	0	1	0	1	0	1	0	2	0	
Total Authorized Staffing	146	13	150	13	150	13	152	13	156	13	

Budget Summary

Police

	ACTUAL 2023	ACTUAL 2024	BUDGET 2025	EOY 2025	BUDGET 2026		
	FY2023	FY2024	FY2025	FY2025	FY2026	25 v. 26 Difference \$	25 v. 26 Difference %
Expenses							
110 - GENERAL FUND							
PERSONNEL							
PERSONNEL (81000)	\$17,961,462	\$19,446,252	\$21,138,986	\$21,066,649	\$21,973,750	\$834,764	4.0%
PERSONNEL TOTAL	\$17,961,462	\$19,446,252	\$21,138,986	\$21,066,649	\$21,973,750	\$834,764	4.0%
OPERATIONS							
SERVICES (82000)	\$2,269,075	\$2,736,291	\$2,728,115	\$2,628,906	\$2,747,303	\$19,188	0.7%
SUPPLIES (83000)	\$1,319,840	\$1,447,885	\$1,653,368	\$1,524,168	\$1,536,100	(\$117,268)	(7.1%)
OPERATIONAL UNITS (84000)	\$100,243	\$104,863	\$174,138	\$142,100	\$131,800	(\$42,338)	(24.3%)
BUSINESS EXPENSES (85000)	\$592,639	\$656,551	\$643,636	\$623,690	\$10,436	(\$633,200)	(98.4%)
DEBT SERVICE (86000)	–	–	\$0	\$0	\$0	\$0	–
OPERATIONS TOTAL	\$4,281,796	\$4,945,590	\$5,199,257	\$4,918,864	\$4,425,639	(\$773,618)	(14.9%)
CAPITAL	\$61,448	–	\$0	\$0	\$0	\$0	–
110 - GENERAL FUND TOTAL	\$22,304,706	\$24,391,842	\$26,338,243	\$25,985,513	\$26,399,389	\$61,146	0.2%
EXPENSES TOTAL	\$22,304,706	\$24,391,842	\$26,338,243	\$25,985,513	\$26,399,389	\$61,146	0.2%

Police - Administration

	ACTUAL 2023	ACTUAL 2024	BUDGET 2025	EOY 2025	BUDGET 2026		
	FY2023	FY2024	FY2025	FY2025	FY2026	25 v. 26 Difference \$	25 v. 26 Difference %
Expenses							
110 - GENERAL FUND							
PERSONNEL							
PERSONNEL (81000)	\$3,306,761	\$3,683,404	\$4,792,328	\$4,033,448	\$4,378,555	(\$413,773)	(8.6%)
PERSONNEL TOTAL	\$3,306,761	\$3,683,404	\$4,792,328	\$4,033,448	\$4,378,555	(\$413,773)	(8.6%)
OPERATIONS							
SERVICES (82000)	\$2,041,411	\$2,478,530	\$2,476,706	\$2,362,296	\$2,464,718	(\$11,988)	(0.5%)
SUPPLIES (83000)	\$1,103,469	\$1,327,610	\$1,438,418	\$1,289,298	\$1,346,450	(\$91,968)	(6.4%)
OPERATIONAL UNITS (84000)	\$15,855	\$20,560	\$37,900	\$20,000	\$23,000	(\$14,900)	(39.3%)
BUSINESS EXPENSES (85000)	\$190,119	\$119,160	\$126,715	\$138,127	\$10,436	(\$116,279)	(91.8%)
DEBT SERVICE (86000)	–	–	\$0	\$0	\$0	\$0	–
OPERATIONS TOTAL	\$3,350,855	\$3,945,860	\$4,079,739	\$3,809,721	\$3,844,604	(\$235,135)	(5.8%)
CAPITAL	\$61,448	–	\$0	\$0	\$0	\$0	–
110 - GENERAL FUND TOTAL	\$6,719,064	\$7,629,264	\$8,872,067	\$7,843,169	\$8,223,159	(\$648,908)	(7.3%)
EXPENSES TOTAL	\$6,719,064	\$7,629,264	\$8,872,067	\$7,843,169	\$8,223,159	(\$648,908)	(7.3%)

Budget Summary (con't)

Police - CID Division

	ACTUAL 2023	ACTUAL 2024	BUDGET 2025	EOY 2025	BUDGET 2026		
	FY2023	FY2024	FY2025	FY2025	FY2026	25 v. 26 Difference \$	25 v. 26 Difference %
Expenses							
110 - GENERAL FUND							
PERSONNEL							
PERSONNEL (81000)	\$2,291,615	\$2,672,334	\$2,955,286	\$3,091,524	\$3,111,649	\$156,363	5.3%
PERSONNEL TOTAL	\$2,291,615	\$2,672,334	\$2,955,286	\$3,091,524	\$3,111,649	\$156,363	5.3%
OPERATIONS							
SERVICES (82000)	\$101,451	\$100,563	\$124,109	\$128,885	\$166,350	\$42,241	34.0%
SUPPLIES (83000)	\$84,307	\$8,092	\$33,550	\$37,720	\$41,700	\$8,150	24.3%
OPERATIONAL UNITS (84000)	\$18,834	\$19,000	\$22,985	\$22,400	\$21,200	(\$1,785)	(7.8%)
BUSINESS EXPENSES (85000)	\$76,212	\$130,489	\$151,760	\$102,302	\$0	(\$151,760)	(100.0%)
OPERATIONS TOTAL	\$280,804	\$258,143	\$332,404	\$291,307	\$229,250	(\$103,154)	(31.0%)
CAPITAL	-	-	\$0	\$0	\$0	\$0	-
110 - GENERAL FUND TOTAL	\$2,572,419	\$2,930,477	\$3,287,690	\$3,382,831	\$3,340,899	\$53,209	1.6%
EXPENSES TOTAL	\$2,572,419	\$2,930,477	\$3,287,690	\$3,382,831	\$3,340,899	\$53,209	1.6%

Police - Patrol Division

	ACTUAL 2023	ACTUAL 2024	BUDGET 2025	EOY 2025	BUDGET 2026		
	FY2023	FY2024	FY2025	FY2025	FY2026	25 v. 26 Difference \$	25 v. 26 Difference %
Expenses							
110 - GENERAL FUND							
PERSONNEL							
PERSONNEL (81000)	\$12,363,087	\$13,090,514	\$13,391,372	\$13,941,677	\$14,483,546	\$1,092,174	8.2%
PERSONNEL TOTAL	\$12,363,087	\$13,090,514	\$13,391,372	\$13,941,677	\$14,483,546	\$1,092,174	8.2%
OPERATIONS							
SERVICES (82000)	\$126,212	\$157,198	\$127,300	\$137,725	\$116,235	(\$11,065)	(8.7%)
SUPPLIES (83000)	\$132,064	\$112,183	\$181,400	\$197,150	\$147,950	(\$33,450)	(18.4%)
OPERATIONAL UNITS (84000)	\$65,553	\$65,303	\$113,253	\$99,700	\$87,600	(\$25,653)	(22.7%)
BUSINESS EXPENSES (85000)	\$326,308	\$406,903	\$365,161	\$383,261	\$0	(\$365,161)	(100.0%)
OPERATIONS TOTAL	\$650,137	\$741,587	\$787,114	\$817,836	\$351,785	(\$435,329)	(55.3%)
CAPITAL	-	-	-	\$0	\$0	\$0	-
110 - GENERAL FUND TOTAL	\$13,013,224	\$13,832,101	\$14,178,486	\$14,759,513	\$14,835,331	\$656,845	4.6%
EXPENSES TOTAL	\$13,013,224	\$13,832,101	\$14,178,486	\$14,759,513	\$14,835,331	\$656,845	4.6%



City of Franklin, Tennessee
FY 2026 Operating Budget

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FY 2026 Operating Budget

Drug Fund

Chief Deborah Y. Faulkner, EdD

Fund Summary

The Drug Fund is a special revenue account established under Tennessee Code Annotated (T.C.A.) 39-17-420. (A special revenue account exists outside the City's or County's General Fund, and funds in the special revenue account do not revert to the General Fund at the end of the fiscal year.)

Revenues come from one-half of drug offense fines, any cash that is forfeited to the City or County, and proceeds resulting from the sale of any forfeited property (usually vehicles) and donations.

Legitimate expenditures for the fund include:

- Local drug treatment and education programs
- Drug enforcement (both general drug enforcement and cash transactions relating to undercover operations)
- General drug enforcement not directly related to undercover operations (including automobiles for drug investigators, maintenance and operational needs for a drug officer's automobile)
- Office supplies and equipment for drug enforcement officers
- Drug identification kits for drug investigators and patrol
- Drug enforcement training, and drug dogs and their maintenance (including food and veterinary service)
- Confidential expenditures (i.e. payments made to an informant for information, payments made to an independent undercover agent, and money spent to actually purchase drugs as part of an undercover operation).

Source: Cross, J. Ralph and Barton, Rex. Drug Fund Manual. Municipal Technical Advisory Service, University of Tennessee. Knoxville, TN. May 2003.

Performance Measures

There are no performance measures associated with the Drug Fund. It is overseen by personnel in the Police Department.

Strategic Plan Measures

There are no strategic plan measures associated with the Drug Fund. It is overseen by personnel in the Police Department.

Budget Summary

Drug Fund

	ACTUAL 2023	ACTUAL 2024	BUDGET 2025	EOY 2025	FY2026 BUDGET		
	FY2023	FY2024	FY2025	FY2025	FY2026	25 v. 26 Difference \$	25 v. 26 Difference %
Revenues							
REVENUES							
INTERGOVERNMENTAL (33000)	–	\$4,269	–	\$0	\$0	\$0	–
FINES & FEES (35000)	\$122,655	\$59,621	\$103,698	\$108,594	\$104,370	\$672	0.7%
USE OF MONEY & PROPERTY (36000)	\$23,365	\$75,737	\$40,085	\$46,058	\$45,653	\$5,568	13.9%
OTHER REVENUE (37000)	–	–	–	\$0	\$0	\$0	–
REVENUES TOTAL	\$146,020	\$139,627	\$143,783	\$154,652	\$150,023	\$6,240	4.3%
REVENUES TOTAL	\$146,020	\$139,627	\$143,783	\$154,652	\$150,023	\$6,240	4.3%
Expenses							
140 - DRUG FUND							
PERSONNEL	–	–	–	\$0	\$0	\$0	–
OPERATIONS							
SERVICES (82000)	–	\$996	\$5,150	\$5,000	\$5,150	\$0	0.0%
SUPPLIES (83000)	\$123,360	\$93,173	\$150,990	\$149,504	\$150,990	\$0	0.0%
OPERATIONAL UNITS (84000)	\$25,269	\$47,318	\$47,700	\$47,400	\$48,637	\$937	2.0%
BUSINESS EXPENSES (85000)	\$1,450	\$2,506	\$2,575	\$2,575	\$2,640	\$65	2.5%
OPERATIONS TOTAL	\$150,078	\$143,993	\$206,415	\$204,479	\$207,417	\$1,002	0.5%
CAPITAL	–	–	–	\$0	\$0	\$0	–
140 - DRUG FUND TOTAL	\$150,078	\$143,993	\$206,415	\$204,479	\$207,417	\$1,002	0.5%
EXPENSES TOTAL	\$150,078	\$143,993	\$206,415	\$204,479	\$207,417	\$1,002	0.5%



HISTORIC
FRANKLIN
TENNESSEE

FY 2026 Operating Budget

Fire

Glenn Johnson, Fire Chief

Departmental Summary

We continue to thank the Board of Mayor and Aldermen and the City leadership for supporting our vision of "Service through Excellence."

The Fire Department responded to 11,395 incidents in 2024, experiencing a 1.15% increase in call volume over the previous year.

Repair and regular maintenance of fire apparatus is an ongoing necessity. To eliminate negative service impacts to the community during repairs, the Fire Department maintains three reserve apparatus. Fire apparatus are custom built, costing between \$1.1 million and \$2.2 million with a 15-plus-year service life, and take approximately 36-42 months to equip and complete. Reserve apparatus availability ensures all apparatus are in a state of readiness and parts are available to service the fleet. FY26 requests include the replacement of a Brush Truck, Mobile Van, and the refurbishing of one Air Vehicle. Out of the FY26 City Facilities Tax Fund, we are requesting an Air Light Response Vehicle and Tower for Station 7.

In the past ten years the Department has increased staffing by 13% while the number of fire apparatus to staff has increased by 22%, the number of stations has increased by 33%, and call volume has increased by 72% in that same time. Overtime is used to cover gaps in minimum staffing. Each shift allows slots for vacation which leaves a buffer to allow slots for unexpected use of sick time before overtime must be used to fulfill minimum staffing requirements. Increasing shift staffing on each shift while leaving minimum staffing numbers the same would allow for an additional buffer to reduce the need for overtime. We are seeking the addition of three firefighters, 1 to each shift to ensure all apparatus are staffed adequately for emergency response to all areas of the city.

The Department has been preparing for the start (Spring 2025) of the FFD Internship Program designed to appeal to motivated individuals who are dedicated to learning the skills necessary for a career in the fire service. By providing an internship program in a region with low unemployment and a limited number of other training options, the Department benefits by being able to attract, identify and train a diverse group of promising candidates for future employment. With the implementation of this program, our hope is for those six interns to transition seamlessly into the Franklin Fire Department.

Departmental Summary (con't)

In 2024, the Franklin Fire Department reviewed plans for 3,324 projects, a 33% increase from 2023 and conducted 2,197 total inspections. The newly renovated Family Safety House visited 13 schools and helped educate 1,033 1st grade students. 1,235 3rd and 5th graders participated in the Great Escapes Program. The Department participated in 403 community events including CPR & AED Awareness Day at the Cool Springs Galleria, and hosted the first “Lead with Fire” youth summer camp in partnership with Williamson County Schools (WCS), with 13 campers from June 3-5. Additionally, participants in the WCS Tackling Emerging Careers Camp, designed to empower girls to explore non-traditional career paths, spent the day at Station 2, learning about the world of firefighting on May 29. The Department also hosted a n Open House, New Engine 2 Wetdown Ceremony and 9/11 Remembrance Ceremony at Station 2 on September 7, 2024.

We thank the Board of Mayor and Aldermen for allowing us to present a few of our needs for funding consideration and will continue to be good stewards of the appropriations given to us.

FY 2026 Departmental Goals:

- Conduct Fire Internship Fire Academy.
- Develop Standard of Cover document for Franklin Fire Department.
- Maintain a Class 1 Public Protection rating from the Insurance Services Office.
- Provide community CPR monthly to the public.
- Develop tiered medical response protocols.
- Conduct three stakeholder engagement meetings.

Performance Measures & Strategic Plan

The City of Franklin is in process of revising its Strategic Plan. First established in 2013, the City of Franklin Strategic Plan has specific and demonstrable objectives for each department which, when achieved individually, will cohesively move Franklin forward to meet the challenges and demands of the future.

The new strategic plan has six major goals. They include:

 Safe Clean Livable City

 Sustainable Growth & Economic Vitality

 Fiscally Sound

 Quality Life Experiences

 Organizational Health

 Operational Excellence

Each budget has a series of performance measures and benchmarks attached to it which demonstrate the workload, effectiveness and outcome of taxpayer support for the annual operations of the City of Franklin and its pursuit of the goals of the Strategic Plan. Together, these measures demonstrate a proper and diligent use of taxpayer dollars in the pursuit of a greater community.

Specific departmental strategic plan measures will be refined as the budget process continues.

Performance Measures & Strategic Plan (con't)

Fire FranklinForward Non-Financial Perf. Measures

Output Measure	FY2020	FY2021	FY2022	FY2023	FY2024
Amount					
Dispatch and department benchmark time for response (shown as min.sec).	5.25	5.2	5.26	5	5
Average Franklin total response time (dispatch and department - shown as min.sec). Goal: Provide a response time among the top quartile of TN Benchmark Cities.	5.25	5.2	5.26	5.33	5.37
AMOUNT	10.5	10.4	10.52	10.33	10.37

Fire Financial Performance Measures

Output Measure	FY2020	FY2021	FY2022	FY2023	FY2024
Amount					
Total cost per call for service.	\$2,172	\$1,895	\$2,145	\$2,224	\$534
Total Fire cost per capita.	\$266	\$271	\$264	\$300	\$73
Total Fire cost.	\$18,907,043	\$19,196,439	\$22,096,490	\$25,102,887	\$6,083,000
AMOUNT	\$18,909,482	\$19,198,604	\$22,098,899	\$25,105,412	\$6,083,607

Fire Non-Financial Performance Measures

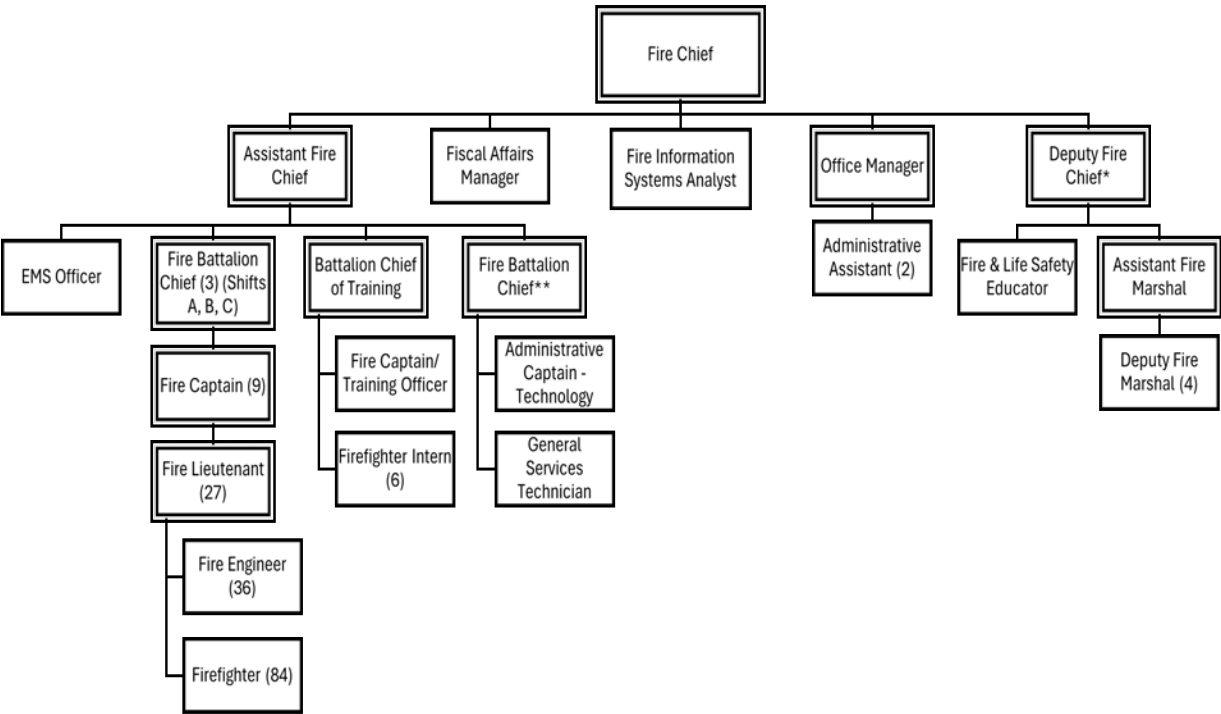
Output Measure	FY2020	FY2021	FY2022	FY2023	FY2024
Amount					
Number of structure fire calls.	22	45	26	64	42
Achieve 100% attendance for in-house continuing ed credit training to all personnel needing to meet medical recertification requirements.	100	100	100	100	100
Total number of fire apparatus.	17	17	28	30	26
Number of fire inspections.	0	2,410	1,841	1,845	2,197
Number of severe weather/natural disaster calls.	10	7	4	8	9
Number of calls for service.	8,695	10,125	10,272	11,266	11,395
Number of overpressure calls.	16	5	14	17	13
Percentage of fires confined to the room of origin. Goal: 90% of all interior structure fire incidents will be confined to the room of origin.	68	95	65	65	45
Number of fire calls.	140	134	160	198	158
Achieve 100% attendance for in-house fire suppression training to met the TN Commission on Firefighting's 40-hour In-Service Training Program.	100	100	100	100	100
Number of hazardous condition calls.	189	195	216	236	259
Number of service calls.	1,045	909	902	1,142	1,097
ISO rating.	1	1	1	1	1
Number of false alarm calls.	1,051	1,144	1,138	1,307	1,332
Number of Fire Stations.	8	8	8	8	8
Number of "other" calls.	3	13	11	18	27
Number of medical calls.	5,423	6,618	6,813	7,342	7,383
Total structure fires/1,000 population.	0.31	0.63	0.31	0.903	0.16
Total calls for service/1,000 population.	123	143	123	158.882	136.54
Number of good intention calls.	812	1,100	1,014	998	1,117
AMOUNT	17,823.31	23,169.63	22,836.31	24,904.785	25,445.7

Citizens Survey

Fire Department Citizen Survey Results

Measure	FY2016	FY2019	FY2022
Amount			
Percent rating the quality of Fire prevention and education as excellent/good	91	92	92
Percent rating the quality of Fire prevention and education as fair/poor	9	8	8
Percent rating the quality of Fire services as excellent/good	99	97	97
Percent rating the quality of Fire services as fair/poor	1	3	3
AMOUNT	200	200	200

Organizational Chart



Staffing by Position

Budgeted Positions	Pay Grade	FY 2022		FY 2023		FY 2024		FY 2025		FY 2026	
		F-T	P-T	F-T	P-T	F-T	P-T	F-T	P-T	F-T	P-T
Fire Chief	N	1	0	1	0	1	0	1	0	1	0
Assistant Fire Chief	F109	1	0	1	0	1	0	1	0	1	0
Deputy Fire Chief ¹	F108	1	0	1	0	1	0	1	0	1	0
Fire Battalion Chief ²	F106	4	0	4	0	4	0	4	0	4	0
Battalion Chief of Training	F106	1	0	1	0	1	0	1	0	1	0
EMS Officer	F106	1	0	1	0	1	0	1	0	1	0
Fire Captain	F105	9	0	9	0	9	0	9	0	9	0
Fire Captain/Training Officer	F105	1	0	1	0	1	0	1	0	1	0
Administrative Captain - Technology	F105	1	0	1	0	1	0	1	0	1	0
Assistant Fire Marshal	F105	2	0	2	0	2	0	2	0	1	0
Fiscal Affairs Manager	I	1	0	1	0	1	0	1	0	1	0
Fire & Life Safety Educator	F104	1	0	1	0	1	0	1	0	1	0
Fire Lieutenant	F104	24	0	24	0	27	0	27	0	27	0
Deputy Fire Marshal	F103	3	0	3	0	3	0	3	0	4	0
Fire Information Systems Analyst	F103	0	0	1	0	1	0	1	0	1	0
Fire Engineer	F103	33	0	33	0	33	0	33	0	36	0
Office Manager	G	0	0	0	0	1	0	1	0	1	0
Firefighter ³	F102	84	0	84	0	84	0	84	0	84	0
Administrative Assistant	E	3	0	3	0	2	0	2	0	2	0
General Services Technician	E	1	0	1	0	1	0	1	0	1	0
Firefighter Intern	D	0	0	0	0	0	0	0	6	0	6
Sub-Total - Budgeted Positions		172	0	173	0	176	0	176	6	179	6
Total Authorized Positions		172	0	173	0	176	0	176	6	179	6

¹ Deputy Fire Chief serves as Fire Marshal & directs Strategic Initiatives.

² One Fire Battalion Chief directs Administrative Services for the Fire Department.

³ In addition to authorized positions shown, up to 5 temporary overfills are budgeted herein. Cadets are hired at F101.

Budget Summary

Fire

	ACTUAL 2023	ACTUAL 2024	BUDGET 2025	EOY 2025	BUDGET 2026		
	FY2023	FY2024	FY2025	FY2025	FY2026	25 v. 26 Difference \$	25 v. 26 Difference %
Expenses							
110 - GENERAL FUND							
PERSONNEL							
PERSONNEL (81000)	\$22,522,489	\$25,212,286	\$25,855,894	\$26,122,391	\$26,796,799	\$940,905	3.6%
PERSONNEL TOTAL	\$22,522,489	\$25,212,286	\$25,855,894	\$26,122,391	\$26,796,799	\$940,905	3.6%
OPERATIONS							
SERVICES (82000)	\$1,288,996	\$1,550,067	\$1,793,358	\$1,744,270	\$1,489,348	(\$304,010)	(17.0%)
SUPPLIES (83000)	\$1,047,736	\$1,308,694	\$1,346,079	\$1,352,670	\$1,438,968	\$92,889	6.9%
OPERATIONAL UNITS (84000)	\$4,670	\$1,182	\$2,000	\$1,500	\$2,000	\$0	0.0%
BUSINESS EXPENSES (85000)	\$196,238	\$242,766	\$241,797	\$277,525	\$11,200	(\$230,597)	(95.4%)
DEBT SERVICE (86000)	—	—	\$0	\$0	\$0	\$0	—
OPERATIONS TOTAL	\$2,537,640	\$3,102,709	\$3,383,234	\$3,375,965	\$2,941,516	(\$441,718)	(13.1%)
CAPITAL	\$0	\$88,573	\$0	\$0	\$180,000	\$180,000	—
110 - GENERAL FUND TOTAL	\$25,060,129	\$28,403,568	\$29,239,128	\$29,498,356	\$29,918,315	\$679,187	2.3%
EXPENSES TOTAL	\$25,060,129	\$28,403,568	\$29,239,128	\$29,498,356	\$29,918,315	\$679,187	2.3%



City of Franklin, Tennessee

FY 2026 Operating Budget

FINANCE & ADMINISTRATION

Finance and Administration provides effective stewardship over public funds and assets. This part of City government provides financial management leadership and legislative support to the Board of Mayor and Aldermen.

City of Franklin Recognitions and Awards:

- Government Finance Officers Association (GFOA) award for the City's FY 2023 Annual Comprehensive Financial Report (33rd consecutive year). This is a remarkable achievement, and one of which the Finance Department is extremely proud.
- Government Finance Officers Association (GFOA) award for budget presentation for the City's FY 2024 budget document (15th year).
- Retained AAA Stable Rating on General Obligation Bonds from both Moody's Investor Service and Standard & Poors.



Under this operating unit are:

- **Finance**
- **Information Technology**
- **Revenue Management**
- **Municipal Court**
- **Project & Facilities Management**
- **Human Resources**



City of Franklin, Tennessee
FY 2026 Operating Budget

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FY 2026 Operating Budget

Finance

Margaret Wilson, Finance Director

Departmental Summary

The Finance Department oversees the security and management of the City's financial interests, procurement of goods and services not pertaining to the design and/or construction of new infrastructure and facilities but that is valued at or above the public advertisement / sealed submittal threshold, currently \$50,000, plans and executes the issuance of short-term and long-term borrowing, administers the City's purchasing card program, administers, with support from Fleet Maintenance, fuel purchasing for the City's vehicle and equipment fleet, and facilitates, with support from Fleet Maintenance, Police and Parks, on an as-needed basis, the lawful disposal of surplus personal property of the City and, at the discretion of the department, any unclaimed lost, stolen or seized personal property of others recovered by or turned over to the City.

Finance provides a variety of financial services for the City of Franklin. These include: (1) financial accounting and reporting, (2) investment of temporarily idle funds, (3) maintaining and reconciling City bank accounts, (4) issuing employee payroll, (5) issuing vendor payments, (6) internal audits, and (7) ensuring that the annual external financial audit is conducted.

FY 2025 Accomplishments & FY 2026 Outlook

- Received no audit finding from the FY 2024 audit.
- Implemented GASB 100, Accounting Changes and Error Corrections, for the 2024 annual report.
- Received the Certificate for Achievement of Excellence in Financial Reporting for the 33rd consecutive year from the Government Finance Officers Association (GFOA).
- Implemented new payroll software January 2024.
- Financial Analysts continued learning and documenting various processes to help in the transitional phase.
- Continued to roll out the AP workflow to departments.
- Managed the transition following the departure of two long-time employees.
- City Purchasing Card Rebate received was over \$150,000.
- Proceeds received from electronic auctions of surplus property was over \$650,000.

Department Summary (con't)

For 2026, Finance is focusing on the following financial best practices:

- The Processing (including Payroll and AP) section is focusing on improving payment and scanning processes, and
- The Accounting and Reporting section will continue to work with departments on financial policies development and updates.

Purchasing anticipates continuing to focus on its mission:

- to support the City's end-user departments in the policy-compliant procurement of products and services so that the City may fulfill its mission; to strive for the City to receive maximum value for every purchase; and to strive to preserve and enhance the public trust in the manner in which the City conducts its purchasing.

Performance Measures & Strategic Plan

The City of Franklin is in process of revising its Strategic Plan. First established in 2013, the City of Franklin Strategic Plan has specific and demonstrable objectives for each department which, when achieved individually, will cohesively move Franklin forward to meet the challenges and demands of the future.

The new strategic plan has six major goals. They include:



Each budget has a series of performance measures and benchmarks attached to it which demonstrate the workload, effectiveness and outcome of taxpayer support for the annual operations of the City of Franklin and its pursuit of the goals of the Strategic Plan. Together, these measures demonstrate a proper and diligent use of taxpayer dollars in the pursuit of a greater community.

Specific departmental strategic plan measures will be refined as the budget process continues.

Performance Measures & Strategic Plan (con't)

Finance FranklinForward Financial Performance Measures

Output Measure	FY2020	FY2021	FY2022	FY2023	FY2024
Amount					
Value (in millions) of tax base that is Industrial & Commercial. Goal: equitable and balanced commercial, industrial, and residential tax base without an over-dependence on a single dominant.	\$2,611	\$2,722	\$3,790	\$3,922	\$3,921
Value (in millions) of tax base that is residential and farm. Goal: equitable and balanced commercial, industrial, and residential tax base without an over-dependence on a single dominant.	\$2,384	\$2,458	\$3,268	\$3,352	\$3,433
AMOUNT	\$4,995	\$5,180	\$7,058	\$7,274	\$7,354

Finance FranklinForward Non-Financial Perf. Measures

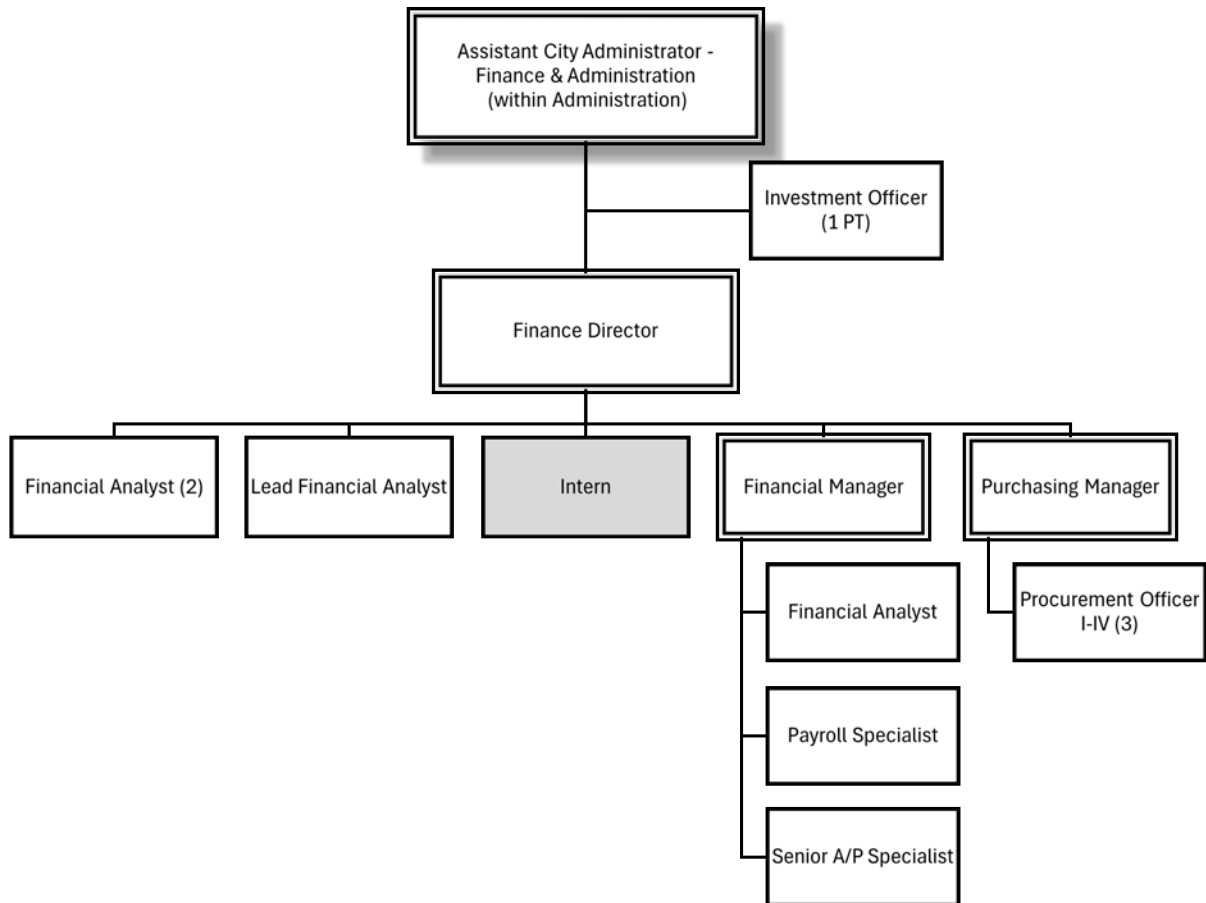
Output Measure	FY2020	FY2021	FY2022	FY2023	FY2024
Amount					
Number of agencies that have affirmed the City's rating (maximum 3).	2	2	2	2	2
Percent of tax base that is residential and farm. Goal: Equitable and balanced commercial, industrial, and residential tax base without an over-dependence on a single dominant.	47.7	47.5	46.3	46.1	46.7
Cumulative number of months that the City has retained the AAA rating that was earned in December 1998.	258	270	282	294	300
Percent of tax base that is industrial & commercial. Goal: equitable and balanced commercial, industrial, and residential tax base without an over-dependence on a single dominant.	52.3	52.5	53.7	53.9	53.3
Number of agencies that have rated Franklin with AAA. Goal: 2 of 3 (Moody's, Fitch, and S&P).	2	2	2	2	2
AMOUNT	362	374	386	398	404

General Performance Measures

Finance Non-Financial Performance Measures

Output Measure	FY2020	FY2021	FY2022	FY2023	FY2024
Amount					
Number of Payments issued.	3,323	2,932	2,574	2,853	3,600
Percent of payroll paid by ACH. Sustainable Franklin measure. Goal: Increase use to 100%.	100	100	100	100	100
Number of AP transactions processed.	6,391	6,328	3,737	3,339	4,322
Achieve the GFOA Budget Report Award annually (shown as number of times awarded).	12	12	13	13	14
Achieve GFOA Annual Report Award for Financial Reporting annually (shown as number of consecutive years awarded).	29	30	31	32	33
Number of days to close fiscal year; not to exceed 60.	60	60	60	60	60
Exceed return on investments compared to BAML benchmark.	3.43	0.14	1.24	0.48	1.34
Percent of AP paid by ACH. Sustainable Franklin measure. Goal: Increase year over year.	61	64	67	66	78
Number of Non-Payroll checks issued.	1,283	1,051	836	993	780
Bank of America/Merrill Lynch return on investment benchmark.	3.48	0.1	1.2	1.18	1.38
AMOUNT	11,265.91	10,577.24	7,420.44	7,457.66	8,989.72

Organizational Chart



Staffing by Position

Budgeted Positions	Pay Grade	FY 2022		FY 2023		FY 2024		FY 2025		FY 2026	
		F-T	P-T	F-T	P-T	F-T	P-T	F-T	P-T	F-T	P-T
Finance Director	M	1	0	1	0	1	0	1	0	1	0
Budget & Strategic Innovation Manager	L	1	0	1	0	1	0	0	0	0	0
Financial Manager	K	1	1	1	1	1	1	1	0	1	0
Purchasing Manager	K	0	0	0	0	0	0	0	0	1	0
Investment Officer	J	0	1	0	1	0	1	0	1	0	1
Lead Financial Analyst	J	0	0	0	0	0	0	1	0	1	0
Financial Analyst	I	4	0	4	0	4	0	3	0	3	0
Payroll Specialist	G	0	0	1	0	1	0	1	0	1	0
Senior A/P Specialist	G	1	0	1	0	1	0	1	0	1	0
Financial Technician II	F	1	0	0	0	0	0	0	0	0	0
Procurement Officer I-IV	E-I	0	0	0	0	0	0	0	0	3	0
Sub-Total - Budgeted Positions		9	2	9	2	9	2	8	1	12	1

Authorized, Unbudgeted Positions	Pay Grade	FY 2022		FY 2023		FY 2024		FY 2025		FY 2026	
		F-T	P-T	F-T	P-T	F-T	P-T	F-T	P-T	F-T	P-T
Intern	INTERN	0	1	0	1	0	1	0	1	0	1
Sub-Total - Unbudgeted Positions		0	1	0	1	0	1	0	1	0	1

Total Authorized Positions		9	3	9	3	9	3	8	2	12	2
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Budget Summary

Finance

	ACTUAL 2023	ACTUAL 2024	BUDGET 2025	EOY 2025	BUDGET 2026		
	FY2023	FY2024	FY2025	FY2025	FY2026	25 v. 26 Difference \$	25 v. 26 Difference %
Expenses							
110 - GENERAL FUND							
PERSONNEL							
PERSONNEL (81000)	\$1,175,384	\$1,353,984	\$1,094,846	\$1,078,141	\$1,551,545	\$456,699	41.7%
PERSONNEL TOTAL	\$1,175,384	\$1,353,984	\$1,094,846	\$1,078,141	\$1,551,545	\$456,699	41.7%
OPERATIONS							
SERVICES (82000)	\$119,242	\$93,012	\$53,140	\$23,776	\$78,483	\$25,343	47.7%
SUPPLIES (83000)	\$12,853	\$40,646	\$43,500	\$18,556	\$15,325	(\$28,175)	(64.8%)
BUSINESS EXPENSES (85000)	\$95,467	\$127,598	\$126,376	\$124,854	\$134,185	\$7,809	6.2%
DEBT SERVICE (86000)	-	-	-	\$0	\$0	\$0	-
REIMBURSEMENT OF EXPENDITURES (87500)	(\$168,921)	(\$216,261)	(\$216,262)	(\$216,262)	(\$232,666)	(\$16,404)	7.6%
OPERATIONS TOTAL	\$58,641	\$44,995	\$6,754	(\$49,076)	(\$4,673)	(\$11,427)	(169.2%)
CAPITAL	-	-	\$0	\$0	\$1,000,000	\$1,000,000	-
110 - GENERAL FUND TOTAL	\$1,234,025	\$1,398,978	\$1,101,600	\$1,029,065	\$2,546,872	\$1,445,272	131.2%
EXPENSES TOTAL	\$1,234,025	\$1,398,978	\$1,101,600	\$1,029,065	\$2,546,872	\$1,445,272	131.2%



City of Franklin, Tennessee
FY 2026 Operating Budget

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FY 2026 Operating Budget

Information Technology

Jason Potts, Director

Departmental Summary

Departmental Mission:

To provide innovative, reliable, and secure technology solutions that are aligned with City of Franklin's goals and objectives to enhance City services.

Departmental Vision:

Information Technology (IT) is focused on providing professional and prompt service to our community by strengthening the City of Franklin's technology infrastructure, and delivering innovative solutions that meet our City's needs and goals.

Performance Measures & Strategic Plan

The City of Franklin is in process of revising its Strategic Plan. First established in 2013, the City of Franklin Strategic Plan has specific and demonstrable objectives for each department which, when achieved individually, will cohesively move Franklin forward to meet the challenges and demands of the future.

The new strategic plan has six major goals. They include:

-  **Safe Clean Livable City**
-  **Sustainable Growth & Economic Vitality**
-  **Fiscally Sound**
-  **Quality Life Experiences**
-  **Organizational Health**
-  **Operational Excellence**

Performance Measures & Strategic Plan (con't)

Each budget has a series of performance measures and benchmarks attached to it which demonstrate the workload, effectiveness and outcome of taxpayer support for the annual operations of the City of Franklin and its pursuit of the goals of the Strategic Plan. Together, these measures demonstrate a proper and diligent use of taxpayer dollars in the pursuit of a greater community.

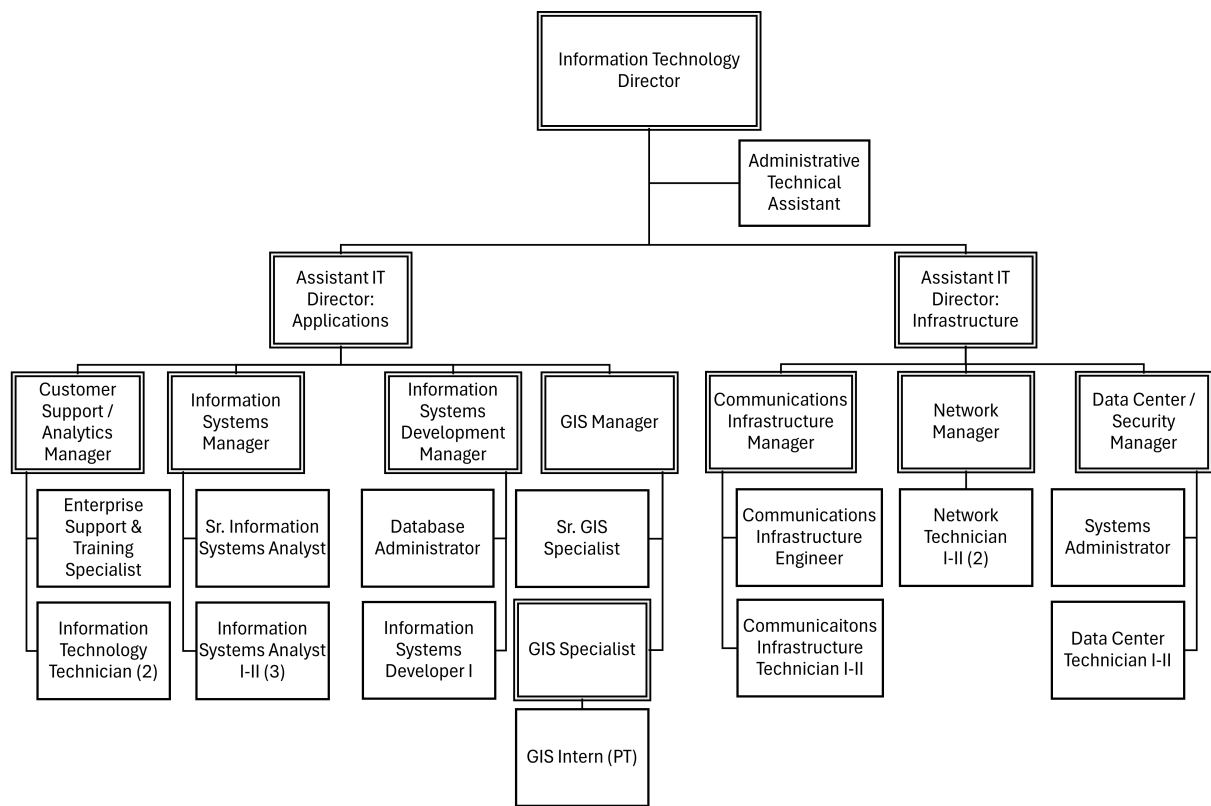
Specific departmental strategic plan measures will be refined as the budget process continues.

General Performance Measures

IT Non-Financial Performance Measures

Output Measure	FY2020	FY2021	FY2022	FY2023	FY2024
Amount					
Number of supported technology devices & applications: desktops.	0	0	337	459	340
Number of supported network devices: wireless radios.	0	0	790	707	780
Number of supported network devices: wireless access points.	0	0	60	78	79
Number of supported network devices: door access.	0	0	200	232	258
Number of supported technology devices & applications: virtual servers.	0	0	150	175	165
Number of supported network devices: radios.	0	0	790	707	780
Number of supported technology devices & applications: laptops.	0	0	425	578	490
Number of budgeted full time positions.	24	25	25	26	27
Number of supported technology devices & applications: physical servers.	0	0	21	17	20
Number of supported infrastructure: intersections.	0	0	130	124	125
Number of supported infrastructure: radio towers.	0	0	3	3	3
Number of supported network devices: network switches/routers.	0	0	125	363	381
Number of supported infrastructure: City facilities (buildings).	0	0	35	37	40
Number of supported technology devices & applications: applications.	0	0	110	119	122
Number of supported technology devices & applications: cameras.	0	0	575	253	271
Number of supported network devices: cellphones.	0	0	387	422	425
Number of supported network devices: phones.	0	0	1,215	1,220	1,337
Number of technology service requests.	4,177	4,022	4,705	6,745	7,556
Number of supported technology devices & applications: mobile data terminals (MDT's).	0	0	170	237	150
Number of supported infrastructure: fiber (# of miles).	0	0	80	82	87
AMOUNT	4,201	4,047	10,333	12,584	13,436

Organizational Chart



Staffing by Position

Budgeted Positions	Pay Grade	FY 2022		FY 2023		FY 2024		FY 2025		FY 2026	
		F-T	P-T	F-T	P-T	F-T	P-T	F-T	P-T	F-T	P-T
Director of Information Technology	N	1	0	1	0	1	0	1	0	1	0
Assistant IT Director: Applications	M	1	0	1	0	1	0	1	0	1	0
Assistant IT Director: Infrastructure	M	0	0	0	0	0	0	1	0	1	0
Information Systems Manager	K	1	0	1	0	1	0	1	0	1	0
Information Systems Development Manager	K	1	0	1	0	1	0	1	0	1	0
Communications Infrastructure Manager	K	1	0	1	0	1	0	1	0	1	0
Network Manager	K	1	0	1	0	1	0	1	0	1	0
Data Center / Security Manager	K	1	0	1	0	1	0	1	0	1	0
Database Administrator	J	1	0	1	0	1	0	1	0	1	0
Customer Support / Analytics Manager	J	1	0	1	0	1	0	1	0	1	0
GIS Manager	J	1	0	1	0	1	0	1	0	1	0
Systems Administrator	J	0	0	0	0	1	0	1	0	1	0
Communication Infrastructure Engineer	J	1	0	1	0	1	0	1	0	1	0
Senior Information Systems Analyst	I	1	0	1	0	1	0	1	0	1	0
Enterprise Support & Training Specialist	H	1	0	1	0	1	0	1	0	1	0
Information Systems Analyst I-II	G-H	3	0	3	0	3	0	3	0	3	0
Communications Infrastructure Technician I-II	G-H	1	0	1	0	1	0	1	0	1	0
Data Center Technician I-II	G-H	2	0	2	0	1	0	1	0	1	0
Network Technician I-II	G-H	2	0	2	0	2	0	2	0	2	0
Sr. GIS Specialist	H	1	0	1	0	1	0	1	0	1	0
Information Systems Developer I	H	0	0	0	0	0	0	0	0	1	0
GIS Specialist	G	1	0	1	0	1	0	1	0	1	0
Administrative Technical Assistant	F	1	0	1	0	1	0	1	0	1	0
Information Technology Technician	F	1	0	2	0	2	0	2	0	2	0
GIS Intern	INTERN	0	1	0	1	0	1	0	1	0	1
Sub-Total - Budgeted Positions		25	1	26	1	26	1	27	1	28	1
Total Authorized Positions		25	1	26	1	26	1	27	1	28	1

Budget Summary

Information Technology

	ACTUAL 2023	ACTUAL 2024	BUDGET 2025	EOY 2025	BUDGET 2026		
	FY2023	FY2024	FY2025	FY2025	FY2026	25 v. 26 Difference \$	25 v. 26 Difference %
Expenses							
110 - GENERAL FUND							
PERSONNEL							
PERSONNEL (81000)	\$3,053,754	\$3,480,391	\$3,691,926	\$3,672,972	\$3,868,518	\$176,592	4.8%
PERSONNEL TOTAL	\$3,053,754	\$3,480,391	\$3,691,926	\$3,672,972	\$3,868,518	\$176,592	4.8%
OPERATIONS							
SERVICES (82000)	\$2,373,067	\$3,222,518	\$3,566,264	\$3,308,768	\$3,854,672	\$288,408	8.1%
SUPPLIES (83000)	\$253,349	\$387,521	\$352,901	\$437,529	\$357,450	\$4,549	1.3%
BUSINESS EXPENSES (85000)	\$86,895	\$132,351	\$52,724	\$34,495	\$4,000	(\$48,724)	(92.4%)
DEBT SERVICE (86000)	\$48,089	\$77,156	\$0	\$76,569	\$126,968	\$126,968	–
REIMBURSEMENT OF EXPENDITURES (87500)	(\$648,031)	(\$915,780)	(\$915,778)	(\$915,778)	(\$1,117,516)	(\$201,738)	22.0%
OPERATIONS TOTAL	\$2,113,370	\$2,903,765	\$3,056,111	\$2,941,583	\$3,225,574	\$169,463	5.6%
CAPITAL	\$224,518	\$277,146	\$325,000	\$277,114	\$1,315,000	\$990,000	304.6%
110 - GENERAL FUND TOTAL	\$5,391,642	\$6,661,302	\$7,073,037	\$6,891,669	\$8,409,092	\$1,336,055	18.9%
EXPENSES TOTAL	\$5,391,642	\$6,661,302	\$7,073,037	\$6,891,669	\$8,409,092	\$1,336,055	18.9%



City of Franklin, Tennessee

FY 2026 Operating Budget

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FY 2026 Operating Budget

Billing & Licensing

Jessica Davey, Billing & Licensing Director

Departmental Summary

The Department of Billing & Licensing performs billing services, collection services, and provides custom service for the City of Franklin Utility Department (water and wastewater), Stormwater Division, and the Sanitation & Environmental Services Department. The department collects and processes business taxes, alcohol taxes, state shared taxes, and hotel/motel taxes. In addition, Billing & Licensing processes numerous permits for our citizens.

Performance Measures & Strategic Plan

The City of Franklin is in process of revising its Strategic Plan. First established in 2013, the City of Franklin Strategic Plan has specific and demonstrable objectives for each department which, when achieved individually, will cohesively move Franklin forward to meet the challenges and demands of the future.

The new strategic plan has six major goals. They include:

-  **Safe Clean Livable City**
-  **Sustainable Growth & Economic Vitality**
-  **Fiscally Sound**
-  **Quality Life Experiences**
-  **Organizational Health**
-  **Operational Excellence**

Each budget has a series of performance measures and benchmarks attached to it which demonstrate the workload, effectiveness and outcome of taxpayer support for the annual operations of the City of Franklin and its pursuit of the goals of the Strategic Plan. Together, these measures demonstrate a proper and diligent use of taxpayer dollars in the pursuit of a greater community.

Specific departmental strategic plan measures will be refined as the budget process continues.

General Performance Measures

Billing & Licensing Financial Performance Measures

Output Measure	FY2020	FY2021	FY2022	FY2023	FY2024
Amount					
Average monthly sewer bill.	\$66	\$68	\$71	\$77	\$77
Average monthly water bill.	\$50	\$52	\$55	\$61	\$62
Average monthly irrigation bill.	\$222	\$213	\$193	\$287	\$292
AMOUNT	\$338	\$333	\$318	\$425	\$431

Billing & Licensing Non-Financial Performance Measures

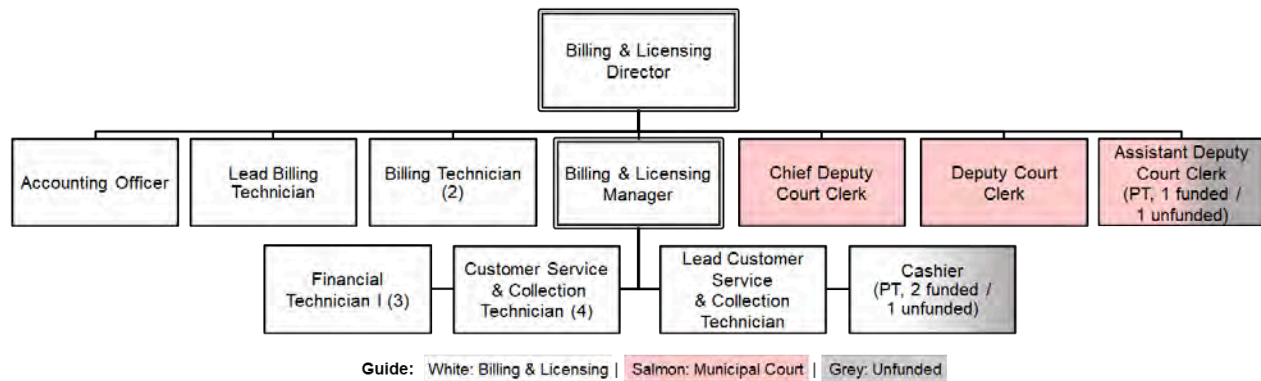
Output Measure	FY2020	FY2021	FY2022	FY2023	FY2024
Amount					
Number of property tax bills issued.	33,458	33,857	35,020	35,834	36,526
Utility collections as a percentage of utilities billed.	95.4	94.4	94.7	96.09	94.56
Number of lock box transactions.	79,776	70,348	55,753	48,450	41,208
Sustainable Franklin Measure: Percent of electronic versus manual payments. Goal: Increase by 1% by fiscal year ending.	92	93	95.1	95.41	95.7
Total percent of property tax collected within one year of levy.	98.8	99.1	99.1	99.1	99
Number of in-person transactions.	10,692	7,708	7,639	8,794	8,986
Percent of total transactions that were in person.	3.2	2.3	2.2	2.47	2.5
Number of bank draft transactions.	106,175	113,496	138,094	153,254	160,193
Percent of total transactions that were paper.	4.5	3.9	2.7	2.12	1.8
Number of delinquent notices.	2,575	2,906	6,231	5,921	6,039
Percent of total transactions that were electronic.	92.3	93.8	95.1	95.41	95.7
Total percent of property tax collected as a percentage of total levy.	99.9	99.1	99.1	99.1	99
Total number of transactions.	338,017	339,602	346,752	355,415	353,884
Number of water & sewer bills issued.	354,462	359,833	365,985	369,858	374,253
Total new requests for service.	2,395	2,524	2,335	2,036	2,016
Efficiency Measure: Maintain a utility billing error rate at or below 2%.	0.07	0.06	0.07	0.04	0.13
Number of ACH/RPPS transactions.	80,973	78,558	70,663	62,137	56,128
Number of drop box (2nd Avenue) & mail transactions.	15,273	13,272	9,499	7,523	6,248
Number of water shutoffs.	500	990	999	956	1,215
Number of web transactions.	45,128	56,220	65,104	75,257	81,121
AMOUNT	1,069,910.17	1,079,799.66	1,104,562.07	1,125,924.74	1,128,305.39

Citizens Survey

Revenue Management Department Citizen Survey Results

Measure	FY2016	FY2019	FY2022
Amount			
Percent rating the quality of utility billing services as fair/poor	21	20	19
Percent rating the quality of utility billing services as excellent/good	79	80	81
AMOUNT	100	100	100

Organizational Chart



Staffing by Position

Budgeted Positions	Pay Grade	FY 2022		FY 2023		FY 2024		FY 2025		FY 2026	
		F-T	P-T	F-T	P-T	F-T	P-T	F-T	P-T	F-T	P-T
Billing & Licensing											
Billing & Licensing Director	L	0	0	0	0	0	0	1	0	1	0
Revenue & Licensing Manager	J	1	0	1	0	1	0	0	0	0	0
Billing & Licensing Manager	J	0	0	0	0	0	0	1	0	1	0
Customer Service Supervisor	H	1	0	1	0	1	0	0	0	0	0
Accounting Officer	G	1	0	1	0	1	0	1	0	1	0
Lead Billing/Collections Technician	---	1	0	0	0	0	0	0	0	0	0
Lead Customer Service & Collections Technician	F	0	0	1	0	1	0	1	0	1	0
Lead Billing Technician	F	0	0	1	0	1	0	1	0	1	0
Financial Technician I	E	3	0	3	0	3	0	3	0	3	0
Billing Technician	E	0	0	2	0	2	0	2	0	2	0
Customer Service & Collections Technician	E	0	0	4	0	4	0	4	0	4	0
Billing/Collections Technician	---	7	0	0	0	0	0	0	0	0	0
Cashier	D	0	2	0	2	0	2	0	2	0	2
Sub-Total - Budgeted Positions		14	2	14	2	14	2	14	2	14	2

Authorized, Unbudgeted Positions	Pay Grade	FY 2022		FY 2023		FY 2024		FY 2025		FY 2026	
		F-T	P-T	F-T	P-T	F-T	P-T	F-T	P-T	F-T	P-T
Cashier	D	0	1	0	1	0	1	0	1	0	0
Sub-Total - Unbudgeted Positions		1	1	0	1	0	1	0	1	0	0

Total Authorized Positions	14	3	14	3	14	3	14	3	14	2
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Budget Summary

Billing & Licensing

	ACTUAL 2023	ACTUAL 2024	BUDGET 2025	EOY 2025	BUDGET 2026		
	FY2023	FY2024	FY2025	FY2025	FY2026	25 v. 26 Difference \$	25 v. 26 Difference %
Expenses							
110 - GENERAL FUND							
PERSONNEL							
PERSONNEL (81000)	\$1,321,113	\$1,489,378	\$1,564,609	\$1,511,082	\$1,534,734	(\$29,875)	(1.9%)
PERSONNEL TOTAL	\$1,321,113	\$1,489,378	\$1,564,609	\$1,511,082	\$1,534,734	(\$29,875)	(1.9%)
OPERATIONS							
SERVICES (82000)	\$23,864	\$19,922	\$32,690	\$19,620	\$21,940	(\$10,750)	(32.9%)
SUPPLIES (83000)	\$36,479	\$40,475	\$49,425	\$21,956	\$34,475	(\$14,950)	(30.3%)
BUSINESS EXPENSES (85000)	\$392,988	\$429,832	\$474,012	\$445,045	\$451,200	(\$22,812)	(4.8%)
REIMBURSEMENT OF EXPENDITURES (87500)	(\$864,398)	(\$1,069,234)	(\$1,069,233)	(\$1,069,233)	(\$1,236,532)	(\$167,299)	15.7%
OPERATIONS TOTAL	(\$411,067)	(\$579,005)	(\$513,106)	(\$582,612)	(\$728,917)	(\$215,811)	42.1%
CAPITAL							
CAPITAL ASSETS (89000)	-	-	\$0	\$0	\$0	\$0	-
CAPITAL TOTAL	-	-	\$0	\$0	\$0	\$0	-
110 - GENERAL FUND TOTAL	\$910,046	\$910,373	\$1,051,503	\$928,470	\$805,817	(\$245,686)	(23.4%)
EXPENSES TOTAL	\$910,046	\$910,373	\$1,051,503	\$928,470	\$805,817	(\$245,686)	(23.4%)



FY 2026 Operating Budget

Municipal Court

Jessica Davey, Billing & Licensing Director

Departmental Summary

Department Mission

Our mission is to effectively, efficiently, and accurately process City ordinance violations, to create and sustain customer-oriented quality service that provides maximum access to the court, and to promote public confidence in the court system.

Department Vision

Our vision is to provide those appearing and practicing before the court with fair, efficient, and expeditious means of proceeding with their business. We achieve our vision with competent, professional employees, continuing advancements in technology, and process improvement measures.

Performance Measures & Strategic Plan

The City of Franklin is in process of revising its Strategic Plan. First established in 2013, the City of Franklin Strategic Plan has specific and demonstrable objectives for each department which, when achieved individually, will cohesively move Franklin forward to meet the challenges and demands of the future.

The new strategic plan has six major goals. They include:



Each budget has a series of performance measures and benchmarks attached to it which demonstrate the workload, effectiveness and outcome of taxpayer support for the annual operations of the City of Franklin and its pursuit of the goals of the Strategic Plan. Together, these measures demonstrate a proper and diligent use of taxpayer dollars in the pursuit of a greater community.

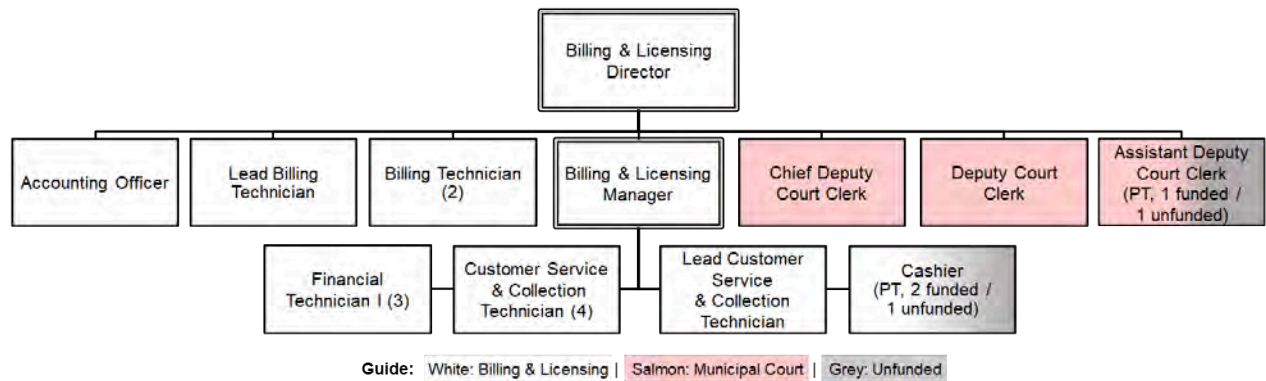
Specific departmental strategic plan measures will be refined as the budget process continues.

General Performance Measures

Court Non-Financial Performance Measures

Output Measure	FY2020	FY2021	FY2022	FY2023	FY2024
Amount					
Average number of days from issuance of a citation to resolution (non-traffic school).	43	41	40	40	40
Number of moving violation cases.	1,524	1,650	1,514	3,406	2,528
Sustainable Franklin Metric: Percentage of customer inquiries responded to within 2 business days.	100	100	100	100	100
Number of parking violations - cited cases.	3,863	1,930	1,009	2,053	2,122
Municipal Court collections as a percentage of municipal obligations billed.	89	88	90	90	90
Number of financial responsibility cases.	290	297	277	254	218
Number of seat belt cases.	39	28	46	42	45
Number of codes enforcement cases.	57	86	41	85	68
Number of license and registration cases.	511	570	578	716	462
Number of failure to appear cases.	256	188	133	169	177
Number of parking violations - warning cases.	547	392	750	3,161	6,691
Total cases filed.	7,087	5,141	3,886	5,543	5,620
AMOUNT	14,406	10,511	8,464	15,659	18,161

Organizational Chart



Staffing by Position

Budgeted Positions	Pay Grade	FY 2022		FY 2023		FY 2024		FY 2025		FY 2026	
		F-T	P-T	F-T	P-T	F-T	P-T	F-T	P-T	F-T	P-T
Municipal Court											
Chief Deputy Court Clerk	I	1	0	1	0	1	0	1	0	1	0
Deputy Court Clerk	F	1	0	1	0	1	0	1	0	1	0
Assistant Deputy Court Clerk	D	0	1	0	1	0	1	0	1	0	1
Sub-Total - Budgeted Positions		2	1	2	1	2	1	2	1	2	1
Authorized, Unbudgeted Positions	Pay Grade	FY 2022		FY 2023		FY 2024		FY 2025		FY 2026	
		F-T	P-T	F-T	P-T	F-T	P-T	F-T	P-T	F-T	P-T
Assistant Deputy Court Clerk	D	0	1	0	1	0	1	0	1	0	1
Sub-Total - Unbudgeted Positions		0	1	0	1	0	1	0	1	0	1
Total Authorized Positions		2	2	2	2	2	2	2	2	2	2

Budget Summary

Court

	ACTUAL 2023	ACTUAL 2024	BUDGET 2025	EOY 2025	BUDGET 2026		
	FY2023	FY2024	FY2025	FY2025	FY2026	25 v. 26 Difference \$	25 v. 26 Difference %
Expenses							
110 - GENERAL FUND							
PERSONNEL							
PERSONNEL (81000)	\$236,268	\$261,663	\$319,197	\$285,849	\$285,795	(\$33,402)	(10.5%)
PERSONNEL TOTAL	\$236,268	\$261,663	\$319,197	\$285,849	\$285,795	(\$33,402)	(10.5%)
OPERATIONS							
SERVICES (82000)	\$12,154	\$12,707	\$94,884	\$10,921	\$11,327	(\$83,557)	(88.1%)
SUPPLIES (83000)	\$9,574	\$5,798	\$16,850	\$8,296	\$13,100	(\$3,750)	(22.3%)
BUSINESS EXPENSES (85000)	\$10,650	\$11,016	\$10,730	\$12,010	\$7,000	(\$3,730)	(34.8%)
DEBT SERVICE (86000)	–	\$44,700	\$0	\$0	\$38,300	\$38,300	–
OPERATIONS TOTAL	\$32,378	\$74,221	\$122,464	\$31,227	\$69,727	(\$52,737)	(43.1%)
CAPITAL	–	\$288,695	–	(\$40,000)	\$0	\$0	–
110 - GENERAL FUND TOTAL	\$268,646	\$624,579	\$441,661	\$277,076	\$355,522	(\$86,139)	(19.5%)
EXPENSES TOTAL	\$268,646	\$624,579	\$441,661	\$277,076	\$355,522	(\$86,139)	(19.5%)



FY 2026 Operating Budget

Project & Facilities Management

Brad Wilson, Project & Facilities Manager

Departmental Summary

Department Goals

The Facilities Department's mission is to manage all City facilities in a sustainable and economical environment wherever possible. The Department strives for a safe and healthy environment for all team and community members that use the facilities we manage. We continue to support other City departments such as Fire, Parks, Police, Public Works, Sanitation and Environmental Services, and Water Management when requested in keeping their facilities safe and functioning so that they can meet the needs of our citizens.

FY 2026 Outlook

In the coming fiscal year, our goal will remain to maintain a safe and healthy environment for City of Franklin staff and the community. Facility accessibility will continue to be a priority. Problems will continue to be a high priority to resolve and to get a department or area back up and running as quickly as possible.

Projects

Team meetings will continue on the development of a new City Hall located Downtown on the site of the current facility. The Facilities Department will continue to react daily to any and all assistance that is requested from outlying offices.

Facilities will be working with Engineering and Parks for the project to be located off Carothers in regards to pavilions and structures.

Performance Measures & Strategic Plan

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The new strategic plan has six major goals. They include:



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Specific departmental strategic plan measures will be refined as the budget process continues.

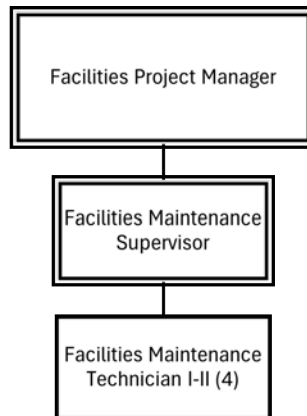
Fac. & Maint. FranklinForward Non-Financial Perf. Measures

Output Measure	FY2020	FY2021	FY2022	FY2023	FY2024
Amount					
Government Agency use of electricity. Goal: Reduce use by 20% by 2020	24,705,955	24,307,916	24,537,753	0	0
AMOUNT	24,705,955	24,307,916	24,537,753	0	0

Fac. & Maint. Non-Financial Performance Measures

Output Measure	FY2020	FY2021	FY2022	FY2023	FY2024
Amount					
Amount of G.S.F./average daily # of people.	0	0	0	65,600	0
Average daytime number of people in buildings.	390	390	350	656	0
Number of buildings/structures maintained.	18	18	31	33	0
Number of employee hours served.	10,700	10,700	10,700	0	0
Gross square footage of municipal buildings (general fund).	720,077	720,077	744,466	772,723	0
Amount of gas used.	95,958	98,421	99,253	1,056	0
Average time to complete a routine request.	4	4	6	6	0
Amount of people served to Facilities staff FTE.	0	0	0	0	0
Number of contractor hours served.	24	24	24	0	0
Number of requests taken.	557	557	557	948	0
Sustainable Franklin Measurement: Government agency use of electricity. Goal: Reduce use by 20% by 2020.	24,705,955	24,307,916	14,167,011	0	0
Amount of electricity (kW) used.	24,705,955	24,307,916	24,537,753	0	0
AMOUNT	50,239,638	49,446,023	39,560,151	841,022	0

Organizational Chart



Staffing by Position

Budgeted Positions	Pay Grade	FY 2022		FY 2023		FY 2024		FY 2025		FY 2026	
		F-T	P-T	F-T	P-T	F-T	P-T	F-T	P-T	F-T	P-T
Facilities Project Manager	K	1	0	1	0	1	0	1	0	1	0
Facilities Maintenance Supervisor	H	1	0	1	0	1	0	1	0	1	0
Lead Facilities Maintenance Worker	F	0	0	1	0	0	0	0	0	0	0
Facilities Maintenance Technician I-II	D-E	3	0	2	0	4	0	4	0	4	0
Custodian	D	1	0	1	0	0	0	0	0	0	0
Totals		6	0	6	0	6	0	6	0	6	0

Budget Summary

Project & Facilities Management

	ACTUAL 2023	ACTUAL 2024	BUDGET 2025	EOY 2025	BUDGET 2026		
	FY2023	FY2024	FY2025	FY2025	FY2026	25 v. 26 Difference \$	25 v. 26 Difference %
Expenses							
110 - GENERAL FUND							
PERSONNEL							
PERSONNEL (81000)	\$531,800	\$631,838	\$620,661	\$626,207	\$674,339	\$53,678	8.6%
PERSONNEL TOTAL	\$531,800	\$631,838	\$620,661	\$626,207	\$674,339	\$53,678	8.6%
OPERATIONS							
SERVICES (82000)	\$1,995,566	\$1,886,640	\$2,076,508	\$1,964,668	\$1,877,867	(\$198,641)	(9.6%)
SUPPLIES (83000)	\$117,420	\$141,844	\$77,397	\$98,597	\$93,697	\$16,300	21.1%
OPERATIONAL UNITS (84000)	–	–	\$0	\$0	\$0	\$0	–
BUSINESS EXPENSES (85000)	\$39,149	\$33,428	\$34,234	\$37,946	\$1,500	(\$32,734)	(95.6%)
REIMBURSEMENT OF EXPENDITURES (87500)	(\$208,508)	(\$209,238)	(\$209,239)	(\$209,239)	(\$257,405)	(\$48,166)	23.0%
OPERATIONS TOTAL	\$1,943,628	\$1,852,673	\$1,978,900	\$1,891,972	\$1,715,659	(\$263,241)	(13.3%)
CAPITAL	–	–	\$0	\$0	\$0	\$0	–
110 - GENERAL FUND TOTAL	\$2,475,428	\$2,484,512	\$2,599,561	\$2,518,179	\$2,389,998	(\$209,563)	(8.1%)
EXPENSES TOTAL	\$2,475,428	\$2,484,512	\$2,599,561	\$2,518,179	\$2,389,998	(\$209,563)	(8.1%)



City of Franklin, Tennessee
FY 2026 Operating Budget

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FY 2026 Operating Budget

Human Resources

Kevin G. Townsel, J.D., Director

Departmental Summary

The goal of the Human Resources Department is to administer a comprehensive human resources program for all City of Franklin employees.

Functions include:

- City's recruitment, hiring and onboarding processes
- Administering the City's Pension, Defined Benefit, Defined Contribution Plan and TCRS plans
- Creating and implementing the HR Manual rules and regulations
- Managing the training of all City employees in OSHA regulations, Civil Treatment and other topics as required/needed
- Procuring and administering all Property and Casualty insurance, including the City's self-insured WC program
- Managing Safety Program for all City employees
- Managing employee benefits
- Conducting workplace investigations
- Classification and compensation administration
- Employee and supervisory training, and
- Procurement and administration of all lines of risk insurance.

Strategic support is provided to department heads and supervisors to assure fairness and consistency among hiring and promotional practices, disciplinary and termination practices and for day-to-day policy interpretation.

FY2025 Accomplishments

- With 90% participation from City employees, implemented Nectar, an employee recognition and rewards platform that fosters a culture of celebration within the City.
- Conducted a Public Safety compensation study, resulting in new pay scales for Police and Fire targeting the 90th percentile of the market along with salary increases to existing staff.
- Obtained a new background check vendor enhancing customer service to prospective employees and a quicker turnaround time for background checks in the hiring process.
- In conjunction with IT, revamped the Tuition Reimbursement program and the portal for employees to submit requests.

FY2025 Accomplishments (con't)

- Implemented two new benefit programs, Hinge Health and Health Advocate. Both are great resources for employees, retirees, and their dependents.
 - Hinge Health is a digital clinic for joint and muscle care. It can assist with pain management, recovering from an injury, or preparing for surgery.
 - Health Advocate is a service that assists employees, retirees, and their dependents to navigate their health by answering questions, scheduling appointments, providing clinical care management, etc.
- Hosted 18 gatherings of Team Talks all-staff meetings to help communicate important information to employees and give staff an opportunity to provide feedback to City leaders.
- Developed new leadership development and team building opportunities for City leaders to enhance organizational health.
- Implemented new Harassment Training program.
- The City of Franklin opted into TCRS's Military Service Retirement Credit provision. This allows employees hired after January 1, 2017 to establish prior service credit.
- In conjunction with IT, developed a request portal for employees considering retirement and wanting a retirement estimate to enhance service to staff.
- Excluding Police and Fire departments, over 3,000 online training courses were completed in Target Solutions.
- Digitized insurance files, medical files, personnel files, and retirement files. Over ~150,000 pages were scanned in Risk/Benefits and another ~150,000 pages of personnel files were organized and prepared for scanning by the HR team for an external vendor to digitize.

Performance Measures & Strategic Plan

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Specific departmental strategic plan measures will be refined as the budget process continues.

Performance Measures & Strategic Plan (con't)

HR FranklinForward Non-Financial Perf. Measures

Output Measure	FY2020	FY2021	FY2022	FY2023	FY2024
Amount					
Percent of the City of Franklin population that are female.	20.7	21.5	52.6	52.64	52.4
Number of employees who had accidents. Goal: Franklin Will develop a continuous improvement program using quantitative and qualitative methods to improve the effectiveness, efficiency, and safety of service delivery processes and systems.	74	70	89	74	111
Percent of City of Franklin Employees that are female. Goal: Actively recruit and retain a workforce representative of the community.	52.6	52.6	21.6	20.4	20.6
Number of lost work days by employees. Goal: Franklin Will develop a continuous improvement program using quantitative and qualitative methods to improve the effectiveness, efficiency, and safety of service delivery processes and systems.	283	150	70	209	364
Percent of the City of Franklin employees that are part of a minority classification. Goal: Actively recruit and retain a workforce representative of the community.	22.7	22.7	7.8	9.6	12.6
Number of credit hours reimbursed for employees. Goal: Franklin Will develop a continuous improvement program using quantitative and qualitative methods to improve the effectiveness, efficiency, and safety of service delivery processes and systems.	185	230	127	198	277
City for Franklin's percentile of the equivalent job expectations as reflected in the marketplace. Goal: Be in the 70th percentile	0	0	75	75	80
Percent of the City of Franklin population that are a minority.	7.9	8.5	22.7	20.67	26.9
AMOUNT	645.9	555.3	465.7	659.31	944.5

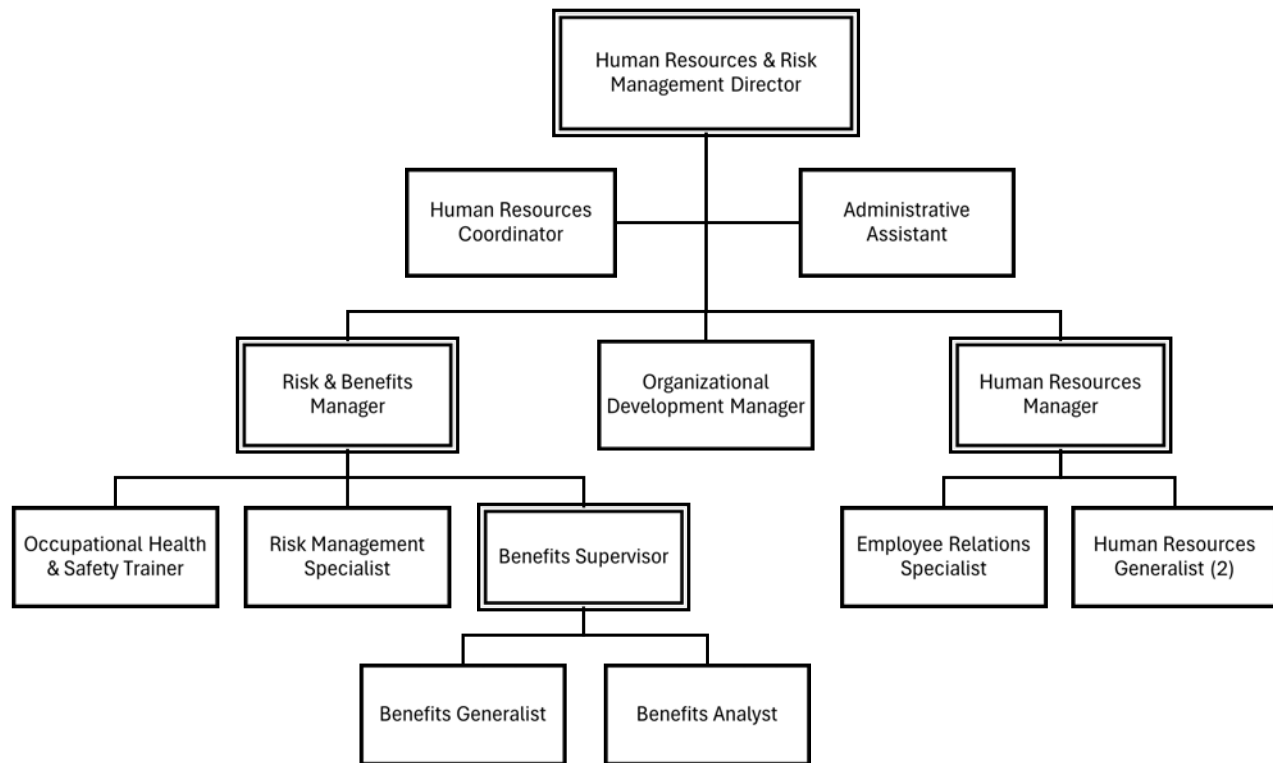
HR Financial Performance Measures

Output Measure	FY2020	FY2021	FY2022	FY2023	FY2024
Amount					
Total HR Department expenditures.	\$1,270,498	\$1,148,280	\$1,433,482	\$1,431,668	\$2,044,679
Worker's compensation paid per policy year.	\$0	\$23,763	\$301,917	\$447,962	\$536,574
Human Resources cost per total FTE (city-wide).	\$1,629	\$1,519	\$1,843	\$1,835	\$2,608
AMOUNT	\$1,272,127	\$1,173,562	\$1,737,242	\$1,881,465	\$2,583,861

HR Non-Financial Performance Measures

Output Measure	FY2020	FY2021	FY2022	FY2023	FY2024
Amount					
Number of externally advertised vacancies.	44	75	82	75	65
Number of budgeted full-time positions.	749	733	778	780	784
Number of requisitions approved (internal and external).	54	68	141	84	71
Number of budgeted part-time positions.	31	23	16	24	19
Total number of HR FTEs.	12	12	11	14	14
Number of new employees hired.	40	70	122	95	97
Number of new hires that were from within ranks (promotions).	23	50	68	41	46
Number of OSHA 300 log recordable injuries or illnesses.	19	20	23	46	25
Average number of applications per advertised position.	57.36	53.33	44.03	43.6	69.44
Number of applications processed (internal and external).	2,692	4,200	3,611	3,270	4,696
Percentage of employee turnover for full-time positions (does not include retirees).	6.5	7	10.6	7.8	7.4
Number of Worker's Compensation claims.	53	53	50	74	51
Average number of days to fill a position.	68	60	75	72	67.64
Number of processed external applications.	2,524	4,000	3,495	3,106	4,514
Number of HR Staff per 100 employees.	1.54	1.59	1.39	1.8	1.78
AMOUNT	6,374.4	9,425.92	8,528.02	7,734.2	10,528.26

Organizational Chart



Staffing by Position

Positions	Pay Grade	FY 2022		FY 2023		FY 2024		FY 2025		FY 2026	
		F-T	P-T	F-T	P-T	F-T	P-T	F-T	P-T	F-T	P-T
Director of Human Resources & Risk Management	N	1	0	1	0	1	0	1	0	1	0
Risk & Benefits Manager	K	1	0	1	0	1	0	1	0	1	0
Human Resources Manager	K	1	0	1	0	1	0	1	0	1	0
Organizational Development Manager	K	0	0	1	0	1	0	1	0	1	0
Benefits Supervisor	I	0	0	1	0	1	0	1	0	1	0
Benefits Specialist	--	1	0	0	0	0	0	0	0	0	0
Risk Management Specialist	I	1	0	1	0	1	0	1	0	1	0
Occupational Health & Safety Trainer	H	1	0	1	0	1	0	1	0	1	0
Employee Relations Specialist	H	1	0	1	0	1	0	1	0	1	0
Risk/Benefits Analyst	H	0	0	1	0	1	0	1	0	1	0
Human Resources Generalist	H	3	0	2	0	2	0	2	0	2	0
Benefits Generalist	G	0	0	1	0	1	0	1	0	1	0
Human Resources Coordinator	F	0	0	0	0	0	0	1	0	1	0
Administrative Assistant	E	2	0	2	0	2	0	1	0	1	0
Totals		12	0	14	0	14	0	14	0	14	0

Budget Summary

Human Resources

	ACTUAL 2023	ACTUAL 2024	BUDGET 2025	EOY 2025	BUDGET 2026		
	FY2023	FY2024	FY2025	FY2025	FY2026	25 v. 26 Difference \$	25 v. 26 Difference %
Expenses							
110 - GENERAL FUND							
PERSONNEL							
PERSONNEL (81000)	\$1,510,790	\$1,732,942	\$1,817,285	\$1,804,061	\$1,830,109	\$12,824	0.7%
PERSONNEL TOTAL	\$1,510,790	\$1,732,942	\$1,817,285	\$1,804,061	\$1,830,109	\$12,824	0.7%
OPERATIONS							
SERVICES (82000)	\$422,713	\$463,580	\$705,850	\$695,495	\$654,875	(\$50,975)	(7.2%)
SUPPLIES (83000)	\$54,202	\$38,923	\$68,700	\$59,500	\$48,350	(\$20,350)	(29.6%)
OPERATIONAL UNITS (84000)	–	–	\$0	\$0	\$0	\$0	–
BUSINESS EXPENSES (85000)	\$22,610	\$23,011	\$24,026	\$24,200	\$100	(\$23,926)	(99.6%)
DEBT SERVICE (86000)	–	–	\$0	\$0	\$0	\$0	–
REIMBURSEMENT OF EXPENDITURES (87500)	(\$229,631)	(\$439,006)	(\$439,006)	(\$439,006)	(\$517,627)	(\$78,621)	17.9%
OPERATIONS TOTAL	\$269,894	\$86,508	\$359,570	\$340,189	\$185,698	(\$173,872)	(48.4%)
CAPITAL	–	–	\$0	\$0	\$0	\$0	–
110 - GENERAL FUND TOTAL	\$1,780,684	\$1,819,450	\$2,176,855	\$2,144,250	\$2,015,807	(\$161,048)	(7.4%)
EXPENSES TOTAL	\$1,780,684	\$1,819,450	\$2,176,855	\$2,144,250	\$2,015,807	(\$161,048)	(7.4%)



City of Franklin, Tennessee
FY 2026 Operating Budget

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City of Franklin, Tennessee

FY 2026 Operating Budget

COMMUNITY & ECONOMIC DEVELOPMENT

The function of Community & Economic Development is to evaluate, monitor, regulate and maintain the City's land use and infrastructure, provide code enforcement, strengthen economic opportunity and nurture communal recreation and social spaces.

Under this operating unit are:

- **Building and Neighborhood Services**
- **Planning and Sustainability**
- **Engineering**
- **Traffic Operations Center**
- **Economic Development**
- **Community Development Block Grant (CDBG) Program**
- **Transit**



City of Franklin, Tennessee
FY 2026 Operating Budget

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FY 2026 Operating Budget

Building & Neighborhood Services

Tom Marsh, Director

Departmental Summary

The Building and Neighborhood Services Department (BNS) supports the safety and quality of life for residents and visitors of the City of Franklin. The department has multiple responsibilities including: review of construction documents, issuing permits (building, signs, driveway, and short term vacation rental), construction inspections, and enforcement of standards and regulations found in the Zoning Ordinance, International Property Maintenance Code, and the City of Franklin Municipal Code. There are four divisions within the department: 1) Building Codes Review and Inspections, 2) Development Services and Permitting, 3) Zoning and Floodplain Administration 4) Neighborhood Resources and Housing.

The workload generated by construction activity fluctuates from year to year, but generally remains strong. Multiple large scale developments and thousands of small scale projects will keep the workload of the Department at a high level for plan review, permitting, and inspections. BNS will continue to focus on technological and operational improvements in service delivery to improve efficiency and applicant experience. With the proposed budget, the Department will be able to meet the level of service commitments and maintain a high level of customer service to expected demand.

Accomplishments

- BNS staff achieved 31 new International Code Council (ICC) Certifications. New certifications included several employees who went beyond the minimum required certifications for their positions.
- Issued 6,879 permits with a total construction valuation of \$861 million.
- The building inspection group of 11 individuals averaged 34 inspections per week for a total of 19,467 for the year.
- The BNS Department had 4 employees participate in the City's Mentorship Program and 2 employees participate and complete the University of Tennessee Municipal Technical Advisory Service (MTAS) Leadership Development Program.

Department Goals

In the coming fiscal year, Building and Neighborhood Services will concentrate on meeting level of service commitments and maintaining a high level of customer-focused service due to the anticipated volume of development activity. Our team of highly skilled and technical employees will continue to train, gain certifications, and focus our team on professional development to better serve our citizens.

Strategic Plan Measures

The City of Franklin is in process of revising its Strategic Plan. First established in 2013, the City of Franklin Strategic Plan has specific and demonstrable objectives for each department which, when achieved individually, will cohesively move Franklin forward to meet the challenges and demands of the future.

The new strategic plan has six major goals. They include:



Each budget has a series of performance measures and benchmarks attached to it which demonstrate the workload, effectiveness and outcome of taxpayer support for the annual operations of the City of Franklin and its pursuit of the goals of the Strategic Plan. Together, these measures demonstrate a proper and diligent use of taxpayer dollars in the pursuit of a greater community.

Specific departmental strategic plan measures will be refined as the budget process continues.

The City of Franklin is a high performing organization that measures performance regularly to improve service delivery and ensure the most efficient expenditure of taxpayer dollars. We do this in a variety of different ways, but there are five main categories of performance measurement the City collects - Strategic Plan performance measures (both Financial and Non-Financial), General performance measures (both Financial and Non-Financial) and Citizen Survey data.

The Building and Neighborhood Services Department has four of these categories - Strategic Plan measures (Non-Financial), General performance measures (Financial and Non-Financial), and Citizens Survey data.

Citizens Survey

BNS Department Citizen Survey Results

Measure	FY2016	FY2019	FY2022
Amount			
Percent rating the quality of code enforcement (weeds, abandoned buildings, etc.) as excellent/good	73	73	73
Percent rating the quality of code enforcement (weeds, abandoned buildings, etc.) as fair/poor	27	27	27
AMOUNT	100	100	100

BNS FranklinForward Non-Financial Performance Measures

Output Measure	FY2020	FY2021	FY2022	FY2023	FY2024
Amount					
Average number of days to resolve a violation. Goal: Reduce the number of cases and days it takes to resolve identified property maintenance violations.	14	10	21	12	10
Percent of all property maintenance violations brought into compliance. Goal: Reduce the number of cases and days it takes to resolve identified property maintenance violations.	99	99	99	97.89	88
Number of cases reported for property maintenance violations. Goal: Reduce the number of cases and days it takes to resolve identified property maintenance violations.	1,694	1,865	1,773	948	722
Average number of days from complaint to first inspection. Goal: Reduce the number of cases and days it takes to resolve identified property maintenance violations.	2	2	2	2	2
Number of cases brought into compliance. Goal: Reduce the number of cases and days it takes to resolve identified property maintenance violations.	1,674	1,850	1,751	928	636
AMOUNT	3,483	3,826	3,646	1,987.89	1,458

General Performance Measures

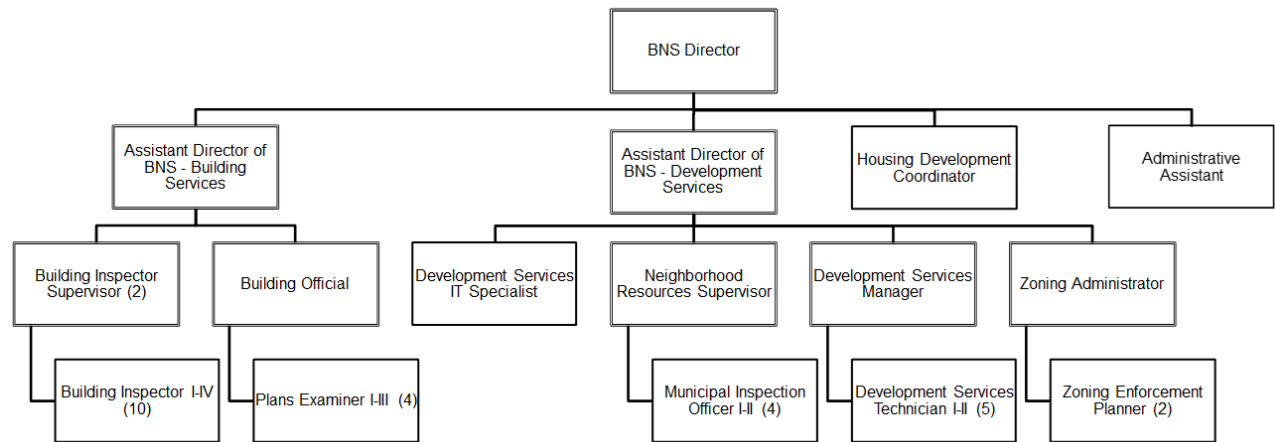
BNS Financial Performance Measures

Output Measure	FY2020	FY2021	FY2022	FY2023	FY2024
Amount					
Total revenue.	\$2,238,080	\$2,194,379	\$2,191,873	\$2,164,167	\$2,401,526
Total building code enforcement cost per building inspection.	\$71	\$84	\$110	\$119	\$183
Total revenue per permit issued.	\$328	\$378	\$387	\$403	\$349
Total gross buildings/codes enforcement cost/year.	\$3,145,299	\$2,840,548	\$3,129,237	\$3,711,794	\$3,710,794
Total value of building and development.	\$654,980,000	\$556,854,988	\$668,844,973	\$755,860,842	\$861,166,549
AMOUNT	\$660,363,778	\$561,890,377	\$674,166,580	\$761,737,326	\$867,279,402

BNS Non-Financial Perf. Measures

Output Measure	FY2020	FY2021	FY2022	FY2023	FY2024
Amount					
Inoperable auto violations.	111	76	85	52	31
Number of Building Inspector/Certified Plan Reviewer FTEs.	17	17	17	17	17
Total property maintenance code violations.	1,694	1,865	1,773	948	760
Property maintenance code inspections.	1,694	1,865	1,773	948	760
Total construction plans reviewed.	1,250	1,424	1,380	1,284	3,715
Property parcels.	25,076	29,115	26,704	27,432	36,887
Total Certificates of Occupancy issued.	1,150	1,659	761	890	972
Dilapidated structure violations.	25	21	15	10	5
Number of Permit Technician/Administrative/Support FTEs.	9	9	9	9	8
Overgrown lot violations.	125	150	103	245	170
Building code violations.	6,682	6,533	3,825	2,654	10
Building inspections performed.	22,762	23,172	19,847	18,194	19,467
Total number of Building Code FTEs.	26	26	26	26	16
Building Inspections per FTE (Inspector FTEs Only).	1,338	1,363	1,654	1,516.167	1,770
Total permits issued.	6,283	5,810	5,670	5,366	6,879
AMOUNT	68,242	73,105	63,642	59,591.167	71,467

Organizational Chart



Staffing by Position

Budgeted Positions	Pay Grade	FY 2022		FY 2023		FY 2024		FY 2025		FY 2026	
		F-T	P-T	F-T	P-T	F-T	P-T	F-T	P-T	F-T	P-T
Building & Neighborhood Services Director	M	1	0	1	0	1	0	1	0	1	0
Assistant Director of Building & Neighborhood Services	L	2	0	2	0	2	0	2	0	2	0
Building Official/Plans Review Supervisor	K	1	0	1	0	1	0	1	0	1	0
Building Inspection Supervisor	I	2	0	2	0	2	0	2	0	2	0
Zoning Administrator	I	1	0	1	0	1	0	1	0	1	0
Development Services Manager	I	1	0	1	0	1	0	1	0	1	0
Neighborhood Resources Supervisor	H	1	0	1	0	1	0	1	0	1	0
Housing Development Coordinator	H	1	0	1	0	1	0	1	0	1	0
Development Services IT Specialist	H	1	0	1	0	1	0	1	0	1	0
Development Services Operations Analyst	G	1	0	1	0	1	0	0	0	0	0
Plans Examiner I-III	G-I	4	0	4	0	4	0	4	0	4	0
Zoning Enforcement Planner I-II	F-G	2	0	2	0	2	0	2	0	2	0
Building Inspector I-IV	E-H	9	0	10	0	10	0	10	0	10	0
Municipal Inspection Officer I-II	E-F	4	0	4	0	4	0	4	0	4	0
Development Services Technician I-II	E-F	4	0	4	0	5	0	5	0	5	0
Administrative Assistant	E	1	0	1	0	1	0	1	0	1	0
Zoning Enforcement Officer	---	0	0	0	0	0	0	0	0	0	0
Neighborhood Resources Coordinator	---	0	0	0	0	0	0	0	0	0	0
Sub-Total - Budgeted Positions		36	0	37	0	38	0	37	0	37	0

Authorized, Unbudgeted Positions	Pay Grade	FY 2022		FY 2023		FY 2024		FY 2025		FY 2026	
		F-T	P-T	F-T	P-T	F-T	P-T	F-T	P-T	F-T	P-T
Building Inspector I-IV	E-H	1	0	0	0	0	0	0	0	0	0
Plans Examiner I-II	G-I	0	0	0	0	0	0	0	0	0	0
Sub-Total - Unbudgeted Positions		1	0	0	0	0	0	0	0	0	0

Total Authorized Positions		37	0	37	0	38	0	37	0	37	0
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Budget Summary

Building & Neighborhood Services

	ACTUAL 2023	ACTUAL 2024	BUDGET 2025	EOY 2025	BUDGET 2026		
	FY2023	FY2024	FY2025	FY2025	FY2026	25 v. 26 Difference \$	25 v. 26 Difference %
Expenses							
110 - GENERAL FUND							
PERSONNEL							
PERSONNEL (81000)	\$3,380,461	\$3,552,735	\$3,679,653	\$3,676,323	\$3,736,785	\$57,132	1.6%
PERSONNEL TOTAL	\$3,380,461	\$3,552,735	\$3,679,653	\$3,676,323	\$3,736,785	\$57,132	1.6%
OPERATIONS							
SERVICES (82000)	\$101,356	\$340,829	\$181,100	\$175,930	\$124,500	(\$56,600)	(31.3%)
SUPPLIES (83000)	\$79,835	\$75,043	\$73,550	\$84,900	\$81,550	\$8,000	10.9%
OPERATIONAL UNITS (84000)	-	-	\$0	\$0	\$0	\$0	-
BUSINESS EXPENSES (85000)	\$78,539	\$61,875	\$79,707	\$55,254	\$25,000	(\$54,707)	(68.6%)
DEBT SERVICE (86000)	-	-	\$0	\$0	\$0	\$0	-
APPROPRIATIONS (87000)	-	-	\$0	\$0	\$0	\$0	-
OPERATIONS TOTAL	\$259,730	\$477,748	\$334,357	\$316,084	\$231,050	(\$103,307)	(30.9%)
CAPITAL							
CAPITAL ASSETS (89000)	-	-	\$0	\$0	\$0	\$0	-
CAPITAL TOTAL	-	-	\$0	\$0	\$0	\$0	-
110 - GENERAL FUND TOTAL	\$3,640,192	\$4,030,482	\$4,014,010	\$3,992,407	\$3,967,835	(\$46,175)	(1.2%)
EXPENSES TOTAL	\$3,640,192	\$4,030,482	\$4,014,010	\$3,992,407	\$3,967,835	(\$46,175)	(1.2%)



FY 2026 Operating Budget

Planning & Sustainability

Emily Wright, Director

Departmental Summary

The Franklin Planning and Sustainability Department (P&SD) works with the Franklin Municipal Planning Commission in providing information and advice to the Board of Mayor and Aldermen and other City departments in order to assist them in making decisions concerning the growth and development of the City.

The P&SD also provides the following:

- Expertise, technical assistance, and staff support to the Planning Commission, the Board of Zoning Appeals, the Historic Zoning Commission, the Civil War Historical Commission, the Sustainability Commission, the Franklin Tree Commission, and various ad-hoc committees.
- Administration and maintenance of Envision Franklin (the Land Use Plan) and the Zoning Ordinance in order to provide policies and regulations that continually strive to improve the built environment while protecting the City's natural and historic resources.
- Long-range planning initiatives to analyze, forecast, and guide future development.
- A leadership role in sustainability efforts for the City and the region.
- Implementation of processes in order to provide effective and efficient development review.
- Oversees performance agreements and sureties and coordinates inspections associated with improvements to new developments, including, but not limited to, drainage, landscaping, sidewalks, streets, and water/wastewater.
- Performs landscaping inspections and reviews.
- Seeks Federal and State funding opportunities in order to assist with activities and projects.
- Serves boards and committee's related to regional and local transportation, including the MPO Board, the Technical Coordinating Committee to the MPO, and the RTA Board, and the TMA Board.
- Assists the Franklin Special School District, the Williamson County School System, and other cities within Williamson County in analyzing growth patterns.
- Assists the school system in introducing concepts of urban planning, historic preservation, and energy efficiency to students.

Departmental Summary (con't)

FY 2026 Outlook

The Planning and Sustainability Department is fully staffed to handle the ever-growing workload associated with growth and development in Franklin.

The top priorities for FY26 are conducting the Preservation Plan Update and the Downtown Parking Study, which will examine existing parking regulations and make recommended policy changes.

Another outstanding priority for FY26 is completing the annual Zoning Ordinance Update. While the 5-Year Comprehensive Zoning Ordinance Update was approved at the end of 2024, there were some remaining topics that the BOMA requested to be further examined in the upcoming year.

Reviewing and recommending plans and rezoning requests, based on Envision Franklin and the Zoning Ordinance, to the Planning Commission and the Board of Mayor and Aldermen is an ongoing responsibility of the P&SD. In keeping development standards up to date and in keeping with new trends, continuing education remains a priority so that staff can continue to learn about topics related to growth management and infill, placemaking, aging infrastructure, stormwater management, sustainability, and regional transportation planning.

Consistent involvement with the Nashville Area MPO will continue. The P&SD will continue to consider the importance of regional transportation for Franklin and how to plan and design land uses that support sustainable local and regional transportation. The P&SD will also work closely with RTA and TMA/Franklin Transit to identify potential long-term park and ride lots, transit routes and new stops, transit hub locations, and future inclusion of a Cool Springs Circulator, as funding permits. The P&SD will also participate in the FTA Transit Master Plan process, should it be funded.

Sustainability initiatives continue to be a primary focus. Through the LEED for Cities designation process in FY19, the City was able to gauge what areas need more attention in the coming years. The Sustainability Commission will continue to work on policy guides for these topics.

The P&SD anticipates another year of increasing development demand and complex annexation requests. The P&SD will lead the Departmental Review Team in reviewing annexation and development applications, striving to improve the City's built environment, while protecting historic and natural resources.

Citizens Survey

Planning Department Citizen Survey Results

Measure	FY2016	FY2019	FY2022
Amount			
Percent rating Franklin as a place to live as excellent/good	97	98	95
Percent rating Franklin as a place to live as fair/poor	3	2	5
Percent rating how important the overall "built environment" of Franklin (including overall design, buildings, parks and transportation systems) is for the Franklin community to focus on in the next two years as excellent/good	83	85	89
Percent rating how important the overall "built environment" of Franklin (including overall design, buildings, parks and transportation systems) is for the Franklin community to focus on in the next two years as fair/poor	17	15	11
Percent rating how important the quality of the overall natural environment in Franklin is for the Franklin community to focus on in the next two years as excellent/good	87	87	88
Percent rating how important the quality of the overall natural environment in Franklin is for the Franklin community to focus on in the next two years as fair/poor	13	13	12
Percent rating the overall "built environment" of Franklin (including overall design, buildings, parks and transportation systems) as it relates to Franklin as a whole as excellent/good	77	79	75
Percent rating the overall "built environment" of Franklin (including overall design, buildings, parks and transportation systems) as it relates to Franklin as a whole as fair/poor	23	21	25
Percent rating the quality of the overall natural environment in Franklin as it related to Franklin as a whole as excellent/good	87	87	83
Percent rating the quality of the overall natural environment in Franklin as it related to Franklin as a whole as fair/poor	13	13	17
Percent rating the value of land use, planning and zoning as excellent/good	59	61	51
Percent rating the value of land use, planning and zoning as fair/poor	41	39	49
Percent rating their level of satisfaction with the City's management of growth as: 1) very satisfied	29	29	26
Percent rating their level of satisfaction with the City's management of growth as: 2) somewhat satisfied	55	51	50
Percent rating their level of satisfaction with the City's management of growth as: 3) somewhat important	15	13	17
Percent rating their level of satisfaction with the City's management of growth as: 4) not at all important	1	7	7
Percent rating your neighborhood as a place to live as excellent/good	92	95	93
Percent rating your neighborhood as a place to live as fair/poor	8	5	7
AMOUNT	800	800	800

Strategic Plan Measures

The City of Franklin is in process of revising its Strategic Plan. First established in 2013, the City of Franklin Strategic Plan has specific and demonstrable objectives for each department which, when achieved individually, will cohesively move Franklin forward to meet the challenges and demands of the future.

The new strategic plan has six major goals. They include:



Each budget has a series of performance measures and benchmarks attached to it which demonstrate the workload, effectiveness and outcome of taxpayer support for the annual operations of the City of Franklin and its pursuit of the goals of the Strategic Plan. Together, these measures demonstrate a proper and diligent use of taxpayer dollars in the pursuit of a greater community.

Specific departmental strategic plan measures will be refined as the budget process continues.

Strategic Plan Measures (con't)

Planning FranklinForward Financial Performance Measures

Output Measure	FY2020	FY2021	FY2022	FY2023	FY2024
Amount					
Value of investment dollars from COA's. Goal: Increase private investment in Franklin's Historic Area.	\$10,494,774	\$17,765,527	\$21,310,287	\$3,458,034	\$6,015,570
AMOUNT	\$10,494,774	\$17,765,527	\$21,310,287	\$3,458,034	\$6,015,570

Planning FranklinForward Non-Financial Perf. Measures

Output Measure	FY2020	FY2021	FY2022	FY2023	FY2024
Amount					
Percent of Citizen's rating neighborhoods excellent/good. Goal: Increase the percentage of residents who rate their neighborhoods as either good or excellent in an annual, biannual, or other specified periodic citizen survey.	94	94	93	93	93
Franklin poverty percentage. Goal: Reduce the poverty for citizens of Franklin to a rate at least 50% below the state average.	6.6	0	5.1	5.1	5.1
Number of square miles for land in City of Franklin.	43	44.23	44.23	44.85	45
State poverty percentage.	13.9	0	14.3	14.4	14
Number of certificates of appropriateness issued for construction. Goal: Increase private investment in Historic Area.	92	57	25	49	103
Percentage of citizen satisfaction survey results rating the City as excellent/good for services. Goal: 90%	93	93	93	89	89
Number of Land Use plan character areas with infrastructure capabilities that have been updated. Goal: At least 1 updated.	1	2	1	1	1
AMOUNT	343.5	290.23	275.63	296.35	350.1

General Performance Measures

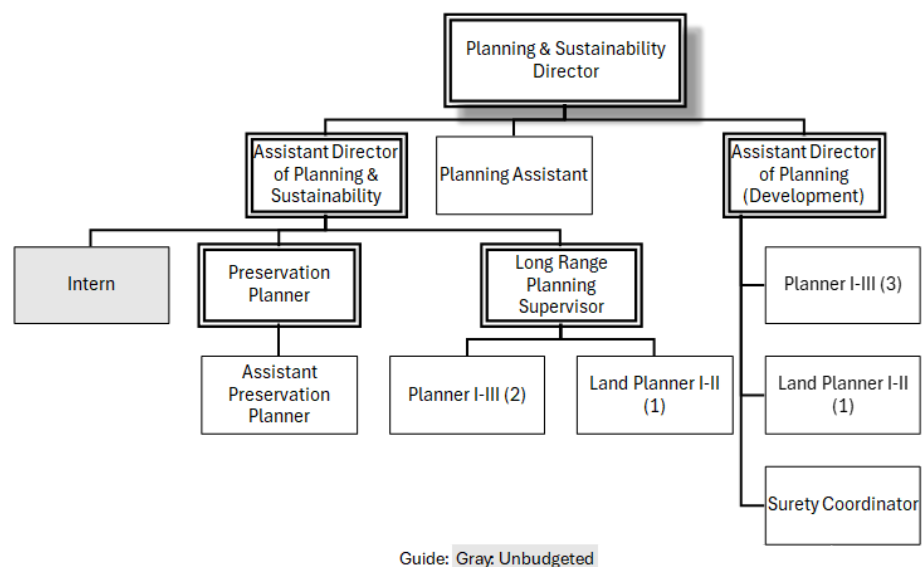
Planning Financial Performance Measures

Output Measure	FY2020	FY2021	FY2022	FY2023	FY2024
Amount					
Amount of private investment in a historic or downtown core.	\$10,494,774	\$17,765,527	\$21,310,287	\$22,967,206	\$31,966,853
Total Planning and Zoning revenues.	\$198,258	\$198,082	\$177,245	\$185,661	\$154,208
AMOUNT	\$10,693,032	\$17,963,609	\$21,487,532	\$23,152,867	\$32,121,061

Planning Non-Financial Performance Measures

Output Measure	FY2020	FY2021	FY2022	FY2023	FY2024
Amount					
Total residential site plans reviewed.	19	35	23	21	19
Total residential unit approvals.	3,075	3,790	2,498	695	775
Total staff hours spent completing a long range plan or a special project in a given year.	200	500	2,000	200	500
Net acreage changes.	477	666	370	509.74	362.5
Total staff hours evaluating zoning ordinance and subdivision regulation in given year.	500	500	432	80	615
Development plans.	12	21	15	15	17
Plats.	63	66	55	73	55
Average number of days for preliminary plat.	0	42	52	52	52
Acreage zoned due to annexation.	477	666	370	16.76	41
Total cases heard by BOZA.	12	23	27	26	26
Total final plats reviewed.	71	62	60	70	51
Total preliminary plats reviewed.	0	2	4	3	4
Total Planning and Zoning Administrative support FTEs.	3	3	3	3	3
Total Municipal Planner FTEs.	7	8	11	11	11
Total staff hours spent on comprehensive plan in given year.	640	750	200	3,000	400
Site plans.	66	134	55	68	59
Acreage rezoned.	1,746	499	386	492.98	321.5
AMOUNT	7,368	7,767	6,561	5,336.48	3,312

Organizational Chart



Staffing by Position

Budgeted Positions	Pay Grade	FY 2022		FY 2023		FY 2024		FY 2025		FY 2026	
		F-T	P-T	F-T	P-T	F-T	P-T	F-T	P-T	F-T	P-T
Planning & Sustainability Director	M	1	0	1	0	1	0	1	0	1	0
Assistant Director of Planning & Sustainability	L	1	0	1	0	1	0	1	0	1	0
Assistant Director of Planning (Development)	L	0	0	1	0	1	0	1	0	1	0
Current Planning Supervisor	J	1	0	0	0	0	0	0	0	0	0
Long Range Planning Supervisor	J	1	0	1	0	1	0	1	0	1	0
Preservation Planner	I	1	0	1	0	1	0	1	0	1	0
Surety Coordinator	H	1	0	1	0	1	0	1	0	1	0
Planner I-III	G-I	5	0	5	0	5	0	5	0	5	0
Land Planner I-II	G-H	2	0	2	0	2	0	2	0	2	0
Technical Support Specialist I-II	F-G	1	0	1	0	1	0	1	0	1	0
Assistant Preservation Planner	G	0	0	1	0	1	0	1	0	1	0
Planning Assistant	F	1	0	1	0	1	0	1	0	1	0
Sub-Total - Budgeted Positions		15	0	16	0	16	0	16	0	16	0

Authorized, Unbudgeted Positions	Pay Grade	FY 2022		FY 2023		FY 2024		FY 2025		FY 2026	
		F-T	P-T	F-T	P-T	F-T	P-T	F-T	P-T	F-T	P-T
Intern	INTERN	0	1	0	1	0	1	0	1	0	1
Sub-Total - Unbudgeted Positions		0	1	0	1	0	1	0	1	0	1

Total Authorized Positions	15	1	16	1	16	1	16	1	16	1
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Budget Summary

Planning & Sustainability

	ACTUAL 2023	ACTUAL 2024	BUDGET 2025	EOY 2025	BUDGET 2026		
	FY2023	FY2024	FY2025	FY2025	FY2026	25 v. 26 Difference \$	25 v. 26 Difference %
Expenses							
110 - GENERAL FUND							
PERSONNEL							
PERSONNEL (81000)	\$1,652,583	\$1,852,003	\$1,938,375	\$1,935,512	\$1,966,211	\$27,836	1.4%
PERSONNEL TOTAL	\$1,652,583	\$1,852,003	\$1,938,375	\$1,935,512	\$1,966,211	\$27,836	1.4%
OPERATIONS							
SERVICES (82000)	\$241,090	\$166,581	\$211,000	\$189,858	\$365,900	\$154,900	73.4%
SUPPLIES (83000)	\$44,583	\$71,820	\$64,250	\$47,725	\$40,250	(\$24,000)	(37.4%)
OPERATIONAL UNITS (84000)	\$4,000	–	\$5,000	\$0	\$0	(\$5,000)	(100.0%)
BUSINESS EXPENSES (85000)	\$14,458	\$14,987	\$16,422	\$15,496	\$3,600	(\$12,822)	(78.1%)
OPERATIONS TOTAL	\$304,131	\$253,388	\$296,672	\$253,079	\$409,750	\$113,078	38.1%
CAPITAL	–	–	\$0	\$0	\$0	\$0	–
110 - GENERAL FUND TOTAL	\$1,956,714	\$2,105,390	\$2,235,047	\$2,188,591	\$2,375,961	\$140,914	6.3%
EXPENSES TOTAL	\$1,956,714	\$2,105,390	\$2,235,047	\$2,188,591	\$2,375,961	\$140,914	6.3%



FY 2026 Operating Budget

Engineering & Traffic Operations Center

Paul P. Holzen, Director

Departmental Summary

This budget contains operations for two separate functions: Engineering and Traffic Operations Center.

ENGINEERING

The Engineering Department plans for the future infrastructure needs of the City of Franklin and consists of three divisions: Engineering, Traffic Operations and Stormwater.

TRAFFIC OPERATIONS CENTER (TOC)

A primary goal of the Traffic Operations Division is to perform timing optimizations for signal systems. Currently there are five major systems in the City - Cool Springs Area (McEwen, Mallory Lane, Carothers Parkway and Cool Springs Blvd), SR 96 E (Murfreesboro Rd./Royal Oaks), Downtown (Main St, Fifth Ave, SR96 West), Hillsboro Road and Columbia Ave. Much of these systems have been further whittled down to specific corridors, including the adaptive signal corridors. Traffic counts and turning movement counts are typically obtained at all signalized intersections within a three year window. These counts are then used to perform signal system timing optimizations on these various corridors.

The Traffic Operations Center (TOC) provides traffic management services to the City of Franklin. The center currently manages 127 traffic signals and 35 Closed Circuit Television (CCTV) cameras. In past years, the TOC has worked towards providing better traffic flow throughout the City through various federal congestion mitigation grants. These grants have allowed the TOC to expand communications to traffic signals and have improved signal operations through software and hardware added to the intersections. Though these tools help move traffic more efficiently, this technology has increased TOC traffic operations and maintenance responsibilities.

The TOC will be addressing new challenges as we move into the future, namely what improvements need to be made to move traffic. The Cool Springs Transportation Study and Goose Creek Coordinated Study are just two of the major planning documents that outline transportation improvements that are necessary for our growing city. This includes traffic operational improvements as congestion becomes more prevalent with increased development. Various other Traffic Impact Studies from development outline further traffic operations needs, such as signal retiming and expansion of the traffic signal system.

Departmental Summary (con't)

Congestion Management:

Traffic counts and data collection have been and continue to be the most basic building blocks of any traffic management system. With the rapid growth and development of the City of Franklin in the recent past, traffic volumes have also grown. This program was designed to perform “turning movement counts” for each peak hour at each of our signalized intersections every three years.

STORMWATER (Budget contained within Stormwater Fund)

The City of Franklin is granted authorization to discharge stormwater through its stormwater infrastructure and into receiving water bodies through a NPDES permit issued by the EPA and administered through TDEC. A condition of this permit coverage is that six minimum control measures are met by the end of the permit cycle. The City is required annually to submit an “annual report”, which is essentially a report to document the progress the City is making towards meeting its current permit requirements. Current minimum control measures are:

- 1) Public Education and Outreach
- 2) Public Involvement and Participation
- 3) Illicit Discharge Detection and Elimination
- 4) Construction Site Stormwater Runoff Control
- 5) Permanent Stormwater Management in Development and Redevelopment
- 6) Pollution Prevention for Municipal Operations

In addition to the above minimum control measures the City is required to do annual ambient monitoring which includes:

- 1) Macroinvertebrate Sampling
- 2) E.coli Sampling
- 3) Visual Stream Assessments

Performance Measures & Strategic Plan

The City of Franklin is in process of revising its Strategic Plan. First established in 2013, the City of Franklin Strategic Plan has specific and demonstrable objectives for each department which, when achieved individually, will cohesively move Franklin forward to meet the challenges and demands of the future.

The new strategic plan has six major goals. They include:



Each budget has a series of performance measures and benchmarks attached to it which demonstrate the workload, effectiveness and outcome of taxpayer support for the annual operations of the City of Franklin and its pursuit of the goals of the Strategic Plan. Together, these measures demonstrate a proper and diligent use of taxpayer dollars in the pursuit of a greater community.

Performance Measures & Strategic Plan (con't)

Specific departmental strategic plan measures will be refined as the budget process continues.

The City of Franklin is a high performing organization that measures performance regularly to improve service delivery and ensure the most efficient expenditure of taxpayer dollars. We do this in a variety of different ways, but there are five main categories of performance measurement the City collects - Strategic Plan performance measures (both Financial and Non-Financial), General performance measures (both Financial and Non-Financial) and Citizens Survey data.

Engineering & Traffic Operations Center has three of these categories - Strategic Plan measures (Non-Financial), General performance measures (Non-Financial) and Citizens Survey data.

Traffic Non-Financial Performance Measures

Output Measure	FY2020	FY2021	FY2022	FY2023	FY2024
Amount					
Number of speed limit signs created.	80	52	47	43	35
Number of signs created.	1,400	1,632	1,498	863	1,055
Number of warning signs created.	125	64	144	139	196
Number of signs for other departments created.	600	783	1,027	533	570
Number of street signs replaced.	1,400	849	461	380	395
Number of parking signs created.	100	22	35	44	67
Number of all way stop placards created.	25	17	21	9	27
Number of road construction signs created.	40	8	23	18	21
Number of yield signs created.	15	47	9	14	5
Number of downtown banners created.	150	101	97	15	33
Number of street name signs created.	83	94	107	43	32
Number of stop signs created.	95	99	75	29	39
AMOUNT	4,113	3,768	3,544	2,130	2,475

General Performance Measures

TOC Non-Financial Performance Measures

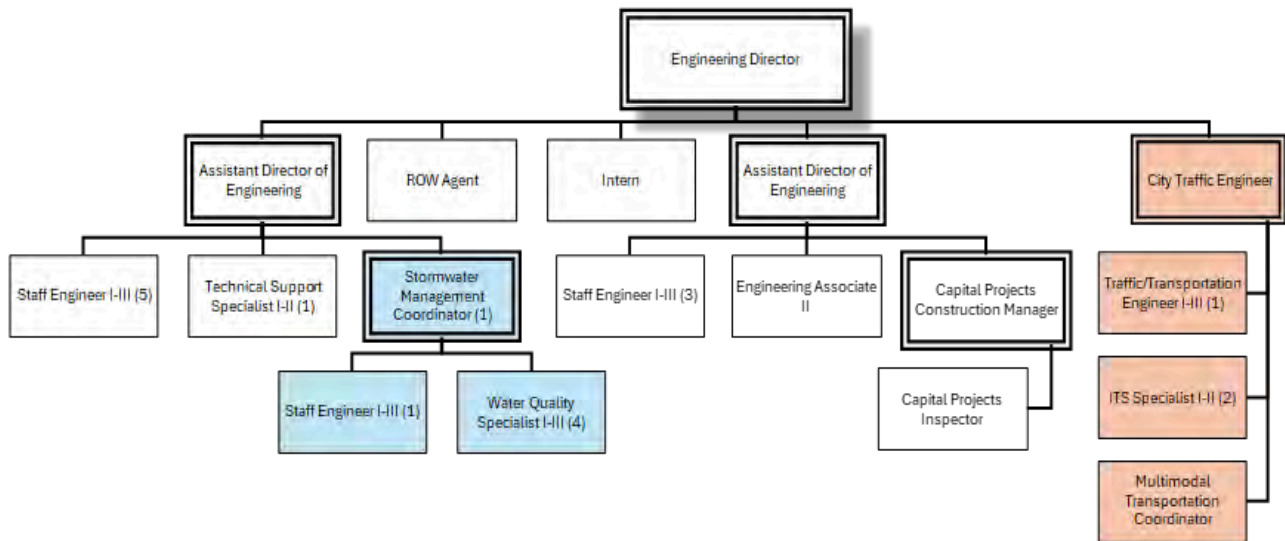
Output Measure	FY2021	FY2022	FY2023	FY2024
Amount				
Last signal timing update for Hillsboro Road.	2,019	2,019	2,019	2,018
Last signal timing update for Downtown Franklin.	2,018	2,018	2,023	2,024
Last Signal Timing Update SR-96 West (New 96)	0	0	2,022	2,022
Last signal timing update for Murfreesboro Road (SR-96).	2,020	2,020	2,020	2,020
Last signal timing update for Goose Creek Bypass.	2,019	2,019	2,020	2,020
Last signal timing update for Cool Springs area.	2,021	2,021	2,021	2,015
Last signal timing update for Columbia Ave.	2,018	2,018	2,018	2,015
AMOUNT	12,115	12,115	14,143	14,134

Citizens Survey

Engineering/TOC Citizen Survey Results

Measure	FY2016	FY2019	FY2022
Amount			
Percent rating ease of public parking as it relates to Franklin as a whole as excellent/good	53	47	54
Percent rating ease of public parking as it relates to Franklin as a whole as fair/poor	47	53	46
Percent rating ease of travel by car in Franklin as it relates to Franklin as a whole as excellent/good	48	56	63
Percent rating ease of travel by car in Franklin as it relates to Franklin as a whole as fair/poor	52	44	37
Percent rating ease of travel by public transportation in Franklin as it relates to Franklin as a whole as excellent/good	23	29	26
Percent rating ease of travel by public transportation in Franklin as it relates to Franklin as a whole as fair/poor	77	71	74
Percent rating ease of travel of bicycle in Franklin as it relates to Franklin as a whole as excellent/good	35	36	38
Percent rating ease of travel of bicycle in Franklin as it relates to Franklin as a whole as fair/poor	65	64	62
Percent rating ease of walking in Franklin as it relates to Franklin as a whole as excellent/good	58	67	63
Percent rating ease of walking in Franklin as it relates to Franklin as a whole as fair/poor	42	33	37
Percent rating the quality of Traffic signal timing as excellent/good	50	56	55
Percent rating the quality of Traffic signal timing as fair/poor	50	44	45
Percent rating traffic flow on major streets as it relates to Franklin as a whole fair/poor	0	0	62
Percent rating traffic flow on major streets as it relates to Franklin as a whole as excellent/good	26	37	38
Percent rating traffic flow on major streets as it relates to Franklin as a whole as fair/poor	74	63	0
AMOUNT	700	700	700

Organizational Chart



Guide: Blue: Stormwater | Pink: Traffic

Staffing by Position

Position	Pay Grade	FY 2022		FY 2023		FY 2024		FY 2025		FY 2026	
		F-T	P-T	F-T	P-T	F-T	P-T	F-T	P-T	F-T	P-T
Engineering											
Director of Engineering	N	1	0	1	0	1	0	1	0	1	0
Assistant Director of Engineering	L	2	0	2	0	2	0	2	0	2	0
Staff Engineer I-III	I-K	8	0	8	0	8	0	8	0	8	0
Capital Projects Construction Manager	J	0	0	1	0	1	0	1	0	1	0
Right of Way Agent	I	1	0	1	0	1	0	1	0	1	0
Capital Projects Inspector	H	1	0	1	0	1	0	1	0	1	0
Technical Support Specialist I-II	F-G	1	0	1	0	1	0	1	0	1	0
Engineering Associate II	G	1	0	1	0	1	0	1	0	1	0
Administrative Assistant	E	1	0	1	0	0	0	0	0	0	0
Intern	INTERN	0	0	0	0	0	0	0	1	0	1
Sub-Total - Budgeted Positions		16	0	17	0	16	0	16	1	16	1

Total Authorized Positions	16	0	17	0	16	0	16	1	16	1
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Position	Pay Grade	FY 2022		FY 2023		FY 2024		FY 2025		FY 2026	
		F-T	P-T	F-T	P-T	F-T	P-T	F-T	P-T	F-T	P-T
Traffic Operations Center											
City Traffic Engineer	L	2	0	1	0	1	0	1	0	1	0
Multimodal Transportation Coordinator	J	0	0	0	0	0	0	1	0	1	0
Traffic/Transportation Engineer I-III	I-K	0	0	1	0	1	0	1	0	1	0
ITS Project Manager	H	1	0	1	0	0	0	0	0	0	0
ITS Specialist I-II	G-I	1	0	1	0	2	0	2	0	2	0
Sub-Total - Budgeted Positions		4	0	4	0	4	0	5	0	5	0

Total Authorized Positions	4	0	4	0	4	0	5	0	5	0
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Budget Summary - Engineering

Engineering

	ACTUAL 2023	ACTUAL 2024	BUDGET 2025	EOY 2025	BUDGET 2026		
	FY2023	FY2024	FY2025	FY2025	FY2026	25 v. 26 Difference \$	25 v. 26 Difference %
Expenses							
110 - GENERAL FUND							
PERSONNEL							
PERSONNEL (81000)	\$1,982,202	\$2,123,605	\$2,237,113	\$2,030,109	\$2,279,785	\$42,672	1.9%
PERSONNEL TOTAL	\$1,982,202	\$2,123,605	\$2,237,113	\$2,030,109	\$2,279,785	\$42,672	1.9%
OPERATIONS							
SERVICES (82000)	\$76,670	\$57,507	\$167,660	\$154,446	\$54,607	(\$113,053)	(67.4%)
SUPPLIES (83000)	\$52,829	\$25,730	\$60,803	\$70,275	\$49,737	(\$11,066)	(18.2%)
OPERATIONAL UNITS (84000)	–	–	–	\$0	\$0	\$0	–
BUSINESS EXPENSES (85000)	\$15,748	\$14,045	\$21,656	\$15,260	\$2,833	(\$18,823)	(86.9%)
DEBT SERVICE (86000)	–	–	\$0	\$0	\$0	\$0	–
REIMBURSEMENT OF EXPENDITURES (87500)	(\$247,183)	(\$193,667)	(\$193,668)	(\$193,668)	(\$214,089)	(\$20,421)	10.5%
OPERATIONS TOTAL	(\$101,936)	(\$96,385)	\$56,451	\$46,313	(\$106,912)	(\$163,363)	(289.4%)
CAPITAL	–	–	\$0	\$0	\$74,000	\$74,000	–
110 - GENERAL FUND TOTAL	\$1,880,267	\$2,027,219	\$2,293,564	\$2,076,422	\$2,246,873	(\$46,691)	(2.0%)
EXPENSES TOTAL	\$1,880,267	\$2,027,219	\$2,293,564	\$2,076,422	\$2,246,873	(\$46,691)	(2.0%)

Budget Summary - Traffic Operations Center

Traffic Operations Center (TOC)

	ACTUAL 2023	ACTUAL 2024	BUDGET 2025	EOY 2025	BUDGET 2026		
	FY2023	FY2024	FY2025	FY2025	FY2026	25 v. 26 Difference \$	25 v. 26 Difference %
Expenses							
110 - GENERAL FUND							
PERSONNEL							
PERSONNEL (81000)	\$371,519	\$540,951	\$637,816	\$569,099	\$658,257	\$20,441	3.2%
PERSONNEL TOTAL	\$371,519	\$540,951	\$637,816	\$569,099	\$658,257	\$20,441	3.2%
OPERATIONS							
SERVICES (82000)	\$107,620	\$1,355,230	\$1,434,157	\$1,411,906	\$440,567	(\$993,590)	(69.3%)
SUPPLIES (83000)	\$46,748	\$153,294	\$179,484	\$187,344	\$194,159	\$14,675	8.2%
OPERATIONAL UNITS (84000)	–	–	\$0	\$0	\$0	\$0	–
BUSINESS EXPENSES (85000)	\$16,913	\$14,608	\$21,988	\$17,129	\$520	(\$21,468)	(97.6%)
DEBT SERVICE (86000)	–	–	\$0	\$0	\$0	\$0	–
OPERATIONS TOTAL	\$171,281	\$1,523,131	\$1,635,629	\$1,616,379	\$635,246	(\$1,000,383)	(61.2%)
CAPITAL	\$11,990	\$0	\$555,000	\$456,000	\$1,910,000	\$1,355,000	244.1%
110 - GENERAL FUND TOTAL	\$554,790	\$2,064,082	\$2,828,445	\$2,641,478	\$3,203,503	\$375,058	13.3%
EXPENSES TOTAL	\$554,790	\$2,064,082	\$2,828,445	\$2,641,478	\$3,203,503	\$375,058	13.3%



FY 2026 Operating Budget

Economic Development

Eric Stuckey, City Administrator

Departmental Summary

This department is used to identify payments specifically related to economic development via civic organization and government appropriations. An allocation is made to the Williamson Chamber of Commerce (Williamson, Inc.) for the Tourism division (supporting growth of new and existing businesses) in the amount of \$33,075, for the Williamson, Inc. Economic Development division (supporting the strategic plan in areas of career growth, outreach, and workforce development) in the amount of \$33,075, and to the Greater Nashville Regional Council in the amount of \$33,813.

An additional allocation for the Williamson County Convention and Visitors Bureau is budgeted in the Hotel Motel Tax Fund.

Strategic Plan Measures

The City of Franklin is in process of revising its Strategic Plan. First established in 2013, the City of Franklin Strategic Plan has specific and demonstrable objectives for each department which, when achieved individually, will cohesively move Franklin forward to meet the challenges and demands of the future.

The new strategic plan has six major goals. They include:

-  **Safe Clean Livable City**
-  **Sustainable Growth & Economic Vitality**
-  **Fiscally Sound**
-  **Quality Life Experiences**
-  **Organizational Health**
-  **Operational Excellence**

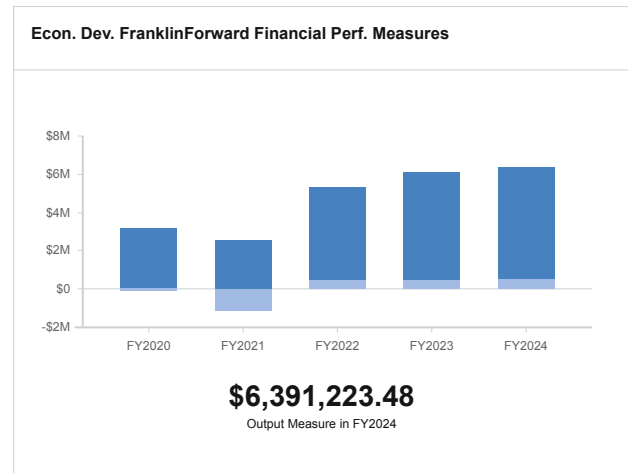
Each budget has a series of performance measures and benchmarks attached to it which demonstrate the workload, effectiveness and outcome of taxpayer support for the annual operations of the City of Franklin and its pursuit of the goals of the Strategic Plan. Together, these measures demonstrate a proper and diligent use of taxpayer dollars in the pursuit of a greater community.

Strategic Plan Measures (con't)

Specific departmental strategic plan measures will be refined as the budget process continues.

The graph to the right depicts the financial performance measure of the sustainable growth and economic prosperity theme in **FranklinForward**. The Economic Development goal to increase revenue from Hotel/Motel taxes and the Conference Center was greatly affected by COVID-19 precautions, but is continuing to recover.

The tables below show important non-financial measures from **FranklinForward** included in Economic Development.



Econ. Dev. FranklinForward Non-Financial Perf. Measures

Output Measure	FY2020	FY2021	FY2022	FY2023	FY2024
Amount					
Williamson County's unemployment rate (percent).	6.4	2.7	2.6	2.7	2.5
Tennessee's unemployment rate (percent).	10.1	4.7	4	3.6	3
Percent of total increase of State of Tennessee sales tax revenue.	2.7	14.1	17	3.18	1.62
Percent of total increase of Franklin sales tax revenue. Measure: Increase local sales tax revenue growth rate compared to state sales tax growth rate.	-2.1	18.3	31.4	4.87	4.83
Total number of jobs in the City. Measure: Franklin will expand and retain business and job opportunities within the community as well as the county. Goal: Increase the number of jobs in the city over the previous year.	41,070	46,631	49,999	50,659	51,252
Franklin's unemployment rate (percent). Measure: Franklin will expand and retain business and job opportunities within the community as well as the county. Goal: Decrease the unemployment rate within the city over the previous year below the county and state levels.	6.6	2.6	2.5	2.6	2.7
Total overall tourist visits to Williamson County. Measure: Franklin will pursue growth and development that embraces its historic context and encourages revenue generation. Goal: Increase tourist visits to Franklin.	1,810,000	1,230,000	1,730,000	1,900,000	8,500,000
AMOUNT	1,851,093.7	1,276,673.4	1,780,056.5	1,950,675.95	8,551,266.65

Citizens Survey

Economic Development Citizen Survey Results

Measure	FY2016	FY2019	FY2022
Amount			
Percent rating a vibrant downtown/commerical areas as it relates to Franklin as a whole as excellent/good	89	92	91
Percent rating a vibrant downtown/commerical areas as it relates to Franklin as a whole as fair/poor	11	8	9
Percent rating cost of living in Franklin as it relates to Franklin as a whole as excellent/good	41	39	30
Percent rating cost of living in Franklin as it relates to Franklin as a whole as fair/poor	59	61	70
Percent rating shopping opportunities as it relates to Franklin as a whole as excellent/good	92	93	90
Percent rating shopping opportunities as it relates to Franklin as a whole as fair/poor	8	7	10
Percent rating the employment opportunities as it relates to Franklin as a whole as excellent/good	75	83	79
Percent rating the employment opportunities as it relates to Franklin as a whole as fair/poor	25	17	21
Percent rating the overall quality of businesses and service establishments in Franklin as it relates to Franklin as a whole as excellent/good	88	92	91
Percent rating the overall quality of businesses and service establishments in Franklin as it relates to Franklin as a whole as fair/poor	12	8	9
Percent rating the quality of economic development services as excellent/good	82	84	76
Percent rating the quality of economic development services as fair/poor	18	16	24
AMOUNT	600	600	600

Organizational Chart

There is no organizational chart associated with Economic Development. It is supported by personnel within Administration.

Staffing by Position

There are no staff formally associated with Economic Development. It is supported by personnel within Administration.

Budget Summary

Economic Development

	ACTUAL 2023	ACTUAL 2024	BUDGET 2025	EOY 2025	BUDGET 2026		
	FY2023	FY2024	FY2025	FY2025	FY2026	25 v. 26 Difference \$	25 v. 26 Difference %
Expenses							
110 - GENERAL FUND							
OPERATIONS							
APPROPRIATIONS (87000)	\$92,209	\$66,150	\$98,353	\$98,353	\$99,963	\$1,610	1.6%
OPERATIONS TOTAL	\$92,209	\$66,150	\$98,353	\$98,353	\$99,963	\$1,610	1.6%
110 - GENERAL FUND TOTAL	\$92,209	\$66,150	\$98,353	\$98,353	\$99,963	\$1,610	1.6%
EXPENSES TOTAL	\$92,209	\$66,150	\$98,353	\$98,353	\$99,963	\$1,610	1.6%



City of Franklin, Tennessee
FY 2026 Operating Budget

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FY 2026 Operating Budget

Community Development Block Grant Fund

Fund Summary

The Community Development Block Grant is funded annually by the Department of Housing and Urban Development (HUD). The City of Franklin has received approximately \$2,300,000, which has been used for various programs throughout the City. These include the rehabilitation of homes for our low to moderate income residents, fair housing outreach and education, and the construction of new single family homes within our pocket communities. These communities have been identified by the US Census as Tract 508 subtracts 1, 2 and 3 and Tract 509.01 subtract 4 as the subtracts in Franklin; these tracts have incomes from \$31,250 to \$39,999 which constitutes less than 80% of the Nashville MSA medians.

Envision Franklin endorses the concept of vibrant neighborhoods being essential to the overall health of the community and should include a range of housing options.

Fund Goals

Acting within the HUD guidelines, the City prepares a Consolidated Plan that serves as the guiding document for how the City will expend its annual Community Development Block Grant (CDBG) funds. This plan was submitted and approved by HUD for years 2020-2025.

From that plan, the City prepares an Annual Action Plan that outlines the City's goals for the coming year and reflects our projections for the next year's spending which is linked to the approved Consolidated Plan. These plans are presented in public meetings for review and comment by the public and ultimately presented and approved by the Board of Mayor and Aldermen.

The City anticipates receiving approximately \$311,931 for the 2025-2026 program year. The City will continue to identify needs and determine the best way to leverage the funds to assist with meeting goals and priorities that support our partners and non-profits to assist low to moderate income residents.

Performance Measures

There are no performance measures associated with the Community Development Block Grant Fund. It is supervised by personnel in the Building & Neighborhood Services Department.

Strategic Plan Measures

There are no strategic plan measures associated with the Community Development Block Grant Fund. It is supervised by personnel in the Building & Neighborhood Services Department.

Staffing by Position

There are no staff formally associated with the Community Development Block Grant Fund. It is supervised by personnel in the Building & Neighborhood Services Department.

Budget Summary

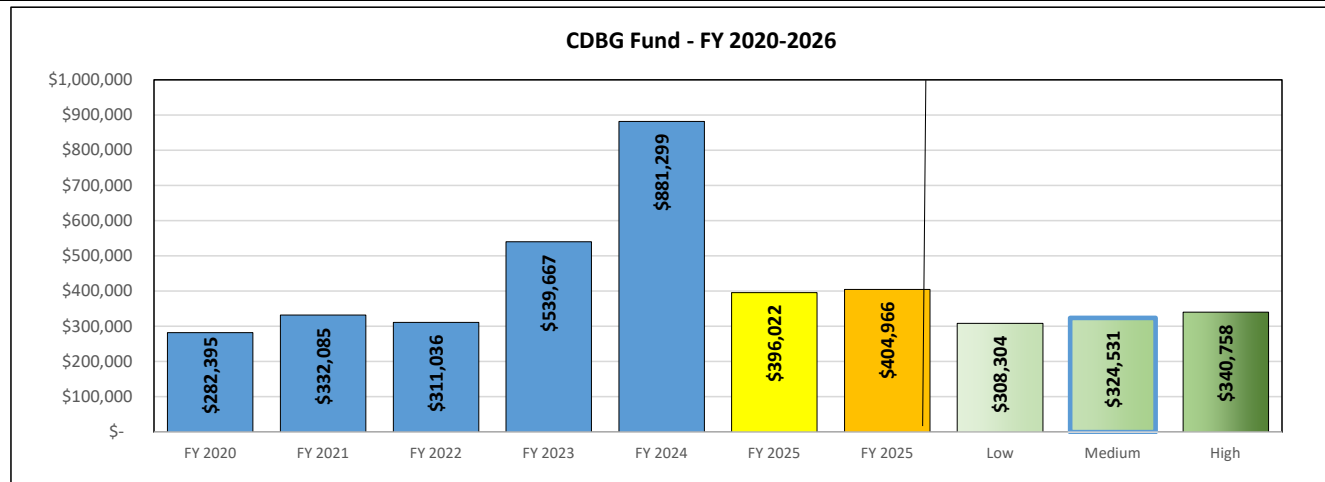
Community Development Block Grant (CDBG)

	ACTUAL 2023	ACTUAL 2024	BUDGET 2025	EOY 2025	FY2026 BUDGET		
	FY2023	FY2024	FY2025	FY2025	FY2026	25 v. 26 Difference \$	25 v. 26 Difference %
Revenues							
REVENUES							
INTERGOVERNMENTAL (33000)	\$523,184	\$854,207	\$386,966	\$386,966	\$311,931	(\$75,035)	(19.4%)
FINES & FEES (35000)	–	–	\$0	\$0	\$0	\$0	–
USE OF MONEY & PROPERTY (36000)	\$16,483	\$27,092	\$9,056	\$18,000	\$12,600	\$3,544	39.1%
OTHER REVENUE (37000)	–	–	\$0	\$0	\$0	\$0	–
CAPITAL CONTRIBUTIONS (39000)	–	–	\$0	\$0	\$0	\$0	–
REVENUES TOTAL	\$539,667	\$881,299	\$396,022	\$404,966	\$324,531	(\$71,491)	(18.1%)
REVENUES TOTAL	\$539,667	\$881,299	\$396,022	\$404,966	\$324,531	(\$71,491)	(18.1%)
Expenses							
170 - COMMUNITY DEVELOPMENT BLOCK GRANT							
OPERATIONS							
SERVICES (82000)	\$318,201	\$401,208	\$368,352	\$187,255	\$251,545	(\$116,807)	(31.7%)
OPERATIONAL UNITS (84000)	\$150,580	\$453,223	\$0	\$97,670	\$60,386	\$60,386	–
BUSINESS EXPENSES (85000)	–	–	–	\$0	\$0	\$0	–
OPERATIONS TOTAL	\$468,781	\$854,431	\$368,352	\$284,925	\$311,931	(\$56,421)	(15.3%)
170 - COMMUNITY DEVELOPMENT BLOCK GRANT TOTAL	\$468,781	\$854,431	\$368,352	\$284,925	\$311,931	(\$56,421)	(15.3%)
EXPENSES TOTAL	\$468,781	\$854,431	\$368,352	\$284,925	\$311,931	(\$56,421)	(15.3%)

Fund:	Community Development Block Grant Fund	Percent of All Revenues	0.1%
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CDBG Fund: The Community Development Block Grant is funded by the Department of Housing and Urban Development based on an annual formula provided by HUD. Under the formula guidelines, the City receives about \$330,000 annually. To date, the City of Franklin has received approximately \$2 million which has been used for emergency rehabilitation of about 62 homes within the City of Franklin for our elderly and low income residents, furthering Fair Housing education, new construction of single family homes within the Hard Bargain and Natchez neighborhoods, and administrating homeless assistance on an as-needed basis.

A sizeable decrease is shown, though that is attributable to the fact that the FY 2023 & 2024 budgets were severely increased due to direct federal aid through the CDBG program for COVID-19 relief efforts. This projection assumes a base of roughly \$312,000. This will be refined later in the budget process.



	Actual					Budget	Estimated	Forecast (FY 2026)			Averages
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2025	Low	Medium	High	
% yr/yr.	-26.6%	17.6%	-6.3%	74%	63%	-55%	2%	-24%	-20%	-16%	
CDBG GRANT (FEDERAL)	269,780	330,407	307,306	523,184	854,207	386,966	386,966	296,334	311,931	327,528	3-yr Average
COVID-19 Relief		0	0	0	0	0	0	-	-	-	\$ 577,334
INTEREST INCOME	12,615	1,679	3,730	16,483	27,092	9,056	18,000	11,970	12,600	13,230	17.5%
											5-Yr Average
											\$ 469,297
											17.6%
Totals	\$ 282,395	\$ 332,085	\$ 311,036	\$ 539,667	\$ 881,299	\$ 396,022	\$ 404,966	\$ 308,304	\$ 324,531	\$ 340,758	

Source: City of Franklin, Annual Comprehensive Financial Reports - 1990-2024 & Estimates from Finance & Revenue Management Departments.



City of Franklin, Tennessee
FY 2026 Operating Budget

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FY 2026 Operating Budget

Transit

Debbie Henry, Executive Director

Departmental Summary

Department Mission

The Franklin Transit Authority connects people and places by providing efficient, effective, and affordable transportation services.

Department Objectives

- Planning, operations and management of the small-scale public transit system.
- Operating six days a week, service is comprised of fixed routes service and Transit On Demand (TODD), a pre-arranged curb-to-curb service, within the City of Franklin including Cool Springs.
- The TMA Group is the contractor of record for the operations and management of the transit system on behalf of the Franklin Transit Authority. The TMA Group is a regional leader in customizing innovative, environmentally-friendly, and multi-modal transportation solutions for employers and communities. All employees are TMA Group employees.

Department Accomplishments

- The TMA Group is excited to report that Franklin Transit ridership is trending up and we are estimating a 10% increase in ridership system wide from the previous year (92,400 passenger trips). The largest increase has been in our Demand Response TODD service.
- TMA Group has increased the capacity and coverage of the TODD service as we had reached capacity and were turning down customers during peak hours. In addition, we have developed a fantastic program with Williamson County high schools for demand response service.
- The Franklin Transit Board will be working with consultants to do a transit vision plan for Franklin Transit Authority.
- TMA Group has procured 4 new vehicles in the past 6 months for Franklin Transit Service, as we continue to freshen up the fleet after a 3-year void in replacement equipment due to supply chain issues.
- The micro-transit for Cool Springs has been delayed until the transit vision study for the City of Franklin has been completed and the Franklin Transit Authority can consider their recommendations. The funds for the project remain with Franklin Transit at this time to be used upon the recommendation of the Franklin Transit Authority.
- TMA Group and Franklin Transit is working with Franklin High School and Centennial High School with special needs students to provide real life transit experience for mobility to jobs, education, and community settings. It is a wonderful program and is expanding to meet necessary needs.
- TMA Group has achieved full staff employment within Franklin Transit.

Strategic Plan Measures

The City of Franklin is in process of revising its Strategic Plan. First established in 2013, the City of Franklin Strategic Plan has specific and demonstrable objectives for each department which, when achieved individually, will cohesively move Franklin forward to meet the challenges and demands of the future.

The new strategic plan has six major goals. They include:

-  **Safe Clean Livable City**
-  **Sustainable Growth & Economic Vitality**
-  **Fiscally Sound**
-  **Quality Life Experiences**
-  **Organizational Health**
-  **Operational Excellence**

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Specific departmental strategic plan measures will be refined as the budget process continues.

Strategic Plan Measures (Non-Financial)

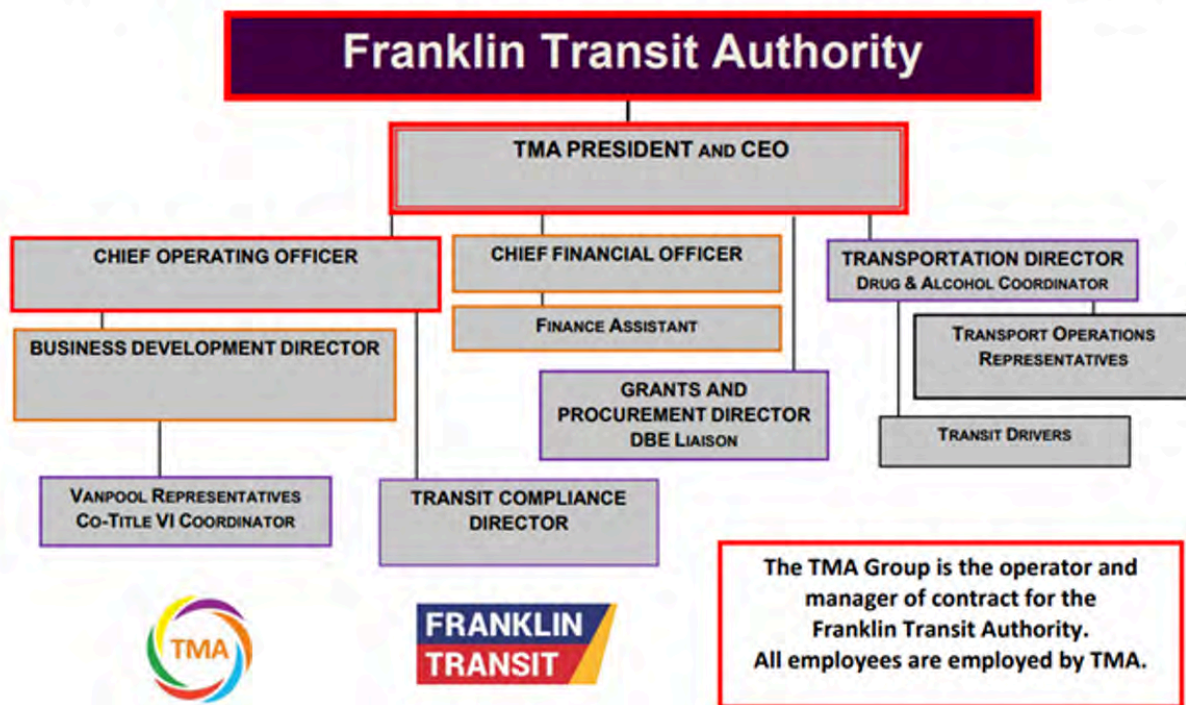
	2020	2021	2022	2023	2024
Increase the Inventory of transit hubs, park-and-ride sites, and alternative services in Franklin.					
Added Transit hubs, Park& Ride sites	-	3	3	-	-
Total	136	139	142	142	142
<i>Increase from Prior year?</i>	0.00%	3.00%	3.00%	0.00%	0.00%
Meeting Goal?	Yes	Yes	Yes	No	No
Increase the number of riders using the Franklin Transit Authority.					
Ridership					
Franklin Transit Fixed Route	45,000	26,000	53,500	55,500	61,400
Transit On Demand (TODD)	21,000	14,100	21,000	30,000	31,000
Microtransit Cool Springs					
Total	66,000	40,100	74,500	85,500	92,400
<i>Increase from Prior year?</i>	-17.82%	-39.24%	85.79%	14.77%	8.07%
Meeting Goal?	No	No	Yes	Yes	Yes

Citizen Survey

Franklin Citizens Survey						
	2016 Citizens Survey		2019 Citizens Survey		2022 Citizens Survey	
	Excellent/ Good	Fair/Poor	Excellent/ Good	Fair/Poor	Excellent/ Good	Fair/Poor
☒ % rating the quality of bus or transit service	42%	58%	54%	46%	40%	60%

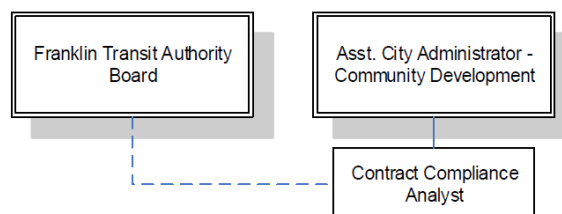
Organizational Chart - Franklin Transit Authority (TMA Group Employees)

THE FRANKLIN TRANSIT AUTHORITY ORGANIZATIONAL CHART 2024



708 Columbia Avenue, Franklin, Tennessee 37064
(615) 628-0260 www.tmagroup.org

Organizational Chart - City of Franklin Employees*



*Transit Inspector also budgeted in Transit Fund, but reports to Traffic Sergeant and shown on Police Department Organizational Chart.

Staffing by Position

Budgeted Positions	Pay Grade	FY 2022		FY 2023		FY 2024		FY 2025		FY 2026	
		F-T	P-T	F-T	P-T	F-T	P-T	F-T	P-T	F-T	P-T
Contract Compliance Analyst	H	0	0	0	1	0	1	0	1	0	1

Total Authorized Positions	0	0	0	1	0	1	0	1	0	1
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**Transit Inspector also budgeted in Transit Fund, but reports to Traffic Sergeant and shown authorized position within the Police Department budget.*

Budget Summary

Transit

	ACTUAL 2023	ACTUAL 2024	BUDGET 2025	EOY 2025	FY2026 BUDGET		
	FY2023	FY2024	FY2025	FY2025	FY2026	25 v. 26 Difference \$	25 v. 26 Difference %
Revenues							
REVENUES							
LOCAL TAXES (31000)	–	–	\$0	\$0	\$0	\$0	–
INTERGOVERNMENTAL (33000)	\$2,627,537	\$3,634,273	\$3,188,134	\$2,542,622	\$2,624,683	(\$563,451)	(17.7%)
CHARGES FOR SERVICES (34000)	\$84,431	\$82,472	\$134,000	\$81,351	\$69,901	(\$64,099)	(47.8%)
USE OF MONEY & PROPERTY (36000)	\$44,033	\$62,706	\$28,401	\$28,421	\$21,731	(\$6,670)	(23.5%)
OTHER REVENUE (37000)	\$687,348	\$549,280	\$1,003,617	\$1,000,000	\$1,461,745	\$458,128	45.6%
REVENUES TOTAL	\$3,443,349	\$4,328,730	\$4,354,152	\$3,652,394	\$4,178,060	(\$176,092)	(4.0%)
REVENUES TOTAL	\$3,443,349	\$4,328,730	\$4,354,152	\$3,652,394	\$4,178,060	(\$176,092)	(4.0%)
Expenses							
160 - TRANSIT							
PERSONNEL							
PERSONNEL (81000)	\$9,272	\$26,576	\$129,643	\$116,993	\$117,735	(\$11,908)	(9.2%)
PERSONNEL TOTAL	\$9,272	\$26,576	\$129,643	\$116,993	\$117,735	(\$11,908)	(9.2%)
OPERATIONS							
SERVICES (82000)	–	–	\$0	\$0	\$0	\$0	–
SUPPLIES (83000)	\$0	–	\$60,000	\$0	\$0	(\$60,000)	(100.0%)
OPERATIONAL UNITS (84000)	\$3,434,077	\$3,818,574	\$3,810,610	\$3,326,209	\$3,661,562	(\$149,048)	(3.9%)
BUSINESS EXPENSES (85000)	–	–	\$0	\$0	\$0	\$0	–
OPERATIONS TOTAL	\$3,434,077	\$3,818,574	\$3,870,610	\$3,326,209	\$3,661,562	(\$209,048)	(5.4%)
CAPITAL							
CAPITAL ASSETS (89000)	–	\$483,580	\$350,000	\$284,320	\$550,415	\$200,415	57.3%
CAPITAL TOTAL	–	\$483,580	\$350,000	\$284,320	\$550,415	\$200,415	57.3%
160 - TRANSIT TOTAL	\$3,443,349	\$4,328,730	\$4,350,253	\$3,727,522	\$4,329,712	(\$20,541)	(0.5%)
EXPENSES TOTAL	\$3,443,349	\$4,328,730	\$4,350,253	\$3,727,522	\$4,329,712	(\$20,541)	(0.5%)

Notes & Objectives

Overall, the FTA distributes its expenses between the Federal government, State government and City of Franklin as follows:

- Capital Expenditures: 80% federal, 10% state, 10% local;
- Preventive Maintenance Expenses: 80% federal and 20% local; and
- Planning Expenses: 80% federal, 10% state, and 10% local.



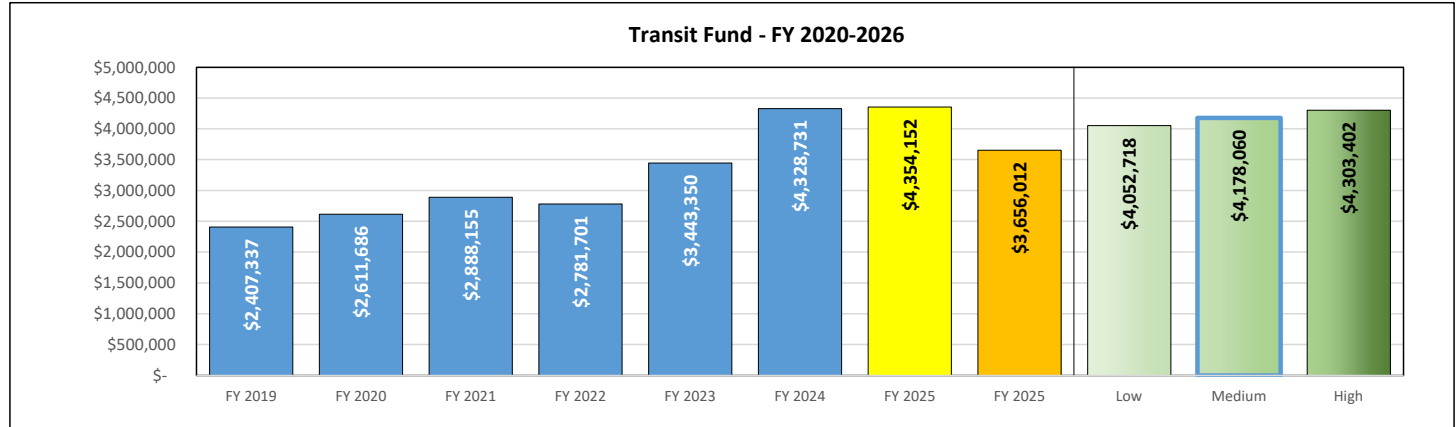
City of Franklin

Revenue Model

Fund:	Transit Fund	Percent of All Revenues	1.6%
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Transit Fund: A special revenue fund used to account for the City's transit operations. The primary sources of revenue are an operating subsidy from the general fund and transit fares. The City has created the Franklin Transit Authority to oversee transit operations. Daily operations of the transit system are managed by a contractor.

The overall forecast for FY 2026 is slightly less than FY 2025, but there is a significantly higher City contribution as CARES Act funding (COVID-era Federal support) has ended.



	Actual						Budget	Estimated	Forecast (FY 2026)			Averages
	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2025	Low	Medium	High	
% yr/yr.	-4.8%	8.5%	10.6%	-3.7%	24%	26%	1%	-16%	11%	14%	18%	
TRANSIT OPERATIONS GRANT (FEDERAL)	1,163,055	1,788,185	1,750,103	1,942,980	2,271,145	3,008,036	2,456,440	2,152,090	2,158,125	2,224,871	2,291,617	3-yr Average
TRANSIT CAPITAL GRANT (FED/STATE)	326,527	344,134	315,608	310,289	356,392	626,237	731,694	390,532	387,817	399,812	411,806	\$ 3,517,927
TRANSIT FARES	84,945	63,427	33,080	68,173	84,431	82,472	134,000	81,351	67,804	69,901	71,999	7.7%
INTEREST INCOME	27,227	33,788	3,122	5,646	34,333	38,198	18,701	18,701	12,698	13,091	13,484	5-Yr Average
RENTAL INCOME	9,700	10,500	8,900	9,700	9,700	9,600	9,700	9,120	8,381	8,640	8,899	\$ 3,210,725
SALE OF SURPLUS ASSETS	0	0	0	0	0	14,908	-	600	-	-	-	7.0%
TRANSFER FROM GENERAL FUND	795,884	371,653	777,341	444,912	687,348	549,280	1,003,617	1,003,617	1,417,893	1,461,745	1,505,597	
Totals	\$ 2,407,337	\$ 2,611,686	\$ 2,888,155	\$ 2,781,701	\$ 3,443,350	\$ 4,328,731	\$ 4,354,152	\$ 3,656,012	\$ 4,052,718	\$ 4,178,060	\$ 4,303,402	

Source: City of Franklin, Annual Comprehensive Financial Reports - 2009-2024 & Estimates from Finance & Revenue Management Departments.



City of Franklin, Tennessee
FY 2026 Operating Budget

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City of Franklin, Tennessee

FY 2026 Operating Budget

PUBLIC WORKS

The Public Works operating unit is responsible for the maintenance, repair and upkeep of the City's intermodal transportation infrastructure and vehicle and equipment fleet.

Under this operating unit are:

- **Streets Department - Maintenance Division**
- **Streets Department - Traffic Division**
- **Streets Department - Fleet Maintenance Division**
- **Fleet Replacement Fund**
- **Stormwater Fund - Streets & Engineering Departments**
- **Street Aid & Transportation Fund**
- **Road Impact Fund**
- **Parks & Recreation**
- **Sanitation & Environmental Services Fund**
- **Water & Wastewater Enterprise Fund**
- **Emergency Management**



City of Franklin, Tennessee
FY 2026 Operating Budget

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FY 2026 Operating Budget

Streets Maintenance

Jerry Hatcher, Director

Departmental Summary

The Streets Department - Maintenance Division consists of the following; Street Maintenance (asphalt, concrete, tractors), Landscape Maintenance, Inspection Team, and Administrative staff members.

The Maintenance Division currently maintains 348 miles of roadway and a portion of designated medians including: Downtown Franklin streetscape, Public Works Facility, and landscaping along the Mack Hatcher Pkwy right-of-way from Murfreesboro Road to Highway 96 West. We currently have a team that performs repair and replacement activities on failing or unsafe sidewalks.

Compost

The Compost Facility defers yard waste and collected leaves from entering the landfill. This valuable resource is processed and used to complete stormwater projects, backyard gardening, park projects, etc. The City realizes a savings by diverting compost material from the landfill, thereby decreasing tipping fees.

Infrared Patch Truck

The Streets Department began using infrared technology to perform routine patching practices in 2012. We utilize the truck to permanently repair potholes, utility cuts and longitudinal joints.

Road Salt and Salt Brine

We currently house 2,400 tons of road salt and 26,000 gallons of salt brine solution at two strategic locations.

Pre-event calculated costs for standard salt spreading method are approximately \$7.50 per lane mile. Pre-event calculated costs for salt brine method are approximately \$1.70 per lane mile. Post-event calculations could double the amount for both methods.

Performance Measures & Strategic Plan

The City of Franklin is in process of revising its Strategic Plan. First established in 2013, the City of Franklin Strategic Plan has specific and demonstrable objectives for each department which, when achieved individually, will cohesively move Franklin forward to meet the challenges and demands of the future.

The new strategic plan has six major goals. They include:



Each budget has a series of performance measures and benchmarks attached to it which demonstrate the workload, effectiveness and outcome of taxpayer support for the annual operations of the City of Franklin and its pursuit of the goals of the Strategic Plan. Together, these measures demonstrate a proper and diligent use of taxpayer dollars in the pursuit of a greater community.

Specific departmental strategic plan measures will be refined as the budget process continues.

Streets Maintenance Financial Performance Measures

Output Measure	FY2020	FY2021	FY2022	FY2023	FY2024
Amount					
Total cost to repair sidewalks.	\$495,000	\$525,000	\$383,277	\$730,556	\$841,519
Total cost of curb & gutter.	\$15,600	\$16,100	\$182,758	\$254,092	\$206,717
Total average cost per square foot to repair sidewalks.	\$10	\$10	\$21	\$21	\$21
Total service costs for maintaining and paving roads.	\$3,500,000	\$3,094,749	\$3,027,580	\$4,037,582	\$5,494,796
Total average cost to repair catch basins and gutters.	\$45	\$45	\$68	\$45	\$45
Total average cost per square yards to repair streets.	\$87	\$78	\$14	\$18	\$19
AMOUNT	\$4,010,742	\$3,635,982	\$3,593,718	\$5,022,314	\$6,543,117

Streets Maintenance Non-Financial Performance Measures

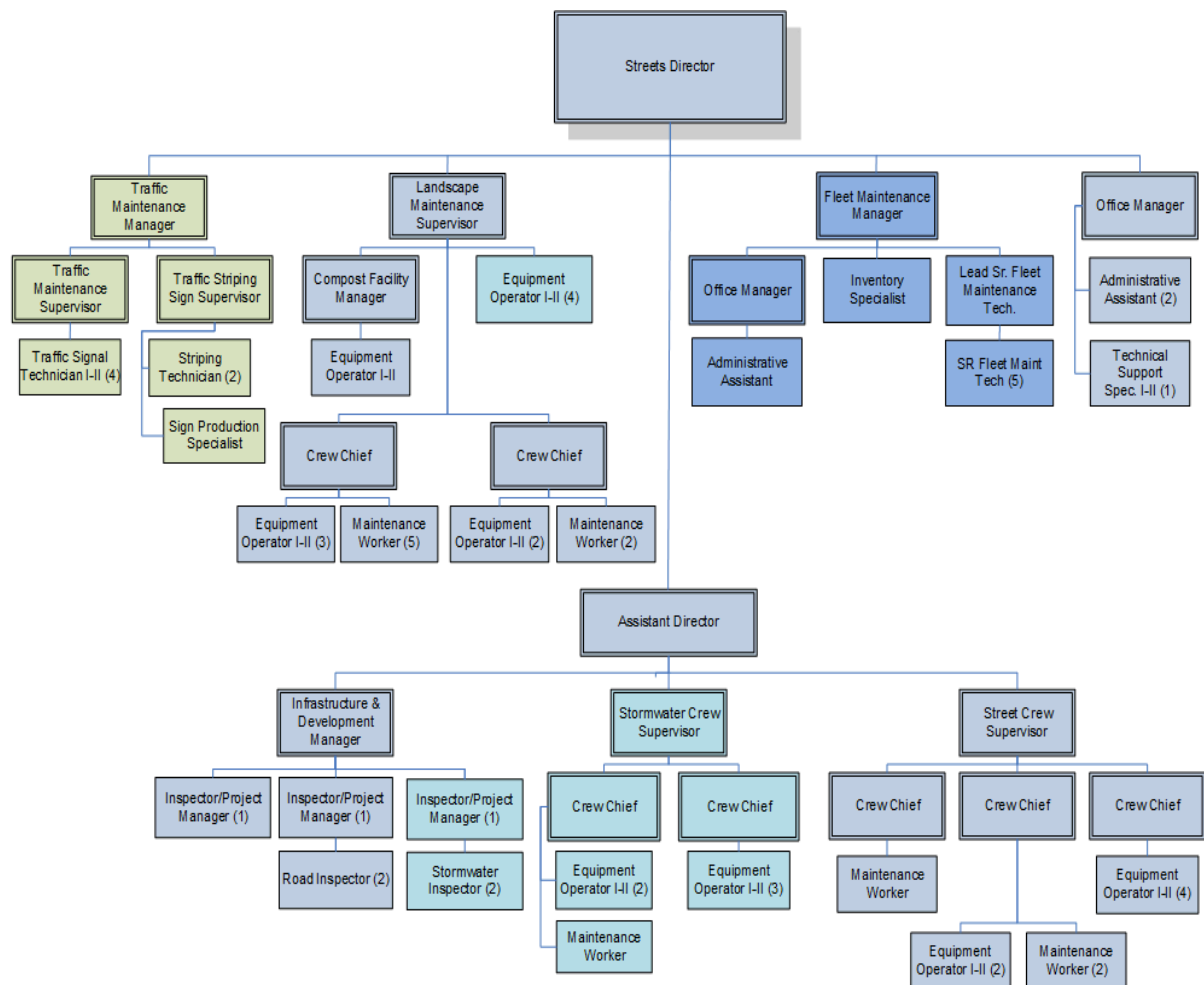
Output Measure	FY2020	FY2021	FY2022	FY2023	FY2024
Amount					
Total number of catch basins and storm drains.	6,550	6,550	6,550	6,550	6,740
Total centerlines painted.	5,000	60,000	72,942	0	24.66
Total number of streets repaired.	70	141	150	154	124
Total number of citizen concerns received.	950	637	587	684	641
Total crosswalks painted.	4,000	2,200	4,688	2,688	4,722
Total miles of sidewalks maintained.	350	352	352	397	410
Total tons of salt used for major weather events.	125	750	650	250	400
Total number of potholes repaired.	250	250	235	210	205
Total cubic yards of leaves collected during leaf vacuum season.	14,000	15,000	15,280	12,700	12,250
Total linear feet of Stormwater channels maintained.	183,091	183,091	183,091	183,091	186,752
Total gravity mains maintained.	12,384	12,384	12,384	12,384	13,631
Paved lane miles for which the jurisdiction is responsible.	343	346	358	387	425.5
Total response time in hours from receipt of concern to investigation and notification.	48	48	48	48	8
Total gallons of brine used for major weather events.	750	1,800	17,000	3,000	6,000
AMOUNT	227,911	283,549	314,315	222,543	232,333.16

Citizen Survey

Street Department Citizen Survey Results

Measure	FY2016	FY2019	FY2022
Amount			
Percent rating the quality of Sidewalk maintenance as excellent/good	71	77	71
Percent rating the quality of Sidewalk maintenance as fair/poor	29	23	29
Percent rating the quality of Snow removal as excellent/good	57	71	57
Percent rating the quality of Snow removal as fair/poor	43	29	43
Percent rating the quality of Street cleaning as excellent/good	81	78	80
Percent rating the quality of Street cleaning as fair/poor	19	22	20
Percent rating the quality of Street lighting as excellent/good	74	75	73
Percent rating the quality of Street lighting as fair/poor	26	25	27
Percent rating the quality of Street repair as excellent/good	62	57	60
Percent rating the quality of Street repair as fair/poor	38	43	40
AMOUNT	500	500	500

Streets Department Organizational Chart



Guide: Green: Traffic | Blue-Grey: Streets | Aqua: Stormwater (Streets) | Dark Blue: Fleet

Staffing by Position

Budgeted Positions	Pay Grade	FY 2022		FY 2023		FY 2024		FY 2025		FY 2026	
		F-T	P-T	F-T	P-T	F-T	P-T	F-T	P-T	F-T	P-T
Streets Director	N	1	0	1	0	1	0	1	0	1	0
Assistant Streets Director	L	1	0	1	0	1	0	1	0	1	0
Infrastructure & Development Manager	I	0	0	0	0	1	0	1	0	1	0
Inspector/Project Manager	H	0	0	0	0	2	0	2	0	2	0
Senior Road Inspector	H	1	0	1	0	0	0	0	0	0	0
Landscape Maintenance Supervisor	H	1	0	1	0	1	0	1	0	1	0
Street Crew Supervisor	H	1	0	1	0	1	0	1	0	1	0
Road Inspector	G	4	0	4	0	2	0	2	0	2	0
Office Manager	G	1	0	1	0	1	0	1	0	1	0
Crew Chief	G	5	0	5	0	5	0	5	0	5	0
Compost Facility Manager	G	1	0	1	0	1	0	1	0	1	0
Technical Support Specialist I-II	F-G	1	0	1	0	1	0	1	0	1	0
Equipment Operator I-II	E-F	7	0	7	0	7	0	12	0	12	0
Administrative Assistant	E	1	0	1	0	1	0	1	0	2	0
Administrative Secretary	D	1	0	1	0	1	0	1	0	0	0
Maintenance Worker	D	15	0	15	0	15	0	10	0	10	0
Sub-Total - Budgeted Positions		41	0	41	0	41	0	41	0	41	0

Total Authorized Positions	40	0	41	0	41	0	41	0	41	0
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Budget Summary

Streets - Maintenance

	ACTUAL 2023	ACTUAL 2024	BUDGET 2025	EOY 2025	BUDGET 2026		
	FY2023	FY2024	FY2025	FY2025	FY2026	25 v. 26 Difference \$	25 v. 26 Difference %
Expenses							
110 - GENERAL FUND							
PERSONNEL							
PERSONNEL (81000)	\$3,856,194	\$4,463,582	\$4,463,414	\$4,458,830	\$4,500,801	\$37,387	0.8%
PERSONNEL TOTAL	\$3,856,194	\$4,463,582	\$4,463,414	\$4,458,830	\$4,500,801	\$37,387	0.8%
OPERATIONS							
SERVICES (82000)	\$914,069	\$903,809	\$952,220	\$926,038	\$939,570	(\$12,650)	(1.3%)
SUPPLIES (83000)	\$252,283	\$523,546	\$508,480	\$489,200	\$450,705	(\$57,775)	(11.4%)
OPERATIONAL UNITS (84000)	—	—	\$0	\$0	\$0	\$0	—
BUSINESS EXPENSES (85000)	\$135,800	\$98,692	\$152,688	\$191,595	\$27,000	(\$125,688)	(82.3%)
DEBT SERVICE (86000)	—	—	\$0	\$0	\$0	\$0	—
OPERATIONS TOTAL	\$1,302,153	\$1,526,048	\$1,613,388	\$1,606,833	\$1,417,275	(\$196,113)	(12.2%)
CAPITAL	\$321,870	\$389,940	\$165,000	\$165,000	\$315,000	\$150,000	90.9%
110 - GENERAL FUND TOTAL	\$5,480,218	\$6,379,570	\$6,241,802	\$6,230,663	\$6,233,076	(\$8,726)	(0.1%)
EXPENSES TOTAL	\$5,480,218	\$6,379,570	\$6,241,802	\$6,230,663	\$6,233,076	(\$8,726)	(0.1%)



HISTORIC
FRANKLIN
TENNESSEE

FY 2026 Operating Budget

Streets Traffic

Jerry Hatcher, Director

Departmental Summary

The Streets Department - Traffic Division currently maintains 127 signalized intersections within the City of Franklin, with electronic pedestrian crosswalks at a majority of these intersections.

Traffic Division personnel are responsible for maintenance of all downtown decorative street lights, school flashers within the City limits, high mast interstate lighting located within the City limits along I-65 from Goose Creek to Moore's Lane, McEwen interchange, McEwen Drive from Carothers to Cool springs Blvd., Carothers Parkway walking trail, Boyd Mill Ave., Liberty Park, S. Carothers Parkway to Long Lane and parking garages on 2nd and 4th Ave.

The Traffic Division sign shop manufactures and installs a variety of signs in compliance with M.U.T.C.D. guidelines. The variety of signs produced include: street name signs, directional signs, regulatory signs, informational signs, speed limit and parking signs, etc. In-house sign manufacturing is a cost savings, as well as a time saver. Sign production is performed on an as needed basis, with no delivery time as a factor. No freight or shipping charges are incurred, as compared to a purchase from an outside vendor.

With commercial grade printing capabilities, the sign design and production system has been utilized for the production of signs for the Parks, Sanitation, Fire, Planning and Police Department. Seasonal downtown decorative banners are produced bi-annually.

Department Outlook

We continue to install LED lighting in areas of city maintenance that previously used High Pressure Sodium or Metal Halide incandescent lighting. Currently, the Traffic Division has converted 100% of Downtown, Carothers, Carothers walking trail, and Liberty Park street lights to LED lighting. Since the High Mast Interstate lighting swap to LED was such a success, we converted the remaining 161 Interstate lights along the median wall and road edges from 96 East to Cool Springs Blvd. Additionally, we have acquired 48 more High Mast LED's from TDOT at the Goose Creek interchange to maintain.

Reflectivity activities continue to be performed on City wide signage, including street names, advanced warning, directional, stop, yield, etc. For asset management purposes, all signal data is gathered and entered into the Hansen database system. As a major resurfacing project takes place, the Traffic division will be upgrading all signage and vehicle detection systems along the route. The upgrade to Wavetronix/Radar vehicle detection will be a key process in relieving maintenance costs and traffic flow interruptions.

Performance Measures & Strategic Plan

The City of Franklin is in process of revising its Strategic Plan. First established in 2013, the City of Franklin Strategic Plan has specific and demonstrable objectives for each department which, when achieved individually, will cohesively move Franklin forward to meet the challenges and demands of the future.

The new strategic plan has six major goals. They include:



Each budget has a series of performance measures and benchmarks attached to it which demonstrate the workload, effectiveness and outcome of taxpayer support for the annual operations of the City of Franklin and its pursuit of the goals of the Strategic Plan. Together, these measures demonstrate a proper and diligent use of taxpayer dollars in the pursuit of a greater community.

Specific departmental strategic plan measures will be refined as the budget process continues.

Traffic Financial Performance Measures

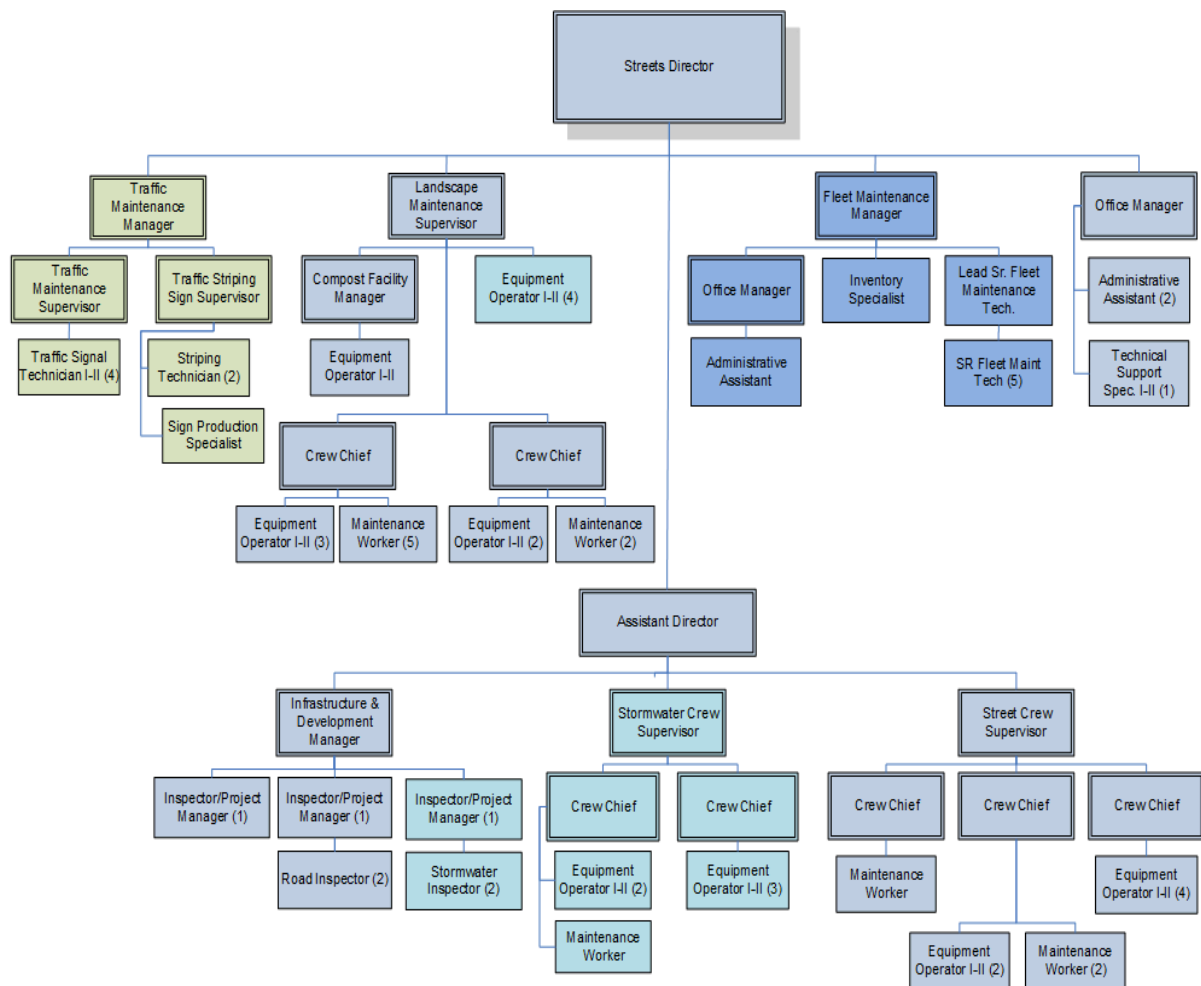
Output Measure	FY2020	FY2021	FY2022	FY2023	FY2024
Amount					
Total cost per street name signs created.	\$22	\$17	\$14	\$23	\$23
Total cost per stop sign created.	\$43	\$46	\$28	\$41	\$41
Total cost per speed limit signs created.	\$27	\$29	\$25	\$36	\$36
Total cost per warning signs created.	\$29	\$31	\$29	\$54	\$54
Total cost per signs for other departments created.	\$23	\$17	\$12	\$15	\$15
Total cost per downtown banners created.	\$18	\$21	\$32	\$42	\$42
Total cost per parking signs created.	\$10	\$13	\$17	\$20	\$20
Total cost per road construction signs created.	\$35	\$36	\$25	\$31	\$31
Total cost per yield signs created.	\$41	\$37	\$26	\$28	\$28
AMOUNT	\$248	\$247	\$208	\$290	\$290

Performance Measures & Strategic Plan (Con't)

Traffic Non-Financial Performance Measures

Output Measure	FY2020	FY2021	FY2022	FY2023	FY2024
Amount					
Number of speed limit signs created.	80	52	47	43	35
Number of signs created.	1,400	1,632	1,498	863	1,055
Number of warning signs created.	125	64	144	139	196
Number of signs for other departments created.	600	783	1,027	533	570
Number of street signs replaced.	1,400	849	461	380	395
Number of parking signs created.	100	22	35	44	67
Number of all way stop placards created.	25	17	21	9	27
Number of road construction signs created.	40	8	23	18	21
Number of yield signs created.	15	47	9	14	5
Number of downtown banners created.	150	101	97	15	33
Number of street name signs created.	83	94	107	43	32
Number of stop signs created.	95	99	75	29	39
AMOUNT	4,113	3,768	3,544	2,130	2,475

Streets Traffic Organizational Chart



Guide: Green: Traffic | Blue-Grey: Streets | Aqua: Stormwater (Streets) | Dark Blue: Fleet

Staffing by Position

Positions	Pay Grade	FY 2022		FY 2023		FY 2024		FY 2025		FY 2026	
		F-T	P-T	F-T	P-T	F-T	P-T	F-T	P-T	F-T	P-T
Traffic Maintenance Manager	J	1	0	1	0	1	0	1	0	1	0
Traffic Maintenance Supervisor	H	1	0	1	0	1	0	1	0	1	0
Traffic Striping & Sign Production Supervisor	H	1	0	1	0	1	0	1	0	1	0
Sign Production Specialist	F	1	0	1	0	1	0	1	0	1	0
Traffic Signal Technician I-II	E-F	4	0	4	0	4	0	4	0	4	0
Striping Technician	E	2	0	2	0	2	0	2	0	2	0
Totals		10	0	10	0	10	0	10	0	10	0

Budget Summary

Streets - Traffic

	ACTUAL 2023	ACTUAL 2024	BUDGET 2025	EOY 2025	BUDGET 2026		
	FY2023	FY2024	FY2025	FY2025	FY2026	25 v. 26 Difference \$	25 v. 26 Difference %
Expenses							
110 - GENERAL FUND							
PERSONNEL							
PERSONNEL (81000)	\$1,074,119	\$1,211,356	\$1,276,412	\$1,234,250	\$1,203,562	(\$72,850)	(5.7%)
PERSONNEL TOTAL	\$1,074,119	\$1,211,356	\$1,276,412	\$1,234,250	\$1,203,562	(\$72,850)	(5.7%)
OPERATIONS							
SERVICES (82000)	\$220,150	\$224,825	\$181,900	\$173,580	\$225,750	\$43,850	24.1%
SUPPLIES (83000)	\$329,348	\$294,969	\$381,135	\$366,147	\$361,700	(\$19,435)	(5.1%)
BUSINESS EXPENSES (85000)	\$78,585	\$91,983	\$90,429	\$111,222	\$750	(\$89,679)	(99.2%)
DEBT SERVICE (86000)	—	—	\$0	\$0	\$0	\$0	—
OPERATIONS TOTAL	\$628,083	\$611,777	\$653,464	\$650,949	\$588,200	(\$65,264)	(10.0%)
CAPITAL	—	—	\$0	\$0	\$183,970	\$183,970	—
110 - GENERAL FUND TOTAL	\$1,702,202	\$1,823,133	\$1,929,876	\$1,885,199	\$1,975,732	\$45,856	2.4%
EXPENSES TOTAL	\$1,702,202	\$1,823,133	\$1,929,876	\$1,885,199	\$1,975,732	\$45,856	2.4%



FY 2026 Operating Budget

Streets Fleet

Jerry Hatcher, Director

Departmental Summary

The Streets Department - Fleet Maintenance Division consists of ten full-time employees. This division provides mechanical services and road service calls for the entire fleet of vehicles and equipment. The large variety of vehicles and equipment in the COF fleet include: police cars, passenger vehicles, pickup trucks, dump trucks, heavy equipment, fire apparatus, small engines, mowers, etc. Due to EPA regulations, engines have become more complex requiring additional service during Preventive Maintenance (PM). The continual stop and go, and little to no interstate driving provides more needed shop time and service. City vehicles experience more wear and tear than a normally driven vehicle. Mechanical services provided include: a preventive maintenance program, tire changes, replacement of defective/failed parts, engine diagnostic, and other miscellaneous services.

Department Outlook

- Fleet must continue to life-cycle vehicles and equipment across all departments based on data and cost at the designated time. This will improve repair times and decrease costs.
- The division continues to improve work flow and processes, providing excellent service for all City of Franklin vehicles and equipment.
- History of expenditures for service and repairs of City of Franklin's fleet, life-cycle analysis, vehicle improvements, equipment turnover and residual value are kept accurately.

Performance Measures & Strategic Plan

The City of Franklin is in process of revising its Strategic Plan. First established in 2013, the City of Franklin Strategic Plan has specific and demonstrable objectives for each department which, when achieved individually, will cohesively move Franklin forward to meet the challenges and demands of the future.

The new strategic plan has six major goals. They include:



Each budget has a series of performance measures and benchmarks attached to it which demonstrate the workload, effectiveness and outcome of taxpayer support for the annual operations of the City of Franklin and its pursuit of the goals of the Strategic Plan. Together, these measures demonstrate a proper and diligent use of taxpayer dollars in the pursuit of a greater community.

Specific departmental strategic plan measures will be refined as the budget process continues.

General Performance Measures

Fleet Financial Performance Measures

Output Measure	FY2020	FY2021	FY2022	FY2023	FY2024
Amount					
Total cost of repairs performed by Fleet for Engineering.	\$750	\$4,809	\$1,597	\$5,103	\$6,643
Total cost of repairs performed by Fleet for Human Resources.	\$4,230	\$1,460	\$2,727	\$1,761	\$343
Total cost of repairs performed by Fleet for Communications	\$0	\$0	\$0	\$0	\$0
Total cost of repairs performed by Fleet for Street Department.	\$125,948	\$113,785	\$229,724	\$326,633	\$286,265
Total cost of repairs performed by Fleet for Administration.	\$477	\$823	\$515	\$7,028	\$397
Total cost of repairs performed by Fleet for Police.	\$106,001	\$109,723	\$128,509	\$131,608	\$197,599
Total cost of repairs performed by Fleet for Parks.	\$19,139	\$27,457	\$42,922	\$68,250	\$47,369
Total cost of repairs performed by Fleet for Planning.	\$0	\$55	\$25	\$29	\$58
Total cost of repairs performed by Fleet for City Wide.	\$813,074	\$915,885	\$1,418,226	\$1,460,205	\$1,532,255
Total cost of repairs performed by Fleet for Fire.	\$152,627	\$196,982	\$230,548	\$281,187	\$393,737
Total cost of repairs performed by Fleet for City Hall Maintenance.	\$430	\$413	\$4,016	\$4,568	\$7,001
Total cost of repairs performed by Fleet for Sanitation and Environmental Services.	\$305,544	\$360,704	\$656,700	\$490,430	\$445,875
Total cost of repairs performed by Fleet for Emergency Management	\$0	\$0	\$0	\$0	\$0
Total cost of repairs performed by Fleet for IT.	\$1,601	\$2,603	\$1,435	\$1,032	\$5,441
Total cost of repairs performed by Fleet for Water.	\$86,071	\$91,460	\$110,730	\$126,972	\$123,052
Total cost of repairs performed by Fleet for Building & Neighborhood Services.	\$10,256	\$5,611	\$8,782	\$15,604	\$18,475
AMOUNT	\$1,626,148	\$1,831,770	\$2,836,458	\$2,920,410	\$3,064,510

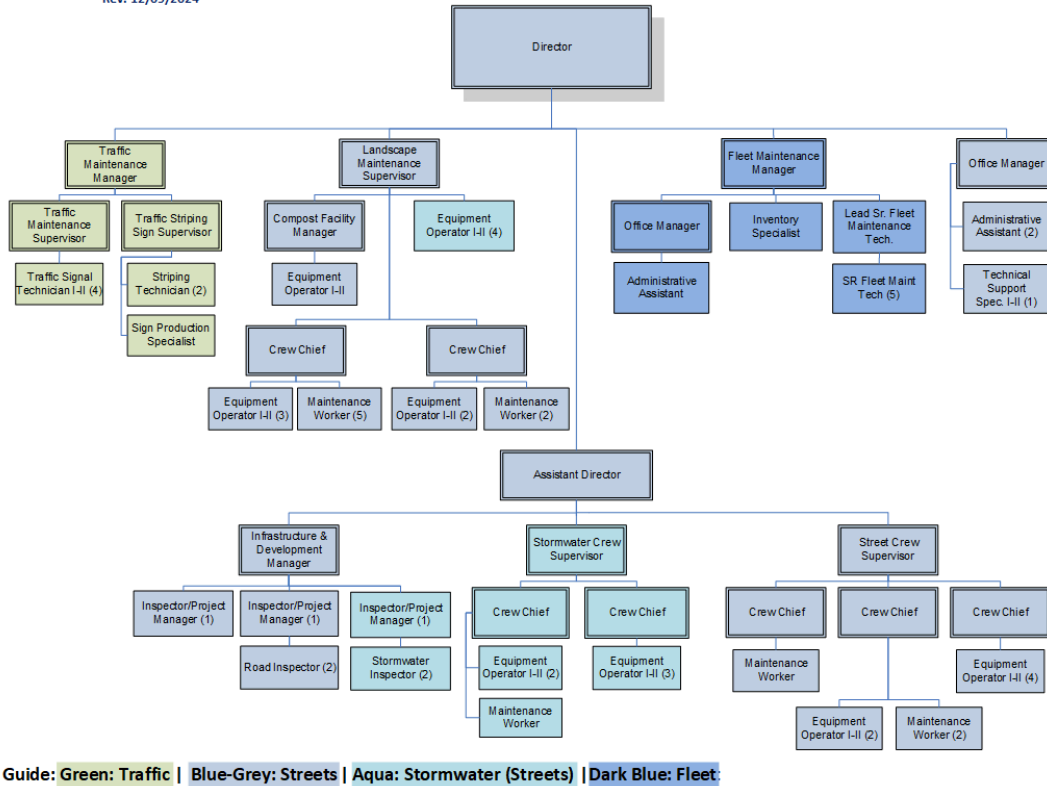
Fleet Non-Financial Performance Measures

Output Measure	FY2020	FY2021	FY2022	FY2023	FY2024
Amount					
Total number of light trucks.	151	152	109	112	156
Total number of cars/passenger vehicles/SUVs.	220	237	235	239	249
Percent of service calls.	6.64	7.8	6.81	3.63	3.73
Total number of heavy trucks.	107	109	145	144	139
Total number of repairs.	2,951	2,696	3,784	3,965	4,445
Percent outsourced.	6.33	7.3	6.81	7.28	7.09
AMOUNT	3,441.97	3,209.1	4,286.62	4,470.91	4,999.82

Streets Fleet Organizational Chart

Streets Department Organizational Chart

Rev. 12/09/2024



Staffing by Position

Budgeted Positions	Pay Grade	FY 2022		FY 2023		FY 2024		FY 2025		FY 2026	
		F-T	P-T	F-T	P-T	F-T	P-T	F-T	P-T	F-T	P-T
Fleet Maintenance Manager	K	1	0	1	0	1	0	1	0	1	0
Lead Senior Maintenance Tech	H	1	0	1	0	1	0	1	0	1	0
Senior Fleet Maintenance Tech	G	5	0	5	0	5	0	5	0	5	0
Office Manager	G	1	0	1	0	1	0	1	0	1	0
Inventory Specialist	F	1	0	1	0	1	0	1	0	1	0
Administrative Assistant	E	1	0	1	0	1	0	1	0	1	0
Sub-Total - Budgeted Positions		10	0	10	0	10	0	10	0	10	0
Total Authorized Positions		10	0	10	0	10	0	10	0	10	0

Budget Summary

Streets - Fleet Maintenance

	ACTUAL 2023	ACTUAL 2024	BUDGET 2025	EOY 2025	BUDGET 2026		
	FY2023	FY2024	FY2025	FY2025	FY2026	25 v. 26 Difference \$	25 v. 26 Difference %
Expenses							
110 - GENERAL FUND							
PERSONNEL							
PERSONNEL (81000)	\$1,025,023	\$1,057,214	\$1,146,894	\$1,156,797	\$1,164,488	\$17,594	1.5%
PERSONNEL TOTAL	\$1,025,023	\$1,057,214	\$1,146,894	\$1,156,797	\$1,164,488	\$17,594	1.5%
OPERATIONS							
SERVICES (82000)	\$447,812	\$656,199	\$462,648	\$743,150	\$879,266	\$416,618	90.1%
SUPPLIES (83000)	(\$269,708)	(\$474,248)	(\$208,401)	(\$669,411)	(\$822,100)	(\$613,699)	294.5%
BUSINESS EXPENSES (85000)	\$12,134	\$17,344	\$18,869	\$35,238	\$3,000	(\$15,869)	(84.1%)
DEBT SERVICE (86000)	–	–	\$0	\$21,466	\$0	\$0	–
OPERATIONS TOTAL	\$190,238	\$199,295	\$273,116	\$130,443	\$60,166	(\$212,950)	(78.0%)
CAPITAL	–	\$90,387	\$214,903	\$214,903	\$0	(\$214,903)	(100.0%)
110 - GENERAL FUND TOTAL	\$1,215,262	\$1,346,895	\$1,634,913	\$1,502,143	\$1,224,654	(\$410,259)	(25.1%)
EXPENSES TOTAL	\$1,215,262	\$1,346,895	\$1,634,913	\$1,502,143	\$1,224,654	(\$410,259)	(25.1%)



FY 2026 Operating Budget

Fleet Replacement Fund

Fund Summary

The Fleet Replacement Fund was a new fund for FY 2023. Its purpose is to provide a more sustainable and transparent mechanism for the regular replacement of commercial fleet vehicles necessary for General Fund departments to operate.

Funding for FY 2023 was provided through FY 2022 transfers which "pre-seeded" the fund. The City used that strategy again in FY 2023, transferring \$1,500,000 for FY 2024 needs. A smaller amount of transfer (\$312,810) was issued in FY 25. FY 26 will see a transfer in the amount of \$2,500,000.

The Fleet Replacement Fund provides regular replacement of consumer vehicles for departments under the general fund. Replacement deadlines for consumer vehicles vary from year to year due to Statewide Contract approval and supply and demand issues within the fleet industry. Due to the fluidity of this fund Streets Fleet will review the status of the funding at the end of the 3rd quarter, or the beginning of the 4th to assess delivery and delays of vehicles on order. In addition, as Streets Fleet continues to make positive moves forward in the process of the management of this fund, differences in how departments are forecasted may be noticed from year to year.

Budget Summary

Fleet Replacement Fund

	ACTUAL 2023	ACTUAL 2024	BUDGET 2025	EOY 2025	FY2026 BUDGET		
	FY2023	FY2024	FY2025	FY2025	FY2026	25 v. 26 Difference \$	25 v. 26 Difference %
Revenues							
REVENUES							
USE OF MONEY & PROPERTY (36000)	\$138,273	\$460,289	\$115,585	\$126,553	\$171,472	\$55,887	48.4%
OTHER REVENUE (37000)	\$2,906,667	\$812,810	\$863,490	\$1,176,300	\$2,500,000	\$1,636,510	189.5%
REVENUES TOTAL	\$3,044,940	\$1,273,099	\$979,075	\$1,302,853	\$2,671,472	\$1,692,397	172.9%
REVENUES TOTAL	\$3,044,940	\$1,273,099	\$979,075	\$1,302,853	\$2,671,472	\$1,692,397	172.9%
Expenses							
350 - FLEET REPLACEMENT FUND	\$1,130,321	\$3,093,224	\$2,807,000	\$1,599,817	\$4,696,646	\$1,889,646	67.3%
EXPENSES TOTAL	\$1,130,321	\$3,093,224	\$2,807,000	\$1,599,817	\$4,696,646	\$1,889,646	67.3%

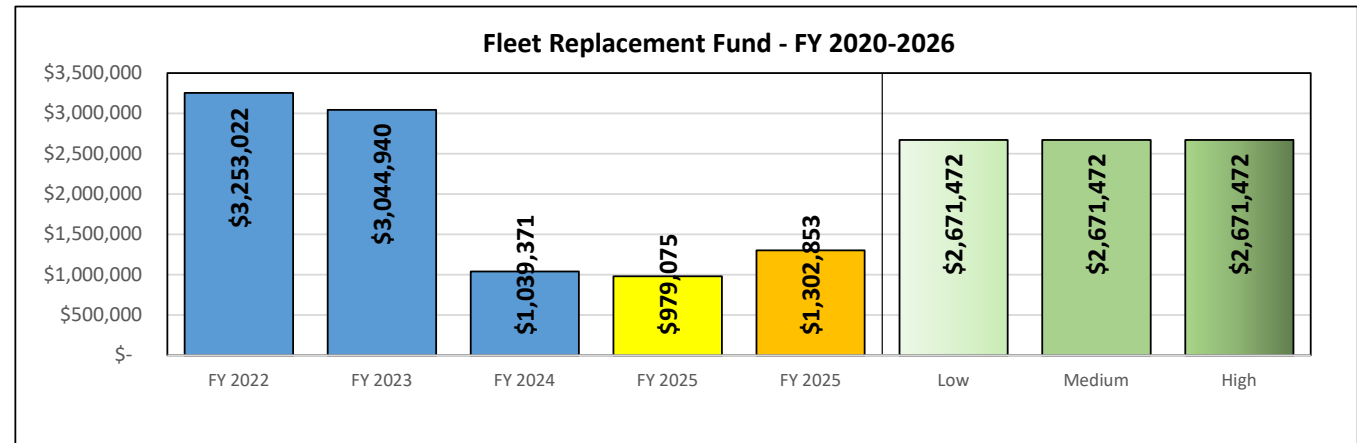


City of Franklin

Revenue Model

Fund:	Fleet Replacement Fund	Percent of All Revenues	1.0%
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Fleet Replacement Fund: The Fleet Replacement Fund began in FY 2022 and is used to fund expenses related to replacing vehicles owned by the city.



	Actual			Budget	Estimated	Forecast (FY 2025)			Averages
	FY 2022	FY 2023	FY 2024	FY 2025	FY 2025	Low	Medium	High	
INTEREST INCOME	3,022	79,049	37,597	10,895	13,747	9,622	9,622	9,622	3-yr Average
INVESTMENT INTEREST	0	59,225	188,964	104,690	112,806	161,850	161,850	161,850	\$ 2,445,778
TRANSFER FROM GENERAL FUND	3,250,000	2,906,667	812,810	863,490	1,176,300	2,500,000	2,500,000	2,500,000	-19.2%
Totals	\$ 3,253,022	\$ 3,044,940	\$ 1,039,371	\$ 979,075	\$ 1,302,853	\$ 2,671,472	\$ 2,671,472	\$ 2,671,472	

Source: City of Franklin, Annual Comprehensive Financial Reports - 1990-2024 & Estimates from Finance & Revenue Management Departments.



FY 2026 Operating Budget

Stormwater

Jerry Hatcher, Streets Director
Paul Holzen, City Engineer

Departmental Summary

The Stormwater Fund has two divisions contained within it - Streets and Engineering.

Streets

The Streets Department - Stormwater Division performs routine maintenance procedures, as well as small repairs and upgrades to failing drainage systems. Work activities are performed daily. We spend on average \$85,000 annually performing routine maintenance throughout local neighborhoods.

We currently operate three (3) Street Sweepers throughout the City daily.

A self-contained storm vacuum truck operates daily, clearing storm drain inlet structures from debris collected on top of structures where inlet clogging has occurred.

Engineering

The City of Franklin is granted authorization to discharge stormwater through its stormwater infrastructure and into receiving water bodies through a NPDES permit issued by the EPA administered through TDEC. A condition of this permit coverage is that six minimum control measures are met by the end of the permit cycle. The City is required annually to submit an "annual report," which is essentially a report to document the progress the City is making towards meeting its current permit requirements. Current minimum control measures are:

- 1) Public Education and Outreach
- 2) Public Involvement and Participation
- 3) Illicit Discharge Detection and Elimination
- 4) Construction Site Stormwater Runoff Control
- 5) Permanent Stormwater Management in Development and Redevelopment
- 6) Pollution Prevention for Municipal Operations

In addition to the above minimum control measures, the City is required to do annual ambient monitoring which includes:

- 1) Macroinvertebrate Sampling
- 2) E.coli Sampling
- 3) Visual Stream Assessments

Performance Measures & Strategic Plan

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Specific departmental strategic plan measures will be refined as the budget process continues.

General Performance Measures

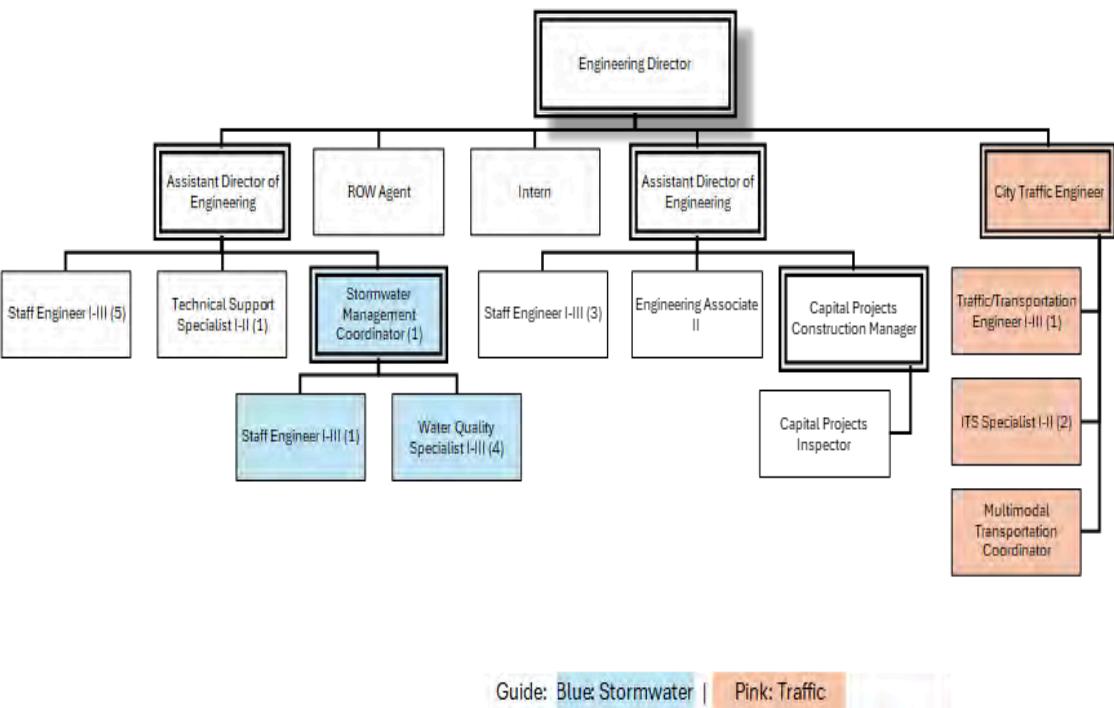
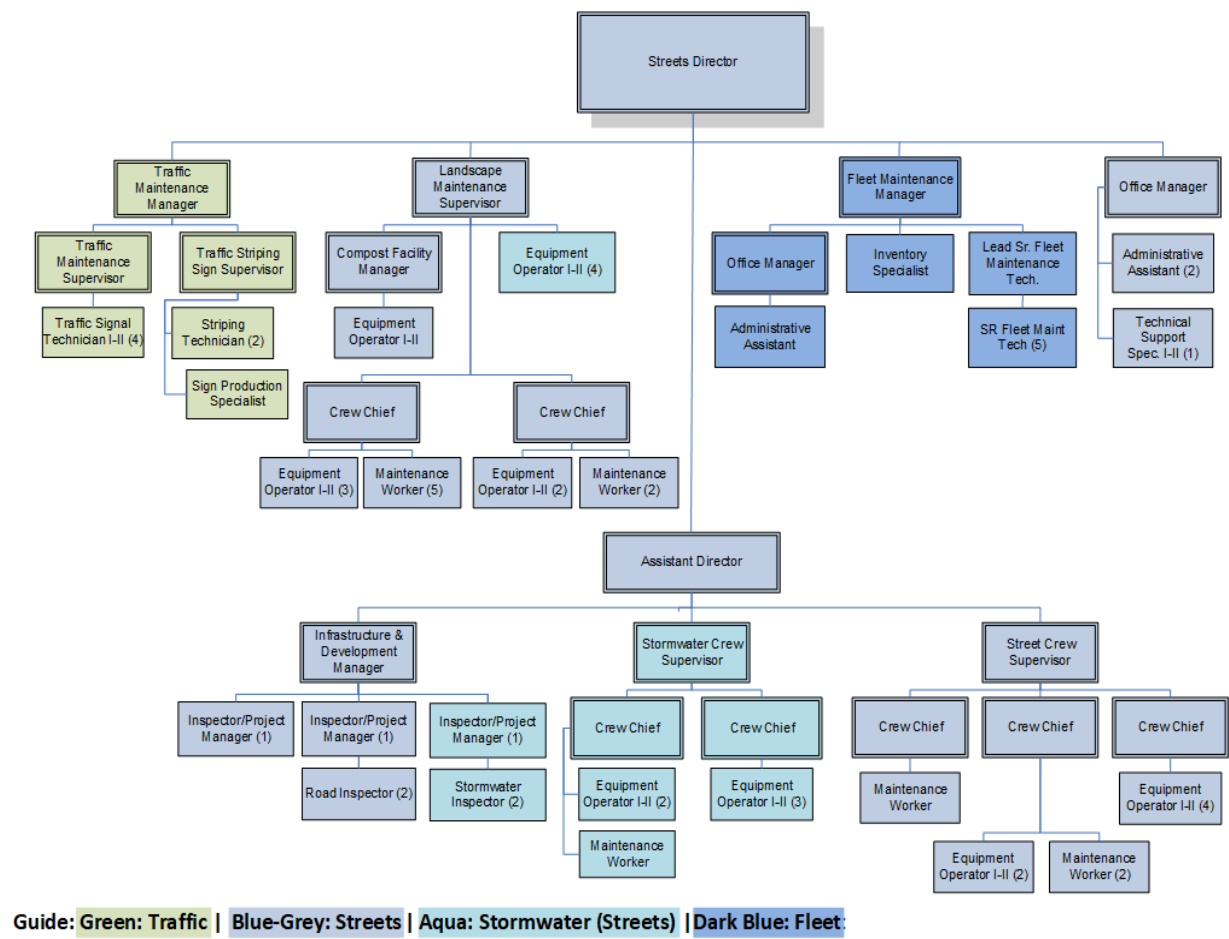
Stormwater Non-Financial Performance Measures

Output Measure	FY2020	FY2021	FY2022	FY2023	FY2024
Amount					
Percentage of watershed completed for visual stream assessments (Annual watershed goal=20%)	100	100	0	100	20
Visual Stream Assessment, Annual Ambient Monitoring (100%=Achieved, 0%=Not Achieved)	100	100	100	0	20
Number of public communication/education/outreach events completed.	0.1	0.19	19	35	23
Macroinvertebrate sampling, Annual Ambient Monitoring (100%=Achieved, 0%=Not Achieved)	100	100	100	100	100
Number of public involvement and participation events completed.	0.05	0.02	9	18	10
Average number of active construction sites inspections completed monthly	1.65	1.77	165	184	123
Percentage of active construction sites inspected monthly.	100	100	100	100	100
Percentage of Post Construction Stormwater Control Measures inspected (Annual goal=20%)	0	0	0	100	18.2
Average number of active construction sites per month	1.65	1.77	165	184	123
Percentage of watershed completed for illicit discharge detection and elimination. (Annual watershed goal=20%)	0.2	0.2	20	100	20
AMOUNT	403.65	403.95	678	921	557.2

Stormwater Department Citizen Survey Results

Measure	FY2016	FY2019	FY2022
Amount			
Percent rating the quality of storm drainage as fair/poor	20	22	21
Percent rating the quality of storm drainage as excellent/good	80	78	79
AMOUNT	100	100	100

Organizational Chart(s)



Staffing by Position

Positions	Pay Grade	FY 2022		FY 2023		FY 2024		FY 2025		FY 2026	
		F-T	P-T	F-T	P-T	F-T	P-T	F-T	P-T	F-T	P-T
Stormwater - Streets											
Stormwater Crew Supervisor	H	1	0	1	0	1	0	1	0	1	0
Inspector/Project Manager	H	0	0	0	0	1	0	1	0	1	0
Stormwater Inspector	G	3	0	3	0	2	0	2	0	2	0
Crew Chief	G	2	0	2	0	2	0	2	0	2	0
Equipment Operator I-II	E-F	9	0	9	0	9	0	9	0	9	0
Maintenance Worker	D	1	0	1	0	1	0	1	0	1	0
Stormwater - Engineering											
Stormwater Management Coordinator	K	1	0	1	0	1	0	1	0	1	0
Staff Engineer I-III	I-K	1	0	1	0	1	0	1	0	1	0
Water Quality Specialist I-III	F-H	4	0	4	0	4	0	4	0	4	0
Totals		22	0	22	0	22	0	22	0	22	0

Budget Summary

Stormwater

	ACTUAL 2023	ACTUAL 2024	BUDGET 2025	EOY 2025	FY2026 BUDGET		
	FY2023	FY2024	FY2025	FY2025	FY2026	25 v. 26 Difference \$	25 v. 26 Difference %
Revenues							
REVENUES							
LICENSES & PERMITS (32000)	\$119,369	\$133,402	\$129,051	\$146,825	\$137,677	\$8,626	6.7%
INTERGOVERNMENTAL (33000)	–	–	\$0	\$0	\$0	\$0	–
CHARGES FOR SERVICES (34000)	\$2,595,654	\$2,644,859	\$2,673,523	\$2,677,743	\$2,580,563	(\$92,960)	(3.5%)
FINES & FEES (35000)	\$75,906	\$58,307	\$35,000	\$77,849	\$70,746	\$35,746	102.1%
USE OF MONEY & PROPERTY (36000)	\$41,307	\$94,583	\$51,592	\$61,608	\$64,547	\$12,955	25.1%
OTHER REVENUE (37000)	–	\$7,376	\$1,500,000	\$1,500,000	\$0	(\$1,500,000)	(100.0%)
CUSTOMER SERVICE (38000)	\$0	\$0	\$0	\$0	\$0	\$0	–
CAPITAL CONTRIBUTIONS (39000)	–	–	\$0	\$0	\$0	\$0	–
REVENUES TOTAL	\$2,832,236	\$2,938,527	\$4,389,166	\$4,464,025	\$2,853,533	(\$1,535,633)	(35.0%)
REVENUES TOTAL	\$2,832,236	\$2,938,527	\$4,389,166	\$4,464,025	\$2,853,533	(\$1,535,633)	(35.0%)
Expenses							
135 - STORMWATER							
PERSONNEL							
PERSONNEL (81000)							
SALARIES & WAGES (81100)	\$1,453,312	\$1,664,801	\$1,661,214	\$1,572,314	\$1,794,234	\$133,020	8.0%
EMPLOYEE BENEFITS (81400)	\$615,385	\$820,425	\$796,234	\$769,669	\$858,862	\$62,628	7.9%
PERSONNEL (81000) TOTAL	\$2,068,697	\$2,485,226	\$2,457,448	\$2,341,983	\$2,653,096	\$195,648	8.0%
PERSONNEL TOTAL	\$2,068,697	\$2,485,226	\$2,457,448	\$2,341,983	\$2,653,096	\$195,648	8.0%
OPERATIONS							
SERVICES (82000)	\$258,607	\$284,641	\$396,724	\$382,101	\$411,031	\$14,307	3.6%
SUPPLIES (83000)	\$330,288	\$162,661	\$484,017	\$250,058	\$266,674	(\$217,343)	(44.9%)
OPERATIONAL UNITS (84000)	\$226,922	\$192,521	\$192,522	\$192,522	\$254,432	\$61,910	32.2%
BUSINESS EXPENSES (85000)	\$46,048	\$48,640	\$56,632	\$60,869	\$56,435	(\$197)	(0.4%)
DEBT SERVICE (86000)	–	–	\$0	\$0	\$0	\$0	–
TRANSFER TO OTHER FUNDS (88000)	–	\$350,000	\$0	\$0	\$0	\$0	–
OPERATIONS TOTAL	\$861,865	\$1,038,463	\$1,129,895	\$885,550	\$988,572	(\$141,323)	(12.5%)
CAPITAL							
CAPITAL ASSETS (89000)	\$0	–	\$915,930	\$1,066,136	\$585,000	(\$330,930)	(36.1%)
CAPITAL TOTAL	\$0	–	\$915,930	\$1,066,136	\$585,000	(\$330,930)	(36.1%)
135 - STORMWATER TOTAL	\$2,930,562	\$3,523,689	\$4,503,273	\$4,293,669	\$4,226,668	(\$276,605)	(6.1%)
EXPENSES TOTAL	\$2,930,562	\$3,523,689	\$4,503,273	\$4,293,669	\$4,226,668	(\$276,605)	(6.1%)



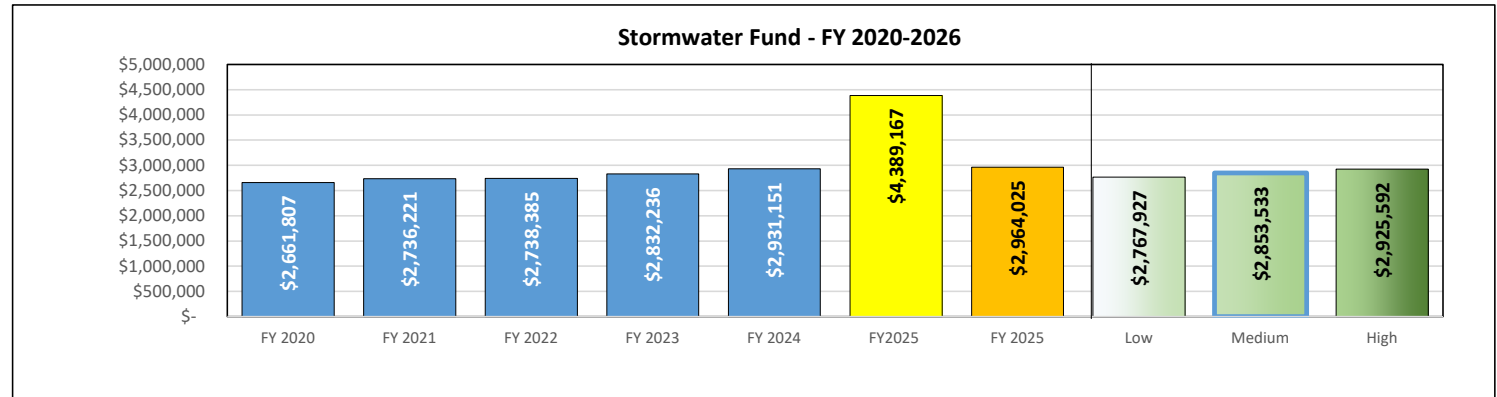
City of Franklin

Revenue Model

Fund:	Stormwater Fund	Percent of All Revenues	1.1%
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Stormwater Fund: A special revenue fund used to account for the City's Stormwater drainage operations. Revenues are primarily from charges to residential and commercial customers based on paved areas.

The fee was raised by 5% in FY 2022. This was the first increase in the fee since the inception of the fund in FY 2004, 19 years ago. No fee increase is planned in FY 2026, but a cost of service study is planned and fees will be addressed in FY 2027.



	Actual					Budget	Estimated	Forecasts (FY 2026)			Averages
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2025	Low	Medium	High	
% yr/yr.	-1.8%	2.8%	0.1%	3%	3%	50%	1%	-7%	-4%	-1%	
PLANS REVIEW FEE	22,300	33,200	17,400	19,800	21,103	23,720	22,761	22,167	22,853	23,538	3-yr Average
DRAINAGE INSPECTIONS	75,887	105,495	72,846	96,369	108,499	90,816	109,629	95,518	98,472	101,426	\$ 2,833,924
STORMWATER PERMIT FEE	4,850	53,075	7,250	3,200	3,800	14,515	14,435	15,861	16,352	3,296	1.1%
FEMA/TEMA GRANTS (FED/STATE)	-	1,307	-	-	-	-	-	-	-	-	5-Yr Average
STORMWATER FEES- RESIDENTIAL	2,414,161	2,424,175	2,560,384	2,595,654	2,644,859	2,673,523	2,677,744	2,503,146	2,580,563	2,657,980	\$ 2,779,960
STORMWATER APPEALS BOARD	-	5,750	0	0	-	-	-	-	-	-	1.1%
STORMWATER FINES	18,088	14,930	29,817	23,636	15,675	15,000	28,750	21,885	22,562	23,238	10-Yr Average
STORMWATER LATE PAY PENALTIES	15,596	22,067	27,879	28,370	21,582	20,000	23,099	23,861	24,599	25,337	\$ 2,698,026
STORMWATER QUALIFIED PROGRAM	21,750	34,200	15,075	23,900	18,750	-	26,000	22,877	23,585	24,293	0.9%
INTEREST INCOME	89,204	8,282	7,734	41,307	94,583	51,592	61,608	62,611	64,547	66,484	15-Yr Average
SALE OF SURPLUS ASSETS	(29)	33,739	-	-	-	-	-	-	-	-	\$ 2,550,963
ELECTRONIC RECORDING FEE	-	-	-	-	2,300	-	-	-	-	-	
CUSTOMER SERVICE	-	-	-	-	-	-	-	-	-	-	1.0%
TRANSFER FROM GENERAL FUND	-	-	-	-	-	1,500,000	-	-	-	-	
Totals	\$ 2,661,807	\$ 2,736,221	\$ 2,738,385	\$ 2,832,236	\$ 2,931,151	\$ 4,389,167	\$ 2,964,025	\$ 2,767,927	\$ 2,853,533	\$ 2,925,592	

Source: City of Franklin, Annual Comprehensive Financial Reports - 1990-2024 & Estimates from Finance & Revenue Management Departments.



FY 2026 Operating Budget

Street Aid Fund

Fund Summary

The Street Aid & Transportation Fund is a special revenue fund used to account for the receipt and usage of the City's share of State gasoline taxes. State law requires these gasoline taxes to be used to maintain streets. As set forth under T.C.A. §54-4-201 to 205, revenues for the fund come from taxes levied against gasoline, diesel and liquefied and natural gas sales. They are distributed to municipalities based upon a formula dependent upon the decennial Federal Census.

Municipalities must account for all funds received and submit annual audits to the State Comptroller's office. All purchases through the fund must comply with state and local procurement laws.

Acceptable expenditures include: street improvements (including design, construction, street scape and administration of capital projects), repair and maintenance of existing streets, sidewalks, right-of-way acquisition, street lights and street signs.

Source: Darden, Ron, "State Street Aid Fund Revenues and Expenditures: On the Road to Understanding (2011)" (2011). MTAS Publications: Technical Bulletins. http://trace.tennessee.edu/utk_mtastech/1

Budget Summary

Street Aid Fund

	ACTUAL 2023	ACTUAL 2024	BUDGET 2025	EOY 2025	FY2026 BUDGET		
	FY2023	FY2024	FY2025	FY2025	FY2026	25 v. 26 Difference \$	25 v. 26 Difference %
Revenues							
REVENUES							
LOCAL TAXES (31000)	\$1,094,550	\$1,116,441	\$1,149,935	\$1,121,083	\$1,184,432	\$34,497	3.0%
INTERGOVERNMENTAL (33000)	\$3,085,193	\$3,229,981	\$3,239,792	\$3,248,100	\$3,270,476	\$30,684	1.0%
USE OF MONEY & PROPERTY (36000)	\$135,806	\$199,354	\$73,687	\$73,686	\$51,580	(\$22,107)	(30.0%)
OTHER REVENUE (37000)	\$1,083,921	\$500,000	\$500,000	\$500,000	\$500,000	\$0	0.0%
CAPITAL CONTRIBUTIONS (39000)	–	–	\$0	\$0	\$0	\$0	–
REVENUES TOTAL	\$5,399,470	\$5,045,776	\$4,963,414	\$4,942,869	\$5,006,488	\$43,074	0.9%
REVENUES TOTAL	\$5,399,470	\$5,045,776	\$4,963,414	\$4,942,869	\$5,006,488	\$43,074	0.9%
Expenses							
121 - STREET AID							
PERSONNEL							
PERSONNEL (81000)	–	–	\$0	\$0	\$0	\$0	–
PERSONNEL TOTAL	–	–	\$0	\$0	\$0	\$0	–
OPERATIONS							
SERVICES (82000)	\$5,022,230	\$6,543,033	\$6,318,939	\$6,220,211	\$5,006,488	(\$1,312,451)	(20.8%)
SUPPLIES (83000)	–	–	\$0	\$0	\$0	\$0	–
BUSINESS EXPENSES (85000)	–	–	\$0	\$0	\$0	\$0	–
OPERATIONS TOTAL	\$5,022,230	\$6,543,033	\$6,318,939	\$6,220,211	\$5,006,488	(\$1,312,451)	(20.8%)
CAPITAL							
CAPITAL ASSETS (89000)	\$0	–	\$0	\$0	\$0	\$0	–
CAPITAL TOTAL	\$0	–	\$0	\$0	\$0	\$0	–
121 - STREET AID TOTAL	\$5,022,230	\$6,543,033	\$6,318,939	\$6,220,211	\$5,006,488	(\$1,312,451)	(20.8%)
EXPENSES TOTAL	\$5,022,230	\$6,543,033	\$6,318,939	\$6,220,211	\$5,006,488	(\$1,312,451)	(20.8%)



City of Franklin

Revenue Model

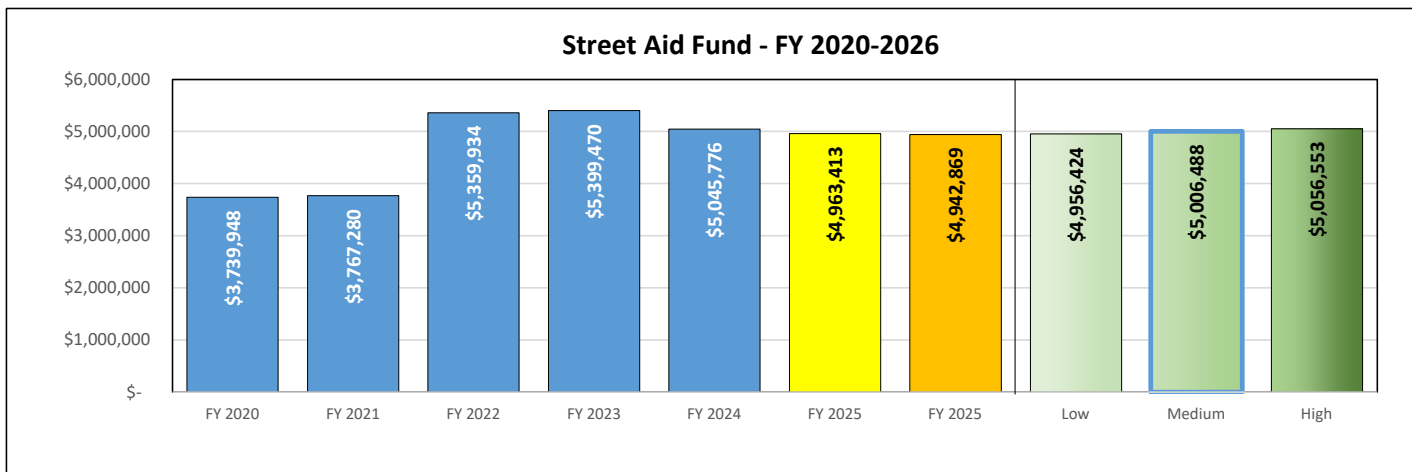
Fund:	Street Aid	Percent of All Revenues	1.9%
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Street Aid: A special revenue fund used to account for the receipt and usage of the City's share of State gasoline taxes. State law requires these gasoline taxes to be used to maintain streets. Counties and municipalities share in the proceeds of petroleum taxes. In general, counties receive about 30 percent of the proceeds and municipalities about 15 percent. The state retains roughly 55 percent of the proceeds. Fifty percent of the counties' shares are divided equally among the 95 counties, 25 percent on the basis of area and 25 percent on the basis of population; Municipalities' shares are divided based on the population each municipality bears to the aggregate population of all municipalities, according to the federal census or a special census as prescribed by

T.C.A. § 54-4-103(b), (c), (f)(2) and (i); T.C.A. § 67-3-905; T.C.A. § 67-3-1108; T.C.A. § 54-4-103; and T.C.A. § 54-4-204; Op. Tenn. Atty.

The money each individual municipality receives under the Petroleum and Alternative Fuels Tax Law is paid into the municipality's state street aid fund and is required to be administered and spent under the law that governs that fund. T.C.A. § 54-4-103, T.C.A. § 54-4-204.

Overall, the City is forecasting a 1% increase over *estimated* FY 2024 at this time.



	Actuals					Budget	Estimated	Forecasts (FY 2026)			Averages
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2025	Low	Medium	High	
% yr/yr.	2.8%	0.7%	42.3%	0.7%	-6.6%	-1.6%	-2.0%	0.27%	1.29%	2.30%	
PROPERTY TAXES COLLECTED	779,036	809,178	1,059,197	1,094,550	1,116,441	1,149,935	1,121,083	1,172,588	1,184,432	1,196,277	3-yr Average
GASOLINE TAX (STATE)	2,660,745	2,706,895	3,035,485	3,052,033	3,071,361	3,089,792	3,098,100	3,088,589	3,119,787	3,150,985	\$ 5,268,393
INTEREST INCOME	50,168	1,207	15,252	135,806	199,354	73,686	73,686	51,065	51,580	52,096	-1.4%
TRANSFER FROM GENERAL FUND	250,000	250,000	1,250,000	1,083,921	500,000	500,000	500,000	495,000	500,000	505,000	5-Yr Average
Sports Wagering Privilege Tax (Rd & Bld)				33,160	158,620	150,000	150,000	149,182	150,689	152,196	\$ 4,662,482
											1.6%
											10-Yr Average
											\$ 3,957,209
											5.5%
Totals	\$ 3,739,948	\$ 3,767,280	\$ 5,359,934	\$ 5,399,470	\$ 5,045,776	\$ 4,963,413	\$ 4,942,869	\$ 4,956,424	\$ 5,006,488	\$ 5,056,553	

Source: City of Franklin, Annual Comprehensive Financial Reports - 1990-2024 & Estimates from Finance & Revenue Management Departments.



City of Franklin, Tennessee

FY 2026 Operating Budget

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FY 2026 Operating Budget

Road Impact Fund

Fund Summary

The Road Impact Fund is the special revenue fund created for the accounting of expenditures in accord with City Ordinance 88-13 on the proceeds of road impact fees from new development. After completing an update of the major thoroughfare plan, the City re-examined the structure of road impact fees which was approved in April 2011. These funds can be used to pay for new arterial roads, directly or through payment of debt service on bonds associated with the projects.

Performance Measures

There are no performance measures associated with the Road Impact Fund.

Strategic Plan Measures

There are no strategic plan measures associated with the Road Impact Fund.

Staffing by Position

There are no staff formally associated with the Road Impact Fund. It is overseen by personnel in the Finance and Budget & Performance Department.

Budget Summary

Road Impact Fund

	ACTUAL 2023	ACTUAL 2024	BUDGET 2025	EOY 2025	FY2026 BUDGET		
	FY2023	FY2024	FY2025	FY2025	FY2026	25 v. 26 Difference \$	25 v. 26 Difference %
Revenues							
REVENUES							
LICENSES & PERMITS (32000)	\$4,235,737	\$9,276,497	\$6,122,176	\$6,364,672	\$5,254,320	(\$867,856)	(14.2%)
USE OF MONEY & PROPERTY (36000)	\$416,000	\$1,293,320	\$598,612	\$979,727	\$1,121,584	\$522,972	87.4%
OTHER REVENUE (37000)	–	–	\$0	\$0	\$0	\$0	–
CAPITAL CONTRIBUTIONS (39000)	–	–	\$0	\$0	\$0	\$0	–
REVENUES TOTAL	\$4,651,737	\$10,569,817	\$6,720,788	\$7,344,399	\$6,375,904	(\$344,884)	(5.1%)
REVENUES TOTAL	\$4,651,737	\$10,569,817	\$6,720,788	\$7,344,399	\$6,375,904	(\$344,884)	(5.1%)
Expenses							
128 - ROAD IMPACT FEES							
OPERATIONS							
SERVICES (82000)	\$1,243,568	\$1,332,084	\$3,200,001	\$3,200,488	\$3,000,000	(\$200,001)	(6.3%)
BUSINESS EXPENSES (85000)	–	–	\$0	\$0	\$0	\$0	–
DEBT SERVICE (86000)	–	–	\$0	\$0	\$0	\$0	–
TRANSFER TO OTHER FUNDS (88000)	\$10,956,852	\$4,960,649	\$14,939,102	\$3,939,102	\$3,936,447	(\$11,002,655)	(73.7%)
OPERATIONS TOTAL	\$12,200,419	\$6,292,732	\$18,139,103	\$7,139,590	\$6,936,447	(\$11,202,656)	(61.8%)
CAPITAL							
CAPITAL ASSETS (89000)	\$0	–	\$0	\$0	\$0	\$0	–
CAPITAL TOTAL	\$0	–	\$0	\$0	\$0	\$0	–
128 - ROAD IMPACT FEES TOTAL	\$12,200,419	\$6,292,732	\$18,139,103	\$7,139,590	\$6,936,447	(\$11,202,656)	(61.8%)
EXPENSES TOTAL	\$12,200,419	\$6,292,732	\$18,139,103	\$7,139,590	\$6,936,447	(\$11,202,656)	(61.8%)

Detailed Budget

Please click [here](#) for the detailed Fund 128 - Road Impact Budget

Notes & Objectives

Expenses are both highly predictable and unpredictable. On the one hand, the transfer to the Debt Service Fund is set annually. But payments back to developers who have met the conditions of Road Impact Offset Agreements depend greatly on the speed of development and if the offset is necessary.

A summary of recent one-time appropriations is included below

FY 2023 - \$50,000 was set aside for a study to review current road impact fees and partial funding for three projects on the FY 2022-2031 Capital Investment Plan: 1) \$3,000,000 - East McEwen Phase 4, 2) \$1,375,000 - Jordan Road (SA1), and 3) \$392,500 - Church Street (50% SA1, 50% SA2).

FY 2024 - Partial funding for East McEwen Phase 5 totaling \$1,000,000 is proposed to continue that CIP approved project.

FY 2025 - \$0

The revenue forecast for FY 2026 is an estimate based upon historic averages and year-to-date activity. It is heavily dependent upon the timing of new development. Should development permits be pulled sooner than anticipated (or delayed), amounts may be higher (or lower) than forecast.

The FY 2026 Road Impact Fund appropriations will be modified throughout Spring 2025 as the Board of Mayor and Alderman revisit prioritizations of the Capital Investment Plan. An amended appropriation proposal based upon that revisitation will be included in the City Administrator's Recommended Budget in May.



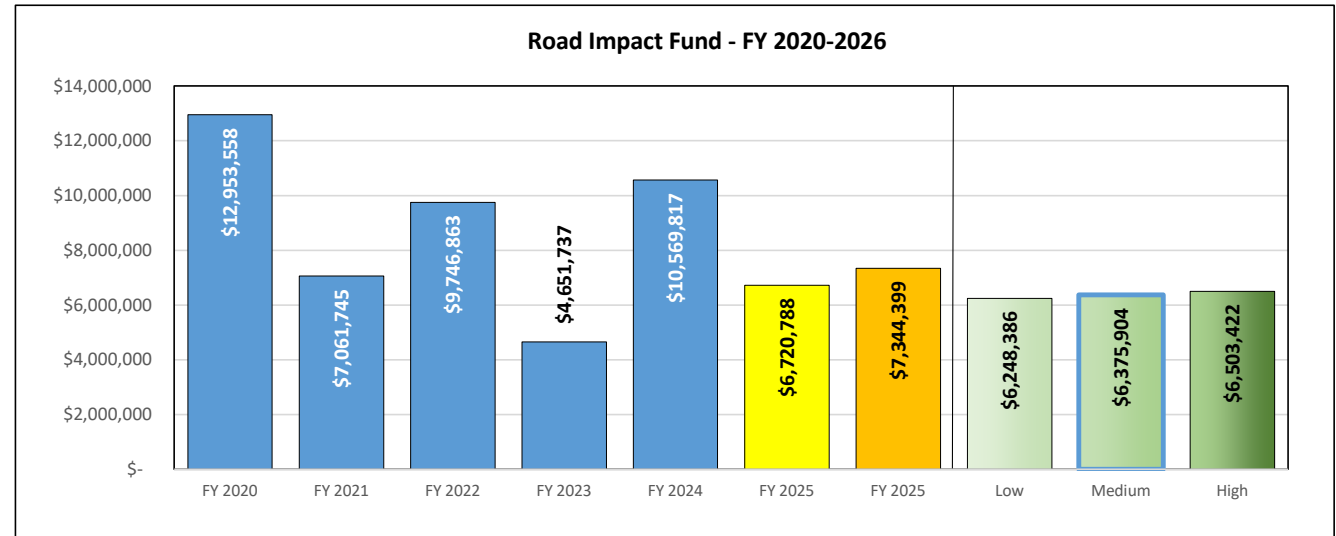
City of Franklin

Revenue Model

Fund:	Road Impact	Percent of All Revenues	2.5%
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Road Impact Fund: The Road Impact Fund is a special revenue fund created for the accounting of expenditures in accord with City Ordinance 88-13 on the proceeds of road impact fees from new development. These funds can be used to pay for new arterial roads, directly or through payment of debt service on bonds associated with the projects. After completing an update of the major thoroughfare plan, the City re-examined the structure of road impact fees which was approved in April 2011 and revised in 2017 and again in 2024.

The forecast for FY 2026 is an estimate based upon historic averages and year-to-date activity assuming 60% collection rates. It is *heavily dependent* upon the timing of new development. Should development permits be pulled sooner than anticipated (or delayed), amounts may be higher (or lower) than forecast.



	Actual					Budget	Estimated	Forecasts (FY 2026)			Averages
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2025	Low	Medium	High	
% yr/yr.	54.0%	-45.5%	38.0%	-52.3%	127.2%	-36.4%	-30.5%	-15%	-13%	-11%	
Road Impact Fees											3-yr Average
Arterials	7,359,093	4,061,173	6,371,224	2,530,625	5,520,950	3,768,343	3,876,460	3,064,151	3,126,685	3,189,218	\$ 8,322,806
Collector Area 1	1,200,036	8,484	1,957,665	173,287	2,125,643	659,518	819,767	747,472	762,727	777,981	9.0%
Collector Area 2	3,118,014	1,326,079	1,374,601	1,199,356	1,037,068	1,245,655	1,208,268	903,370	921,806	940,242	5-Yr Average
Collector Area 3	472,760	573,304	891,008	320,779	534,724	398,713	418,886	402,589	410,805	419,021	\$ 8,996,744
Collector Area 4	101,249	57,615	46,608	11,690	58,112	49,947	41,291	31,651	32,297	32,943	3.5%
Interest Income	702,406	86,592	(894,243)	416,000	1,293,320	598,612	979,727	1,099,152	1,121,584	1,144,016	10-Yr Average
Transfer from General Fund	-	-	-	-	-	-	-	-	-	-	\$ 8,327,407
Miscellaneous Income		948,498		-	-	-	-	-	-	-	5.4%
Totals	\$ 12,953,558	\$ 7,061,745	\$ 9,746,863	\$ 4,651,737	\$ 10,569,817	\$ 6,720,788	\$ 7,344,399	\$ 6,248,386	\$ 6,375,904	\$ 6,503,422	

Source: City of Franklin, *Annual Comprehensive Financial Reports - 2001-2024* & Estimates from Finance & Revenue Management Departments.



City of Franklin, Tennessee

FY 2026 Operating Budget

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FY 2026 Operating Budget

Parks & Recreation

Lisa Clayton, Parks & Recreation Director

Departmental Summary

The City of Franklin Parks and Recreation Department is an essential service established to improve the quality of life for all City residents by proactively responding to changing demographics and emerging trends, while maximizing all available resources to enhance each resident's health and promote economic vitality and long-term sustainability now and for future generations.

The primary focus for the fiscal year 2026 budget for the Parks and Recreation Department will be planning and implementing new Capital Improvement Projects (CIP) and maintaining day-to-day services while balancing existing responsibilities at a high service level. Capital projects and programming newly opened parks will be key areas of concentration. In the fourth quarter of Fiscal Year 2025, three capital park projects were completed and opened: Thompson Alley Neighborhood Park, the pedestrian bridge and trail extension, and the Historic Hayes Home at the Park at Harlinsdale Farm. Currently, the department has several park projects under construction, including:

- Bicentennial Park
- The Main Barn at the Park at Harlinsdale Farm
- Huffine's Ridge (featuring a mountain bike trail) & the historic Carothers Home
- Southeast Municipal Complex (starting construction in 2025)
- Robinson Lake (starting construction in 2025)
- Liberty Park (starting construction in 2025)

Additionally, the department is engaged in three ongoing initiatives: the conceptual master planning for the Creekside Property and the newly acquired historical property adjacent to Roper's Knob Historic Park. Coordinating rehabilitation plans for the two worker houses at the Park at Harlinsdale in conjunction with the public-private partnership of Friends of Franklin Parks and finally, working with the Battle of Franklin Trust to complete the final step of the Carter Hill Park master plan in Fiscal Year 2026.

Our vision is to provide high-quality, accessible parks, historic sites, new trails, and recreation amenities that create positive recreational and healthy experiences for all residents and visitors. These efforts aim to make Franklin the City of choice for living, working, and playing in the region.

Departmental Summary (con't)

Budgetary Line Items

The budget line items for the Parks system did not significantly increase for Fiscal Year 2026, following the Capital Projects identified in the 2015 Parks Master Plan. Over the past few years, the department's span of responsibility has expanded with the addition of parkland and new projects within the parks system. In Fiscal Year 2025, several key projects were completed, including Thompson Alley Neighborhood Park, the pedestrian bridge and trail extension at the Park at Harlinsdale Farm, and the Historic Hayes Home and Event Grounds. Additionally, three more community amenities are set to open in the fourth quarter of Fiscal Year 2025: Bicentennial Park, the Main Barn at the Park at Harlinsdale, the Roper's Knob Trail Extension, and Huffines Ridge Park, which includes a mountain bike trail system and the restored Historic Carothers Home.

Each of these projects brings with it the daily responsibility of maintaining the site and property. In Fiscal Year 2025, the department increased personnel to manage these new responsibilities. For Fiscal Year 2026, the department continues to advocate for replacing the existing 27-year-old sports lighting at Jim Warren Park with new LED sports lighting. This initiative is part of a three-year re-lamping project for recreation and tournament baseball, covering three different complexes with batting cages included. The final focus of the budget submittal will be on the life cycle of existing equipment for all divisions with specific requests outlined within the total budget for consideration.

Performance Measures & Strategic Plan

The City of Franklin is in process of revising its Strategic Plan. First established in 2013, the City of Franklin Strategic Plan has specific and demonstrable objectives for each department which, when achieved individually, will cohesively move Franklin forward to meet the challenges and demands of the future.

The new strategic plan has six major goals. They include:

 Safe Clean Livable City

 Sustainable Growth & Economic Vitality

 Fiscally Sound

 Quality Life Experiences

 Organizational Health

 Operational Excellence

Each budget has a series of performance measures and benchmarks attached to it which demonstrate the workload, effectiveness and outcome of taxpayer support for the annual operations of the City of Franklin and its pursuit of the goals of the Strategic Plan. Together, these measures demonstrate a proper and diligent use of taxpayer dollars in the pursuit of a greater community.

Specific departmental strategic plan measures will be refined as the budget process continues.

Performance Measures (con't)

Parks & Recreation Strategic Plan Non-Financial Perf. Meas.

Output Measure	FY2020	FY2021	FY2022	FY2023	FY2024
Amount					
Number of years (rolling total) of receiving the Tree City USA status. Goal: Maintain Status as Tree City USA.	15	15	17	17	18
Citizens responding to community survey identified (unprompted) parks, recreation, and amenities as excellent/good. Goal: Increase the percent of Franklin citizens who perceive they have excellent/good parks, recreation, and amenities.	93	93	85	95	95
Number of acres per 1000 Residents. Goal: to be over 10.	11.96	11.96	13.11	11.6	11.6
State of Tennessee Healthy Cities Rank. Goal: Remain on of the Top Rated Healthy Cities in TN.	0	0	0	0	0
AMOUNT	119.96	119.96	115.11	123.6	124.6

General Performance Measures

Parks & Recreation Financial Performance Measures

Output Measure	FY2020	FY2021	FY2022	FY2023	FY2024
Amount					
Total Parks and Recreation cost per capita (total operations, personnel, and capital/population).	\$82	\$64	\$67	\$78	\$79
Total grant proceeds awarded.	\$10,905	\$29,152	\$14,700	\$24,000	\$0
Total Parks and Recreation cost.	\$5,797,545	\$4,512,614	\$5,742,116	\$6,893,932	\$6,937,629
Total revenues from user fees.	\$27,960	\$140,215	\$152,077	\$124,483	\$179,301
Total Parkland Impact Fees.	\$1,464,200	\$2,196,116	\$1,516,084	\$1,007,056	\$3,983,352
Estimated annual operation of Park's units.	\$2,310,913	\$1,739,739	\$1,831,771	\$2,381,444	\$2,974,503
Total cost per Franklin resident to support Parks (operations expenses/population).	\$33	\$25	\$28	\$29	\$33
AMOUNT	\$9,611,638	\$8,617,924	\$9,256,843	\$10,431,022	\$14,074,897

Parks & Recreation Non-Financial Performance Measures

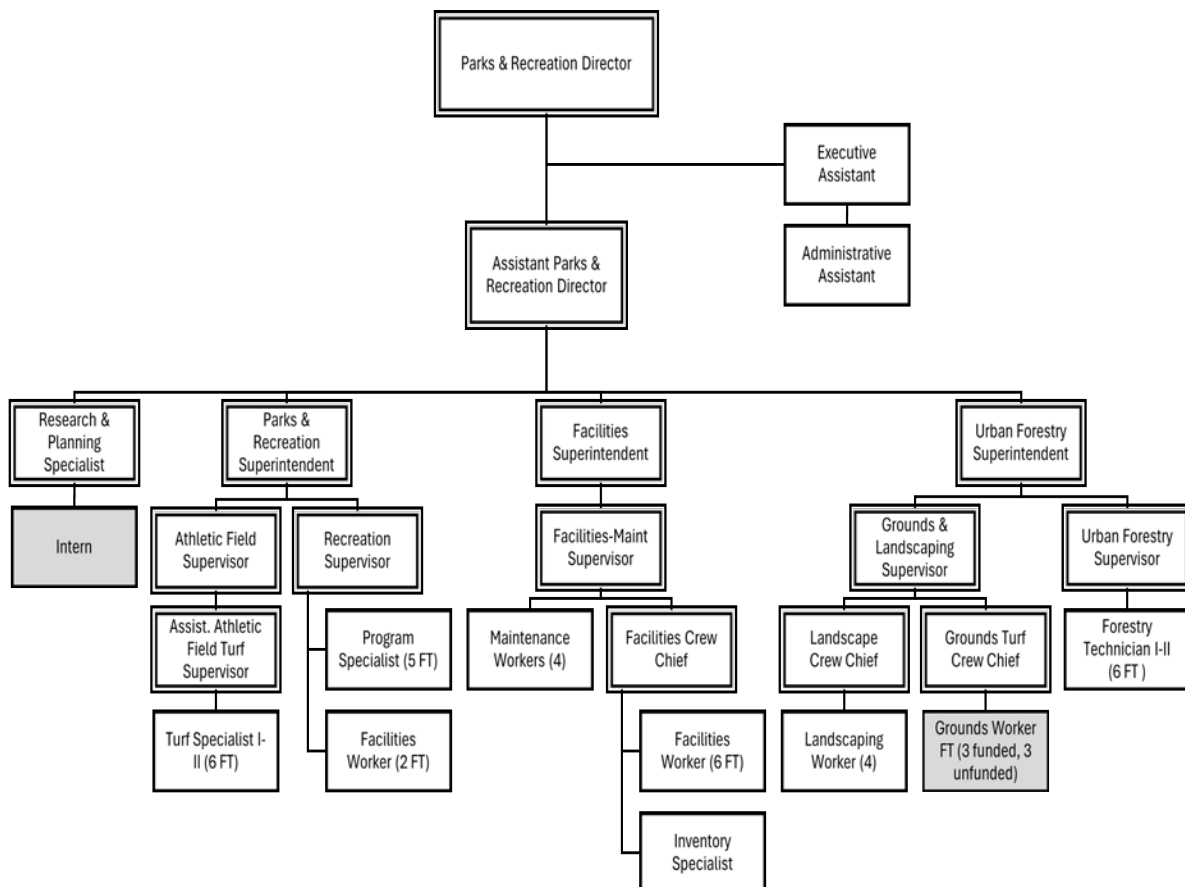
Output Measure	FY2020	FY2021	FY2022	FY2023	FY2024
Amount					
Park attendance by scheduled users - athletics.	4,500	10,200	10,100	38,595	40,000
Total number of training hours provided.	450	450	405	120	421.35
Total number of trees planted by donation and/or grants.	29	28	16	0	251
Park event participation - adults all.	0	32,932	38,647	39,000	39,250
Parks and Recreation acres maintained - active parks.	747	747	193	372.45	372.45
Total number of volunteer hours worked.	275	2,929	130	669	437
Total Parks and Recreation units (parks) managed.	7	19	19	19	19
Park event participation - registered athletics.	0	9,665	9,650	2,573	29,000
Total attendees for the lecture series.	0	0	0	0	83
Park attendance by scheduled users - outside sponsored events.	3,800	44,224	40,180	63,981	53,981
Park event participation - children all	0	19,068	12,585	12,600	13,000
Total percentage of urban tree canopy.	30.5	30.5	29.61	30.37	30.37
Park attendance by scheduled users - schools.	400	10,000	940	1,125	1,200
Total number of greenway miles.	16	16	17	17	17
Total number of permits received.	104	254	286	319	331
Parks and Recreation acres maintained - passive parks.	937	937	807	655.85	655.85
Park event participation - seniors all.	0	0	640	1,200	12,000
Total miles of trails (greenway & non-paved).	20	20	20	20	20
Participation count - City sponsored events.	17,500	19,000	18,557	18,000	18,250
Total number of trees planted.	323	108	104	476	19
Total number of trees purchased from the tree bank.	290	0	92	85	0
Total Parks and Recreation acres maintained (passive + active).	190	190	1,000	1,028.3	1,028.3
AMOUNT	29,618.5	150,817.5	134,417.61	180,885.97	210,366.32

Performance Measures (con't)

Parks & Recreation Department Citizen Survey Results

Measure	FY2016	FY2019	FY2022
Amount			
Percent rating Fitness opportunities as it relates to Franklin as a whole as excellent/good	77	83	80
Percent rating Fitness opportunities as it relates to Franklin as a whole as fair/poor	23	17	20
Percent rating recreational opportunities as it relates to Franklin as a whole as excellent/good	78	83	79
Percent rating recreational opportunities as it relates to Franklin as a whole as fair/poor	22	17	21
Percent rating the quality of City parks as excellent/good	91	93	85
Percent rating the quality of City parks as fair/poor	9	7	15
Percent rating the quality of Franklin open space as excellent/good	70	71	70
Percent rating the quality of Franklin open space as fair/poor	30	29	30
Percent rating the quality of recreation centers or facilities as excellent/good	85	87	80
Percent rating the quality of recreation centers or facilities as fair/poor	15	13	20
Percent rating the quality of recreation programs or classes as excellent/good	84	87	79
Percent rating the quality of recreation programs or classes as fair/poor	16	13	21
AMOUNT	600	600	600

Organizational Chart



Staffing by Position

Budgeted Positions	Pay Grade	FY 2022		FY 2023		FY 2024		FY 2025		FY 2026	
		F-T	P-T	F-T	P-T	F-T	P-T	F-T	P-T	F-T	P-T
Parks & Recreation Director	M	1	0	1	0	1	0	1	0	1	0
Assistant Parks & Recreation Director	K	1	0	1	0	1	0	1	0	1	0
Facilities Superintendent	J	1	0	1	0	1	0	1	0	1	0
Parks & Recreation Superintendent	J	1	0	1	0	1	0	1	0	1	0
Urban Forestry Superintendent	J	1	0	1	0	1	0	1	0	1	0
Urban Forestry Supervisor	I	1	0	1	0	1	0	1	0	1	0
Grounds & Landscape Supervisor	H	1	0	1	0	1	0	1	0	1	0
Facilities & Maintenance Supervisor	H	0	0	1	0	1	0	1	0	1	0
Recreation Supervisor	H	1	0	1	0	1	0	1	0	1	0
Athletic Field Turf Supervisor	H	1	0	1	0	1	0	1	0	1	0
Assistant Athletic Field Turf Supervisor	G	0	0	1	0	1	0	1	0	1	0
Research & Planning Specialist	G	1	0	1	0	1	0	1	0	1	0
Facilities Crew Chief	G	1	0	1	0	1	0	1	0	1	0
Grounds Turf Crew Chief	G	1	0	1	0	1	0	1	0	1	0
Landscaping Crew Chief	G	1	0	1	0	1	0	1	0	1	0
Executive Assistant	F	0	0	0	0	1	0	1	0	1	0
Turf Specialist I-II	E-F	6	0	6	0	6	0	6	0	6	0
Forestry Technician I-II	E-F	6	0	6	0	6	0	6	0	6	0
Maintenance Crew Chief	---	1	0	0	0	0	0	0	0	0	0
Program Specialist	E	4	0	4	0	4	0	5	0	5	0
Admin Assistant	E	2	0	2	0	1	0	1	0	1	0
Inventory Specialist	E	1	0	1	0	1	0	1	0	1	0
Maintenance Worker	E	4	0	4	0	4	0	4	0	4	0
Facilities Worker	D	5	3	6	1	6	1	8	0	8	0
Grounds Worker	D	6	0	3	0	3	0	3	0	3	0
Landscaping Worker	D	3	0	3	0	3	0	4	0	4	0
Sub-Total - Budgeted Positions		51	3	50	1	50	1	54	0	54	0

Authorized, Unbudgeted Positions	Pay Grade	FY 2022		FY 2023		FY 2024		FY 2025		FY 2026	
		F-T	P-T	F-T	P-T	F-T	P-T	F-T	P-T	F-T	P-T
Grounds Worker	D	0	0	3	0	3	0	3	0	3	0
Intern	INTERN	0	1	0	1	0	1	0	1	0	1
Sub-Total - Unbudgeted Positions		0	1	3	1	3	1	3	1	3	1

Total Authorized Positions	51	4	53	2	53	2	57	1	57	1
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Budget Summary

Parks

	ACTUAL 2023	ACTUAL 2024	BUDGET 2025	EOY 2025	BUDGET 2026		
	FY2023	FY2024	FY2025	FY2025	FY2026	25 v. 26 Difference \$	25 v. 26 Difference %
Expenses							
110 - GENERAL FUND							
PERSONNEL							
PERSONNEL (81000)	\$3,935,974	\$4,505,975	\$4,879,077	\$4,689,207	\$5,155,871	\$276,794	5.7%
PERSONNEL TOTAL	\$3,935,974	\$4,505,975	\$4,879,077	\$4,689,207	\$5,155,871	\$276,794	5.7%
OPERATIONS							
SERVICES (82000)	\$1,246,006	\$1,251,747	\$1,597,095	\$1,619,433	\$1,571,617	(\$25,478)	(1.6%)
SUPPLIES (83000)	\$992,833	\$668,405	\$941,896	\$886,280	\$914,108	(\$27,788)	(3.0%)
OPERATIONAL UNITS (84000)	\$13,134	\$0	\$40,000	\$45,000	\$45,000	\$5,000	12.5%
BUSINESS EXPENSES (85000)	\$129,471	\$146,534	\$183,966	\$206,821	\$62,055	(\$121,911)	(66.3%)
DEBT SERVICE (86000)	–	–	\$0	\$0	\$0	\$0	–
OPERATIONS TOTAL	\$2,381,444	\$2,066,686	\$2,762,957	\$2,757,534	\$2,592,780	(\$170,177)	(6.2%)
CAPITAL							
CAPITAL ASSETS (89000)	–	\$51,104	\$300,000	\$300,000	\$0	(\$300,000)	(100.0%)
CAPITAL TOTAL	–	\$51,104	\$300,000	\$300,000	\$0	(\$300,000)	(100.0%)
110 - GENERAL FUND TOTAL	\$6,317,419	\$6,623,765	\$7,942,034	\$7,746,741	\$7,748,651	(\$193,383)	(2.4%)
EXPENSES TOTAL	\$6,317,419	\$6,623,765	\$7,942,034	\$7,746,741	\$7,748,651	(\$193,383)	(2.4%)



HISTORIC
FRANKLIN
TENNESSEE

FY 2026 Operating Budget

Sanitation & Environmental Services

Nate Ridley, Director

Departmental Summary

The Sanitation and Environmental Services (SES) Department team is responsible for collection and disposal of residential and non-residential solid waste, residential recyclables, yard wastes and bulk wastes. We strive to provide and maintain a high level of service, through efficient use of resources, as we focus on the safety of our team while maintaining continued growth within our community. Our SES collection team collected Municipal Solid Waste (MSW) from over 2,500,000 service points in FY2024. During the past ten years, we have enforced our biodegradable yard bag requirement for collection of small yard waste, added the Batteries, Oil, Paint, Anti-freeze, Electronics (BOPAE) drop off services for Williamson County residents, started a curbside blue bag recycling services program, which has been converted to Blue Bins for our residents, streamlined our hauling and landfill functions through a long term agreement with Bi County Solid Waste and MBI waste hauling contract, established a long term agreement with Marshall County for accepting and processing the recyclables collected through our curbside service, incorporated an air curtain incinerator for brush processing while working to add an additional incinerator, incorporated route smart technology and tablets into collection vehicles to maintain efficiency and cost effective services, and continued to make small changes, internally, to ensure we are operating as efficiently as possible to ensure responsible use of our existing resources as well as answering the service needs of our community.

The three divisions of the Sanitation and Environmental Services Department include: (1) Administration, (2) Collection and (3) Transfer Station.

- The Administration Division actively participates in public education, customer service, department financial management, provides direct support to the other divisions within the Department and oversees management of the Municipal Services Complex.
- Our team of professionals in the Collection Division collect household waste generated from residents and downtown businesses. SES continues providing residential solid waste collection to include household garbage, bulky wastes, white goods, Blue Bins for recyclables, and yard waste which includes brush and brown bags.
- Disposal Division team members operate the City owned transfer station for City and private refuse haulers, process yard waste, separate metal recyclables from refuse, and transfer curbside recycling accepted through the facility.

Department Goals

The primary goal for the Sanitation and Environmental Services Department is to provide the citizens of Franklin outstanding solid waste service in an environmentally responsible manner while recognizing economic realities. The Sanitation and Environmental Services Department team is responsible for collection and disposal of residential and non-residential solid waste, residential recycling, yard waste, and bulk wastes. We strive to provide and maintain a high level of service, through efficient use of resources, as we focus on the safety of our team and the residents of Franklin.

Continuous improvement for the long term development of our department remains a top priority. We set a goal to annually review and assess all resources and manage them in the most efficient, effective way possible. We will continue analysis of the cost of each service provided and expect to make additional recommendations based on our findings.

In order to maintain our current level of service and anticipate future improvements, SES has prepared a three-to-five-year cost of service analysis. This analysis outlines revenues and expenditures, current and future fleet expansion, equipment lifecycle/replacement needs, additional personnel requests, facility expansion needs, and future landfill and bio-solid management. During the fiscal year 2026, SES is requesting to add a Material Handler, replace an 11yd mini packer with a mini side loader to increase route efficiencies, and add an Equipment Operator II due to economic growth. Additionally, SES is requesting the following enhancements for FY2026 due to the 18–24-month lead time on equipment manufacturing. SES anticipates replacing one walking floor transfer trailer, forklift, add automated side loader MSW, add automated side loader recycling, and replace 1/2-ton pickup truck for the disposal and collection divisions.

Performance Measures & Strategic Plan

- The City of Franklin is in process of revising its Strategic Plan. First established in 2013, the City of Franklin Strategic Plan has specific and demonstrable objectives for each department which, when achieved individually, will cohesively move Franklin forward to meet the challenges and demands of the future.

The new strategic plan has six major goals. They include:



Each budget has a series of performance measures and benchmarks attached to it which demonstrate the workload, effectiveness and outcome of taxpayer support for the annual operations of the City of Franklin and its pursuit of the goals of the Strategic Plan. Together, these measures demonstrate a proper and diligent use of taxpayer dollars in the pursuit of a greater community.

Specific departmental strategic plan measures will be refined as the budget process continues.

Performance Measures & Strategic Plan (con't)

SES FranklinForward Non-Financial Perf. Measures

Output Measure	FY2020	FY2021	FY2022	FY2023	FY2024
Amount					
Total Gallons of oil collected. Goal: Reduce dangerous and polluting chemicals in our City by increasing BOPAE collections.	1,250	2,395	1,230	1,685	1,631
Total pounds of electronics collected. Goal: Reduce dangerous and polluting chemicals in our City by increasing BOPAE collections.	52,650	61,160	61,360	80,440	91,814
Total percent of diversion through the recyclable program. Goal: increase percent by 3% per year (excludes BOPAE)	14.43	9.46	8.14	8.5	9.5
Total pounds of Batteries collected. Goal: Reduce dangerous and polluting chemicals in our City by increasing BOPAE collections.	9,180	19,240	17,095	25,981	30,820
Total gallons of anti-freeze collected. Goal: Reduce dangerous and polluting chemicals in our City by increasing BOPAE collections.	774	709	789	799	0
Total percent participation in the residential curbside recycling program. Goal: increase percent by 3% per year and reach 60% by 2020.	52	58	58	58	59
Total pounds of paint collected. Goal: Reduce dangerous and polluting chemicals in our City by increasing BOPAE collections.	289,769	23,917	23,532	29,919	20,926
AMOUNT	353,689.43	107,488.46	104,072.14	138,890.5	145,259.5

General Performance Measures

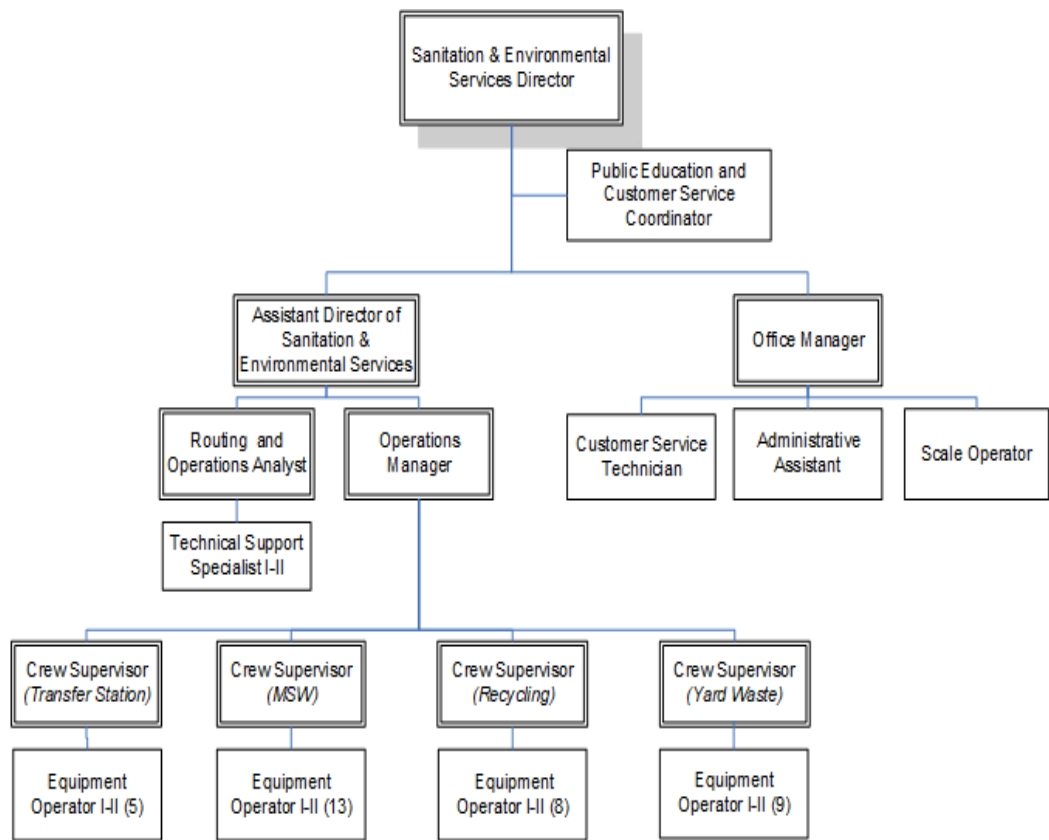
SES Financial Performance Measures

Output Measure	FY2020	FY2021	FY2022	FY2023	FY2024
Amount					
Landfill fee per ton.	\$35	\$37	\$37	\$18	\$19
Total annual collection fees.	\$5,398,050	\$5,534,270	\$6,066,325	\$6,568,117	\$7,017,145
AMOUNT	\$5,398,085	\$5,534,307	\$6,066,362	\$6,568,135	\$7,017,164

Sanitation & Environmental Services Citizen Survey Results

Measure	FY2016	FY2019	FY2022
Amount			
Percent rating the quality of garbage collection as excellent/good	91	90	88
Percent rating the quality of garbage collection as fair/poor	9	10	12
Percent rating the quality of recycling as excellent/good	76	82	60
Percent rating the quality of recycling as fair/poor	24	18	40
Percent rating the quality of yard waste pick-up as excellent/poor	85	87	80
Percent rating the quality of yard waste pick-up as fair/poor	15	13	20
AMOUNT	300	300	300

Organizational Chart



Information in italics provided for information only.

Staffing by Position

Budgeted Positions	Pay Grade	FY		FY		FY		FY		FY	
		2022		2023		2024		2025		2026	
		F-T	P-T	F-T	P-T	F-T	P-T	F-T	P-T	F-T	P-T
Administration											
Director of Sanitation & Environmental Services	M	1	0	1	0	1	0	1	0	1	0
Assistant Director of Sanitation & Environmental Services	K	1	0	1	0	1	0	1	0	1	0
Routing and Operations Analyst	H	1	0	1	0	1	0	1	0	1	0
Office Manager	G	1	0	1	0	1	0	1	0	1	0
Public Education and Customer Service Coordinator	G	1	0	1	0	1	0	1	0	1	0
Technical Support Specialist I-II	F-G	1	0	1	0	1	0	1	0	1	0
Customer Services Technician	E	1	0	1	0	1	0	1	0	1	0
Administrative Assistant	E	1	0	1	0	1	0	1	0	1	0
HHW Drop Off Site Attendant	D	1	0	1	0	1	0	1	0	0	0
Scale Operator	D	1	0	1	0	1	0	1	0	1	0
Totals		10	0	10	0	10	0	10	0	9	0
Collection											
Operations Manager	H	0	0	1	0	1	0	1	0	1	0
Collection Manager	---	1	0	0	0	0	0	0	0	0	0
SES Crew Supervisor	G	3	0	3	0	3	0	3	0	3	0
SES Equipment Operator I-II	E-F	23	0	24	0	28	0	28	0	30	0
SES Worker	D	4	0	4	0	0	0	0	0	0	0
SES Dispatcher	---	0	0	0	0	0	0	0	0	0	0
Totals		31	0	32	0	32	0	32	0	34	0
Disposal											
Transfer Station Manager	---	1	0	0	0	0	0	0	0	0	0
SES Crew Supervisor	G	0	0	1	0	1	0	1	0	1	0
Equipment Operator I-II	E-F	4	0	5	0	5	0	5	0	5	0
Totals		5	0	6	0	6	0	6	0	6	0
Sub-Total - Budgeted Positions		46	0	48	0	48	0	48	0	49	0
Total Authorized Positions		46	0	48	0	48	0	48	0	49	0

Budget Summary

Sanitation & Environmental Services

	ACTUAL 2023	ACTUAL 2024	BUDGET 2025	EOY 2025	FY2026 BUDGET		
	FY2023	FY2024	FY2025	FY2025	FY2026	25 v. 26 Difference \$	25 v. 26 Difference %
Revenues							
REVENUES							
INTERGOVERNMENTAL (33000)	–	–	\$0	\$0	\$0	\$0	–
CHARGES FOR SERVICES (34000)	\$10,695,503	\$10,288,564	\$13,393,738	\$11,453,663	\$13,078,808	(\$314,930)	(2.4%)
FINES & FEES (35000)	\$218,908	\$166,282	\$223,287	\$223,287	\$184,063	(\$39,224)	(17.6%)
USE OF MONEY & PROPERTY (36000)	\$93,742	\$254,377	\$293,195	\$293,196	\$229,502	(\$63,693)	(21.7%)
OTHER REVENUE (37000)	\$500,000	\$1,750,000	\$0	\$0	\$0	\$0	–
CUSTOMER SERVICE (38000)	–	–	\$0	\$0	\$0	\$0	–
REVENUES TOTAL	\$11,508,153	\$12,459,223	\$13,910,220	\$11,970,146	\$13,492,373	(\$417,847)	(3.0%)
REVENUES TOTAL	\$11,508,153	\$12,459,223	\$13,910,220	\$11,970,146	\$13,492,373	(\$417,847)	(3.0%)
Expenses							
124 - SANITATION & ENVIRONMENTAL SERVICES							
PERSONNEL							
PERSONNEL (81000)	\$4,357,612	\$4,891,650	\$4,949,152	\$4,880,657	\$5,452,182	\$503,030	10.2%
PERSONNEL TOTAL	\$4,357,612	\$4,891,650	\$4,949,152	\$4,880,657	\$5,452,182	\$503,030	10.2%
OPERATIONS							
SERVICES (82000)	\$4,376,787	\$4,343,642	\$5,395,330	\$4,424,355	\$4,904,874	(\$490,456)	(9.1%)
SUPPLIES (83000)	\$689,872	\$585,556	\$878,400	\$805,097	\$725,150	(\$153,250)	(17.5%)
OPERATIONAL UNITS (84000)	\$567,300	\$797,592	\$797,593	\$797,593	\$988,936	\$191,343	24.0%
BUSINESS EXPENSES (85000)	\$145,658	\$410,987	\$162,950	\$189,252	\$154,400	(\$8,550)	(5.3%)
DEBT SERVICE (86000)	–	–	\$0	\$0	\$0	\$0	–
TRANSFER TO OTHER FUNDS (88000)	\$209,206	\$193,151	\$192,926	\$192,925	\$193,034	\$108	0.1%
OPERATIONS TOTAL	\$5,988,822	\$6,330,928	\$7,427,199	\$6,409,222	\$6,966,394	(\$460,805)	(6.2%)
CAPITAL							
CAPITAL ASSETS (89000)	\$125,409	\$2,659,744	\$1,273,413	\$877,344	\$102,000	(\$1,171,413)	(92.0%)
CAPITAL TOTAL	\$125,409	\$2,659,744	\$1,273,413	\$877,344	\$102,000	(\$1,171,413)	(92.0%)
124 - SANITATION & ENVIRONMENTAL SERVICES TOTAL	\$10,471,844	\$13,882,322	\$13,649,764	\$12,167,223	\$12,520,576	(\$1,129,188)	(8.3%)
EXPENSES TOTAL	\$10,471,844	\$13,882,322	\$13,649,764	\$12,167,223	\$12,520,576	(\$1,129,188)	(8.3%)

Budget Summary (con't)

Sanitation & Environmental Services - Administration

	ACTUAL 2023	ACTUAL 2024	BUDGET 2025	EOY 2025	BUDGET 2026		
	FY2023	FY2024	FY2025	FY2025	FY2026	25 v. 26 Difference \$	25 v. 26 Difference %
Expenses							
124 - SANITATION & ENVIRONMENTAL SERVICES							
PERSONNEL							
PERSONNEL (81000)	\$1,052,736	\$1,169,539	\$1,140,603	\$1,097,650	\$884,586	(\$256,017)	(22.5%)
PERSONNEL TOTAL	\$1,052,736	\$1,169,539	\$1,140,603	\$1,097,650	\$884,586	(\$256,017)	(22.5%)
OPERATIONS							
SERVICES (82000)	\$135,243	\$164,038	\$208,150	\$172,349	\$241,000	\$32,850	15.8%
SUPPLIES (83000)	\$76,475	\$76,402	\$154,635	\$145,234	\$91,650	(\$62,985)	(40.7%)
OPERATIONAL UNITS (84000)	\$567,300	\$797,592	\$0	\$0	\$0	\$0	—
BUSINESS EXPENSES (85000)	\$15,353	\$252,901	\$15,412	\$19,409	\$149,900	\$134,488	872.6%
DEBT SERVICE (86000)	—	—	\$0	\$0	\$0	\$0	—
OPERATIONS TOTAL	\$794,371	\$1,290,933	\$378,197	\$336,992	\$482,550	\$104,353	27.6%
CAPITAL							
CAPITAL ASSETS (89000)	—	—	\$70,000	\$76,702	\$0	(\$70,000)	(100.0%)
CAPITAL TOTAL	—	—	\$70,000	\$76,702	\$0	(\$70,000)	(100.0%)
124 - SANITATION & ENVIRONMENTAL SERVICES TOTAL	\$1,847,107	\$2,460,473	\$1,588,800	\$1,511,344	\$1,367,136	(\$221,664)	(14.0%)
EXPENSES TOTAL	\$1,847,107	\$2,460,473	\$1,588,800	\$1,511,344	\$1,367,136	(\$221,664)	(14.0%)

Sanitation & Environmental Services - Collection

	ACTUAL 2023	ACTUAL 2024	BUDGET 2025	EOY 2025	BUDGET 2026		
	FY2023	FY2024	FY2025	FY2025	FY2026	25 v. 26 Difference \$	25 v. 26 Difference %
Expenses							
124 - SANITATION & ENVIRONMENTAL SERVICES							
PERSONNEL							
PERSONNEL (81000)	\$2,888,280	\$3,130,310	\$3,136,243	\$3,219,706	\$3,586,739	\$450,496	14.4%
PERSONNEL TOTAL	\$2,888,280	\$3,130,310	\$3,136,243	\$3,219,706	\$3,586,739	\$450,496	14.4%
OPERATIONS							
SERVICES (82000)	\$465,039	\$445,066	\$480,173	\$502,760	\$448,200	(\$31,973)	(6.7%)
SUPPLIES (83000)	\$514,974	\$428,332	\$640,005	\$577,391	\$577,100	(\$62,905)	(9.8%)
OPERATIONAL UNITS (84000)	—	—	—	\$0	\$0	\$0	—
BUSINESS EXPENSES (85000)	\$88,756	\$104,275	\$97,465	\$105,443	\$0	(\$97,465)	(100.0%)
DEBT SERVICE (86000)	—	—	\$0	\$0	\$0	\$0	—
TRANSFER TO OTHER FUNDS (88000)	\$10,838	\$9,792	\$9,764	\$9,763	\$9,769	\$5	0.1%
OPERATIONS TOTAL	\$1,079,607	\$987,465	\$1,227,407	\$1,195,357	\$1,035,069	(\$192,338)	(15.7%)
CAPITAL							
CAPITAL ASSETS (89000)	\$125,409	\$2,659,744	\$1,203,413	\$800,642	\$51,000	(\$1,152,413)	(95.8%)
CAPITAL TOTAL	\$125,409	\$2,659,744	\$1,203,413	\$800,642	\$51,000	(\$1,152,413)	(95.8%)
124 - SANITATION & ENVIRONMENTAL SERVICES TOTAL	\$4,093,296	\$6,777,519	\$5,567,063	\$5,215,705	\$4,672,808	(\$894,255)	(16.1%)
EXPENSES TOTAL	\$4,093,296	\$6,777,519	\$5,567,063	\$5,215,705	\$4,672,808	(\$894,255)	(16.1%)

Budget Summary (con't)

Sanitation & Environmental Services - Disposal

	ACTUAL 2023	ACTUAL 2024	BUDGET 2025	EOY 2025	BUDGET 2026		
	FY2023	FY2024	FY2025	FY2025	FY2026	25 v. 26 Difference \$	25 v. 26 Difference %
Expenses							
124 - SANITATION & ENVIRONMENTAL SERVICES							
PERSONNEL							
PERSONNEL (81000)	\$416,595	\$591,800	\$554,058	\$527,592	\$545,592	(\$8,466)	(1.5%)
PERSONNEL TOTAL	\$416,595	\$591,800	\$554,058	\$527,592	\$545,592	(\$8,466)	(1.5%)
OPERATIONS							
SERVICES (82000)	\$3,776,505	\$3,734,538	\$4,707,007	\$3,749,246	\$4,215,674	(\$491,333)	(10.4%)
SUPPLIES (83000)	\$98,423	\$80,821	\$83,760	\$82,472	\$56,400	(\$27,360)	(32.7%)
OPERATIONAL UNITS (84000)	–	–	–	\$0	\$0	\$0	–
BUSINESS EXPENSES (85000)	\$41,548	\$53,811	\$50,073	\$64,400	\$4,500	(\$45,573)	(91.0%)
DEBT SERVICE (86000)	–	–	\$0	\$0	\$0	\$0	–
TRANSFER TO OTHER FUNDS (88000)	\$198,368	\$183,359	\$183,162	\$183,162	\$183,265	\$103	0.1%
OPERATIONS TOTAL	\$4,114,844	\$4,052,530	\$5,024,002	\$4,079,280	\$4,459,839	(\$564,163)	(11.2%)
CAPITAL							
CAPITAL ASSETS (89000)	–	–	\$0	\$0	\$51,000	\$51,000	–
CAPITAL TOTAL	–	–	\$0	\$0	\$51,000	\$51,000	–
124 - SANITATION & ENVIRONMENTAL SERVICES TOTAL	\$4,531,440	\$4,644,330	\$5,578,060	\$4,606,872	\$5,056,431	(\$521,629)	(9.4%)
EXPENSES TOTAL	\$4,531,440	\$4,644,330	\$5,578,060	\$4,606,872	\$5,056,431	(\$521,629)	(9.4%)

Sanitation & Environmental Services - General

	ACTUAL 2023	ACTUAL 2024	BUDGET 2025	EOY 2025	BUDGET 2026		
	FY2023	FY2024	FY2025	FY2025	FY2026	25 v. 26 Difference \$	25 v. 26 Difference %
Expenses							
124 - SANITATION & ENVIRONMENTAL SERVICES							
PERSONNEL							
PERSONNEL (81000)	–	–	\$118,248	\$35,709	\$435,265	\$317,017	268.1%
PERSONNEL TOTAL	–	–	\$118,248	\$35,709	\$435,265	\$317,017	268.1%
OPERATIONS							
OPERATIONAL UNITS (84000)	–	–	\$797,593	\$797,593	\$988,936	\$191,343	24.0%
OPERATIONS TOTAL	–	–	\$797,593	\$797,593	\$988,936	\$191,343	24.0%
124 - SANITATION & ENVIRONMENTAL SERVICES TOTAL	–	–	\$915,841	\$833,302	\$1,424,201	\$508,360	55.5%
EXPENSES TOTAL	–	–	\$915,841	\$833,302	\$1,424,201	\$508,360	55.5%



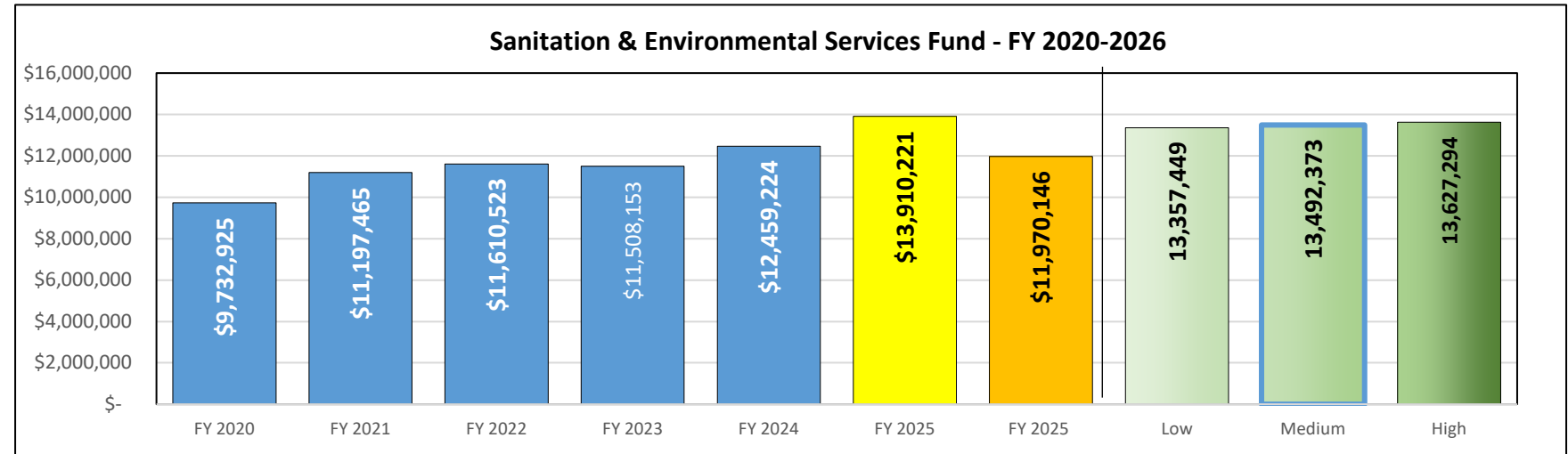
City of Franklin

Revenue Model

Fund:	Sanitation & Environmental Services Fund	Percent of All Revenues	5.3%
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Sanitation & Environmental Services Fund: This Special Revenue fund accounts for the fees collected in the collection and disposal of residential and commercial garbage. The primary component within the fund are those fees charged for disposal of refuse. In recent years, the City has worked to reduce the subsidy from the General Fund for sanitation and recycling operations.

The forecast is a decrease overall from FY 2026 due to lower revenues from the Transfer Station. This forecast includes the rate increase approved by the BOMA effective January 1, 2026 for monthly residential service increasing from \$31.00 to \$33.00.



	Actuals					Budget	Estimated	Forecasts (FY 2026)			Averages
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2025	Low	Medium	High	
% yr/yr.	4.0%	15.0%	3.7%	-0.9%	8.3%	11.6%	-3.9%	12%	13%	14%	
FEMA/TEMA GRANTS (FED/STATE)	-	-	64,092	-	-	-	-	-	-	-	3-yr Average
SOLID WASTE GRANT (STATE)	-	14,327	-	-	-	-	-	-	-	-	\$ 11,859,300
SPECIAL EVENT SERVICES FEE	-	606	-	2,352	1,366	2,399	2,516	3,131	3,163	3,194	1.7%
COLLECTION REVENUES	5,398,050	5,534,270	6,066,325	6,568,117	7,017,145	9,400,008	8,181,000	9,652,500	9,750,000	9,847,500	5-Yr Average
ADDL RESIDENTIAL ROLLOUT CONTAINERS	12,305	5,595	4,290	3,850	4,525	3,927	3,927	4,208	4,250	4,293	\$ 11,301,658
ADDL RESIDENTIAL ROLLOUT CONTAINERS	-	-	-	635	-	648	-	-	-	-	2.0%
BLUE BIN SETUP FEE	208,150	393,658	76,535	30,808	19,213	15,130	20,977	10,890	11,000	11,110	10-Yr Average
TIPPING FEES	3,691,891	4,149,853	4,335,568	4,079,676	3,234,977	3,961,360	3,234,977	3,267,000	3,300,000	3,333,000	\$ 10,059,684
CARDBOARD RECYCLING	121	-	-	-	(136)	-	-	-	-	-	2.4%
RECYCLING-BATTERIES	3,974	-	1,097	2,598	2,300	2,650	2,650	1,986	2,006	2,026	20-Yr Average
RECYCLING-ELECTRONICS	101	3,643	1,980	2,860	2,253	2,917	2,917	2,354	2,377	2,401	\$ 8,291,382
RECYCLING-METAL	2,668	178	31	347	-	354	354	187	189	191	5.0%
RECYCLING-WASTE OIL	-	-	-	-	-	-	-	-	-	-	25-Yr Average
BUCK A BAG PROGRAM	1,994	1,998	2,046	1,760	1,796	1,795	1,795	1,862	1,881	1,900	\$ 6,785,300
RESIDENTIAL BRUSH	11,750	2,625	3,250	2,500	5,125	2,550	2,550	3,610	3,647	3,683	8.4%
NON-RESIDENTIAL BRUSH	95	125	289	-	-	-	-	295	295	295	
INTEREST INCOME	10,608	751	7,849	34,555	20,179	13,026	13,026	9,027	9,118	9,209	
SALE OF WASTE CONTAINERS	50,298	13,350	25,068	24,675	30,975	25,170	25,170	26,637	26,906	27,175	
SALE OF SURPLUS ASSETS	243,145	84,151	342,700	34,512	203,223	255,000	255,000	191,544	193,478	195,413	
TRANSFER FROM GENERAL FUND	-	900,000	515,680	500,000	1,750,000	-	-	-	-	-	
MISCELLANEOUS OTHER REVENUE	-	44,473	-	-	-	-	-	-	-	-	
LATE PAY FEES	97,776	47,863	163,723	218,908	166,283	223,288	223,288	182,222	184,063	185,904	
Totals	\$ 9,732,925	\$ 11,197,465	\$ 11,610,523	\$ 11,508,153	\$ 12,459,224	\$ 13,910,221	\$ 11,970,146	13,357,449	13,492,373	13,627,294	

Source: City of Franklin, Annual Comprehensive Financial Reports - 1990-2024 & Estimates from Finance & Revenue Management Departments.



HISTORIC
FRANKLIN
TENNESSEE

FY 2026 Operating Budget

Water Management Department

Michelle Hatcher, Director

Departmental Summary

The Water Management Department's vision, in support of the City's vision statement, is to continually strive to enhance quality of life through exceptional, responsive, and cost effective water resources services. These services include drinking water treatment and distribution, wastewater collection and treatment, and reclaimed water distribution for customers located primarily in the City of Franklin. To achieve this vision it is necessary to safely and efficiently deliver drinking water while providing clean water and reclaimed water services to our customers. The Water Management Department continues to evolve through formalization and refinement of practices, and through the implementation of the Integrated Water Resources Plan.

This budget was developed to further refine operations to achieve the Department's vision, in support of the City of Franklin's goals and objectives. Revenues and expenditures for each division are presented in consolidated Sections as follows:

Division	Section
Water Distribution	Water
Water Treatment	Water
Utility Billing	Water
Wastewater Collection	Wastewater
Wastewater Treatment	Wastewater
Utility Administration	Wastewater
Reclaimed Water	Reclaimed Water

Water and Wastewater are independent business units of the City of Franklin and are required to be self-sufficient entities. These utilities are not subsidized by local taxes, reimbursing the General Fund monies to cover the costs of administrative oversight and support services such as payroll, human resources, finance and legal. Reclaimed water, while presented as its own section, is a beneficial reuse of treated wastewater. The use of reclaimed water increases the discharge capacity of the wastewater treatment plant to the Harpeth River (primarily during summer months) and provides a cost effective source of water within the reclaimed water distribution system while providing revenue to support its operation.

Performance Measures & Strategic Plan

The City of Franklin is in process of revising its Strategic Plan. First established in 2013, the City of Franklin Strategic Plan has specific and demonstrable objectives for each department which, when achieved individually, will cohesively move Franklin forward to meet the challenges and demands of the future.

The new strategic plan has six major goals. They include:



Each budget has a series of performance measures and benchmarks attached to it which demonstrate the workload, effectiveness and outcome of taxpayer support for the annual operations of the City of Franklin and its pursuit of the goals of the Strategic Plan. Together, these measures demonstrate a proper and diligent use of taxpayer dollars in the pursuit of a greater community.

- Specific departmental strategic plan measures will be refined as the budget process continues.

Water Mgt. FranklinForward Financial Performance Measures

Output Measure	FY2020	FY2021	FY2022	FY2023	FY2024
Amount					
Energy costs for Water and Sewage delivery. Measure: Franklin will establish standards for the quality of its infrastructure; reliable, efficient, and scalable. Goal: Declining or steady energy costs year over year.	\$1,684,993	\$1,723,606	\$1,659,718	\$0	\$0
AMOUNT	\$1,684,993	\$1,723,606	\$1,659,718	\$0	\$0

Water Mgt. FranklinForward Non-Financial Perf. Measures

Output Measure	FY2020	FY2021	FY2022	FY2023
Amount				
Sanitary Score. Measure: Franklin will establish standards for the quality of its infrastructure; to be reliable, efficient, and scalable. Goal: Remains at or improves from the 2012 score of 97.	97	0	0	0
Adopted a Strategic Schedule for each of the 5-year increments (100%=Adopted, 0%=Not Adopted)	100	100	100	0
Count of Franklin Water Quality Violations. Measure: Franklin will continue to meet or exceed regulatory requirements for water quality. Goal: To have no violations or regulatory requirements for water quality.	4	0	0	0
Status within TVA sustainable communities program (1=Platinum, 2=Gold). Measure: Franklin will achieve platinum status within the TVA sustainable communities program.	2	2	1	0
Percentage of Integrated Water Resource Plan completed. Measure: Franklin will pursue completing the Integrated Water Resource Plan (IWRP) by 2042. Goal: To fully complete the IWRP by 2042 in five year increments as set in the plan. Base 2012: 5% completed.	35	45	55	0
Percentage of unaccounted water. Measure: Franklin will establish standards for the quality of its infrastructure; to be reliable, efficient, and scalable. Goal: To decrease year over year.	17	16	19	0
AMOUNT	255	163	175	0

General Performance Measures

Water Mgt. Non-Financial Performance Measures

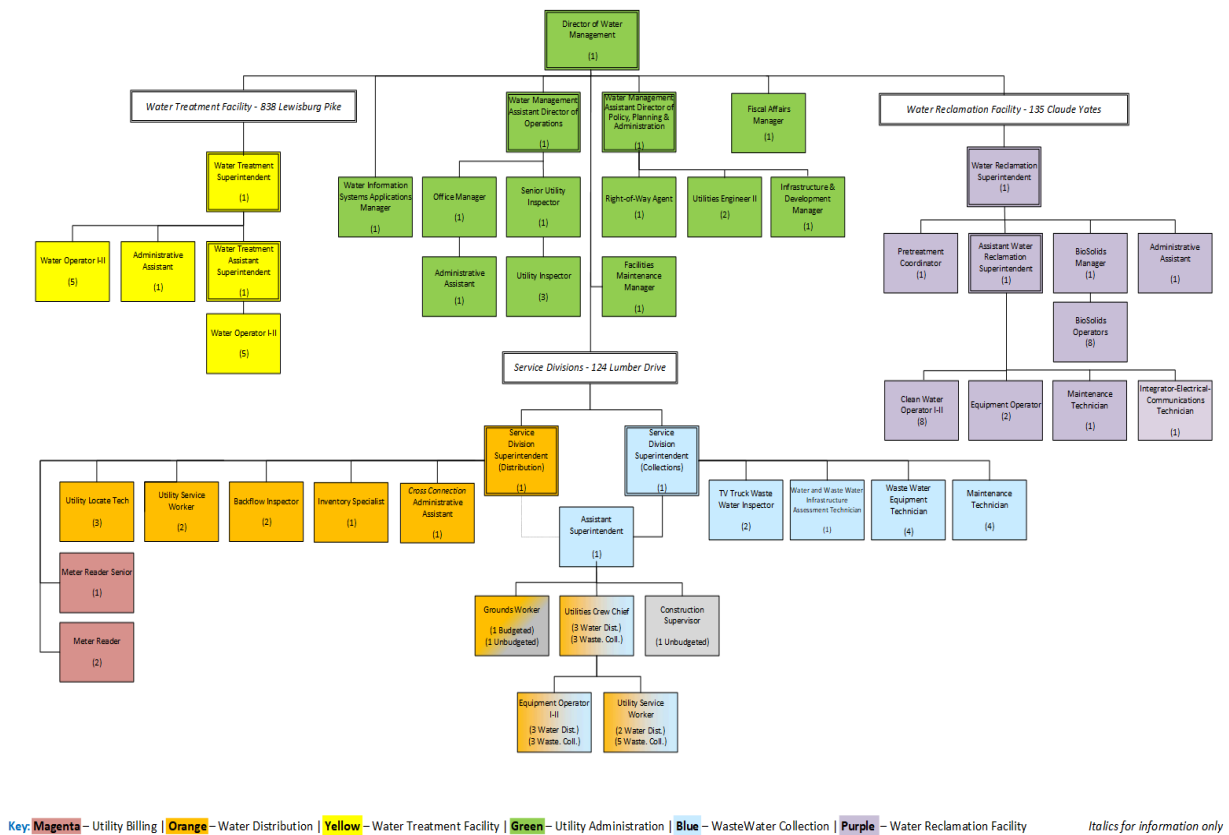
Output Measure	FY2020	FY2021	FY2022	FY2023	FY2024
Amount					
Water production (in MGD) - average.	2.5	2.5	2.82	0	0
Water production (in MGD) - maximum.	4.25	4.25	4.52	0	0
AMOUNT	6.75	6.75	7.34	0	0

Citizen Survey

Water Department Citizen Survey Results

Measure	FY2016	FY2019	FY2022
Amount			
Percent rating the quality of drinking water as excellent/good	73	76	80
Percent rating the quality of drinking water as fair/poor	27	24	20
Percent rating the quality of sewer services as excellent/good	88	87	89
Percent rating the quality of sewer services as fair/poor	12	13	11
AMOUNT	200	200	200

Organizational Chart



Key: Magenta – Utility Billing | Orange – Water Distribution | Yellow – Water Treatment Facility | Green – Utility Administration | Blue – WasteWater Collection | Purple – Water Reclamation Facility *Italics for information only*

Staffing by Position

Budgeted Positions	Pay Grade	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026
		F-T	F-T	F-T	F-T	F-T

Water Section

Utility Billing

Meter Reader Senior	E	1	1	1	1	1
Meter Reader	D	2	2	2	2	2
Totals		3	3	3	3	3

Water Distribution

Service Division Superintendent	K	1	1	1	1	1
Service Division Assistant Superintendent	I	1	1	0	0	0
Utilities Crew Chief	G	3	3	3	3	3
Backflow Inspector	F	2	2	2	2	2
Utilities Locator	F	3	3	3	3	3
Equipment Operator I-II	E-F	2	3	3	3	3
Administrative Assistant	E	1	1	1	1	1
Inventory Specialist	E	1	1	1	1	1
Utility Service Worker	D	4	4	4	4	4
Grounds Worker	D	1	1	1	1	1
Totals		19	20	19	19	19

Water Treatment Plant

Water Treatment Superintendent	K	1	1	1	1	1
Water Treatment Assistant Superintendent	J	1	1	1	1	1
Water Operator (I-II)	F-G	10	10	10	10	10
Administrative Assistant	E	0	0	1	1	1
Administrative Secretary	D	1	1	0	0	0
Totals		13	13	13	13	13

Water Section Totals		35	36	35	35	35
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Staffing by Position (con't)

Budgeted Positions	Pay Grade	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026
		F-T	F-T	F-T	F-T	F-T

Wastewater Section

Utility Administration

Director of Water Management	N	1	1	1	1	1
Water Management Assistant Director of Operations	L	1	1	1	1	1
Water Management Assistant Director of Policy, Planning, & Admin	L	1	1	1	1	1
Utilities Engineer II	J	2	2	2	2	2
Facilities Maintenance Manager	I	1	1	1	1	1
Fiscal Affairs Manager	I	0	0	0	0	1
Right of Way Agent	I	1	1	1	1	1
Infrastructure & Development Manager	I	1	1	1	1	1
Water Information Systems Applications Manager	H	1	1	1	1	1
Senior Utility Inspector	H	1	1	1	1	1
Utility Inspector	G	3	3	3	3	3
Office Manager	G	1	1	1	1	1
Administrative Assistant	E	0	0	0	0	1
Administrative Secretary	D	1	1	1	1	0
Totals		15	15	15	15	16

Wastewater Collection

Service Division Superintendent	K	0	0	1	1	1
Service Division Assistant Superintendent	I	1	1	1	1	1
Utilities Crew Chief	G	3	3	3	3	3
Water & Wastewater Infrastructure Assessment Technician	F	1	1	1	1	1
Maintenance Technician	F	4	4	4	4	4
Wastewater Equipment Technician	F	4	4	4	4	4
Equipment Operator I-II	E-F	3	3	3	3	3
TV Truck Wastewater Inspector	E	2	2	2	2	2
Utility Service Worker	D	4	5	5	5	5
Totals		22	23	24	24	24

Staffing by Position (con't)

Water Reclamation						
Water Reclamation Superintendent	K	1	1	1	1	1
Assistant Water Reclamation Superintendent	J	1	1	1	1	1
BioSolids Manager	J	0	0	0	1	1
Integrator-Electrical-Communications Technician	H	0	0	1	1	1
BioSolids Operators	G	0	0	0	8	8
Industrial Pretreatment Coordinator	G	1	1	1	1	1
Clean Water Operator (I-II)	F-G	15	15	15	8	8
Maintenance Technician	F	1	1	1	1	1
Equipment Operator I-II	E-F	2	2	2	2	2
Administrative Assistant	E	1	1	1	1	1
Totals		22	22	23	25	25

Wastewater Section Totals	59	60	62	64	65
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Authorized, Unbudgeted Positions	Pay Grade	FY	FY	FY	FY	FY
		2022	2023	2024	2025	2026
		F-T	F-T	F-T	F-T	F-T
Water Distribution						
Equipment Operator I-II	D-E	1	0	0	0	0
Grounds Worker	D	1	1	1	1	1
Utility Administration						
Utility Inspector	G	1	0	0	0	0
Wastewater Collection						
Construction Supervisor	G	0	0	1	1	1
Utility Locate Technician	---	1	0	0	0	0
Utility Service Worker	D	1	0	0	0	0
Sub-Total - Unbudgeted Positions		5	1	2	2	2
Total All Authorized Positions, Water & Wastewater		99	97	99	101	102

Budget Summary

Water and Sewer

	ACTUAL 2023	ACTUAL 2024	BUDGET 2025	EOY 2025	BUDGET 2026		
	FY2023	FY2024	FY2025	FY2025	FY2026	25 v. 26 Difference \$	25 v. 26 Difference %
Revenues							
REVENUES	\$41,359,007	\$61,837,251	\$60,008,701	\$54,526,653	\$61,329,387	\$1,320,686	2.2%
REVENUES TOTAL	\$41,359,007	\$61,837,251	\$60,008,701	\$54,526,653	\$61,329,387	\$1,320,686	2.2%
Expenses							
PERSONNEL							
PERSONNEL (81000)	\$10,225,505	\$12,819,682	\$11,396,713	\$11,227,272	\$12,337,127	\$940,414	8.3%
PERSONNEL TOTAL	\$10,225,505	\$12,819,682	\$11,396,713	\$11,227,272	\$12,337,127	\$940,414	8.3%
OPERATIONS							
SERVICES (82000)	\$4,442,951	\$6,470,734	\$5,652,504	\$5,266,110	\$7,681,469	\$2,028,965	35.9%
SUPPLIES (83000)	\$6,993,456	\$7,153,159	\$9,219,413	\$8,985,762	\$9,579,018	\$359,605	3.9%
OPERATIONAL UNITS (84000)	\$2,042,292	\$2,612,802	\$2,612,801	\$2,612,801	\$2,967,762	\$354,961	13.6%
BUSINESS EXPENSES (85000)	\$9,266,146	\$9,333,865	\$896,635	\$1,124,842	\$1,290,309	\$393,674	43.9%
DEBT SERVICE (86000)	\$2,415,422	\$2,367,747	\$7,533,225	\$7,553,779	\$6,934,523	(\$598,702)	(8.0%)
TRANSFER TO OTHER FUNDS (88000)	\$200,000	\$200,000	\$200,000	\$200,000	\$200,000	\$0	0.0%
OPERATIONS TOTAL	\$25,360,267	\$28,138,308	\$26,114,578	\$25,743,294	\$28,653,081	\$2,538,503	9.7%
CAPITAL							
CAPITAL ASSETS (89000)	\$0	\$0	\$17,559,929	\$6,936,977	\$10,184,231	(\$7,375,698)	(42.0%)
CAPITAL TOTAL	\$0	\$0	\$17,559,929	\$6,936,977	\$10,184,231	(\$7,375,698)	(42.0%)
EXPENSES TOTAL	\$35,585,772	\$40,957,990	\$55,071,220	\$43,907,543	\$51,174,439	(\$3,896,781)	(7.1%)



City of Franklin, Tennessee

FY 2026 Operating Budget

FY 2026 Water Management Fund Budget

State of Tennessee Presentation

Water and Wastewater Fund

Fiscal Year 2026 Budget

	FY 2022 Audited	FY 2023 Audited	FY 2024 Audited	FY 2025 Budget	EOY	FY 2026 Budget
Operating Revenues (by source)						
Water sales	\$ 13,043,130	\$ 14,707,819	\$ 14,892,870	\$ 15,775,804	\$ 16,087,188	\$ 16,866,291
Wastewater sales	\$ 22,617,694	\$ 24,185,294	\$ 24,990,696	\$ 26,387,790	\$ 26,994,174	\$ 28,443,446
Reclaimed sales	\$ 151,669	\$ 183,393	\$ 194,142	\$ 192,208	\$ 202,708	\$ 209,531
Other Operating Revenue	\$ 1,137,516	\$ 949,000	\$ 926,495	\$ -	\$ 2,395,490	\$ 377,275
Total Operating Revenues	\$ 36,950,009	\$ 40,025,506	\$ 41,004,203	\$ 42,355,802	\$ 45,679,560	\$ 45,896,543
Operating Expenses (by type)						
Water and wastewater billing	\$ 185,400	\$ 244,731	\$ 238,252	\$ 254,893	\$ 278,752	\$ 291,659
Water distribution	\$ 2,027,351	\$ 3,030,726	\$ 2,633,673	\$ 3,839,384	\$ 3,560,389	\$ 4,182,320
Water plant	\$ 6,630,592	\$ 6,361,333	\$ 7,104,776	\$ 7,916,967	\$ 7,708,405	\$ 8,291,032
Water administration	\$ 1,851,331	\$ 1,959,369	\$ 2,175,017	\$ 1,210,305	\$ 1,447,762	\$ 2,039,061
Wastewater administration	\$ 4,267,594	\$ 3,072,890	\$ 5,435,609	\$ 958,850	\$ 1,523,817	\$ 1,216,322
General administration	\$ 1,572,844	\$ 1,822,842	\$ 1,970,826	\$ 2,213,551	\$ 2,458,597	\$ 2,391,069
Wastewater collection	\$ 2,919,728	\$ 3,134,773	\$ 4,135,715	\$ 5,039,757	\$ 4,622,231	\$ 7,575,769
Wastewater plant	\$ 4,168,738	\$ 4,961,291	\$ 6,298,932	\$ 6,581,730	\$ 7,327,810	\$ 7,941,872
Reclaimed water	\$ 99,539	\$ 108,832	\$ 482,467	\$ 437,250	\$ 312,780	\$ 497,250
Depreciation	\$ 7,671,008	\$ 8,363,734	\$ 8,040,928	\$ 11,897,330	\$ 11,645,837	\$ 11,350,000
Total Operating Expenses	\$ 31,394,125	\$ 33,060,521	\$ 38,516,195	\$ 40,350,017	\$ 40,886,380	\$ 45,776,354
Operating Income (Loss)	\$ 5,555,884	\$ 6,964,985	\$ 2,488,008	\$ 2,005,785	\$ 4,793,180	\$ 120,189
Debt Service						
Principal *	\$ (6,988,147)	\$ (7,093,414)	\$ (7,387,176)	\$ (7,515,982)	\$ (7,515,982)	\$ (6,205,650)
Interest	\$ (1,141,982)	\$ (2,688,633)	\$ (2,552,251)	\$ (2,566,736)	\$ (2,566,736)	\$ (2,368,414)
Total Debt Service	\$ (8,130,129)	\$ (9,782,047)	\$ (9,939,427)	\$ (10,082,718)	\$ (10,082,718)	\$ (8,574,064)
Nonoperating Revenues(Expenses)						
Investment income (loss)	\$ (1,136,760)	\$ 771,679	\$ 2,444,929	\$ 1,520,180	\$ 1,481,368	\$ 1,423,241
Gain (loss) on sale of assets	\$ 47,091	\$ (6,550,319)	\$ 82,794	\$ 14,708	\$ 10,000	\$ -
Capital purchases *	\$ -	\$ -	\$ -	\$ (17,559,929)	\$ (6,936,977)	\$ (8,612,129)
Total Nonoperating Revenues(Expenses)	\$ (1,089,669)	\$ (5,778,640)	\$ 2,527,723	\$ (16,025,041)	\$ (5,445,609)	\$ (7,188,888)
Capital Contributions						
Grants	\$ 218,077	\$ 604,455	\$ 1,663,729	\$ 4,544,261	\$ 2,031,443	\$ 7,840,913
Impact fees	\$ 3,991,231	\$ 1,918,948	\$ 6,165,595	\$ 4,506,977	\$ 4,671,611	\$ 6,168,690
Capital contributions	\$ 1,581,224	\$ 4,560	\$ 1,354,392	\$ -	\$ -	\$ -
Developer contributions	\$ 1,562,626	\$ 4,610,033	\$ 9,169,552	\$ -	\$ -	\$ -
Transfer to debt service fund	\$ (200,000)	\$ (200,000)	\$ (200,000)	\$ (200,000)	\$ (200,000)	\$ (200,000)
	\$ 7,153,158	\$ 6,937,996	\$ 18,153,268	\$ 8,851,238	\$ 6,503,054	\$ 13,809,603
Change in Net Position	\$ 10,477,391	\$ 5,435,708	\$ 20,616,748	\$ 9,825,175	\$ 10,220,866	\$ 12,984,619
Beginning Net Position	\$ 230,955,323	\$ 241,432,714	\$ 246,868,422	\$ 267,485,169	\$ 267,485,169	\$ 277,706,035
Ending Net Position	\$ 241,432,714	\$ 246,868,422	\$ 267,485,169	\$ 277,310,344	\$ 277,706,035	\$ 290,690,654

* not included in ending net position

Water Budget Summaries

Water Budget by Division

	ACTUAL 2023	ACTUAL 2024	BUDGET 2025	EOY 2025	BUDGET 2026		
	FY2023	FY2024	FY2025	FY2025	FY2026	25 v. 26 Difference \$	25 v. 26 Difference %
Expenses							
UTILITY BILLING	\$244,732	\$238,252	\$254,893	\$321,910	\$291,758	\$36,865	14.5%
WATER DISTRIBUTION	\$3,055,145	\$2,655,447	\$4,488,984	\$3,885,389	\$4,558,920	\$69,936	1.6%
WATER PLANT	\$6,361,332	\$7,104,773	\$8,016,967	\$7,708,405	\$9,092,032	\$1,075,065	13.4%
WATER - GENERAL	\$4,898,486	\$4,496,618	\$3,060,084	\$5,389,954	\$4,580,708	\$1,520,624	49.7%
EXPENSES TOTAL	\$14,559,695	\$14,495,089	\$15,820,928	\$17,305,658	\$18,523,418	\$2,702,490	17.1%

Water Budget by Category

	ACTUAL 2023	ACTUAL 2024	BUDGET 2025	EOY 2025	BUDGET 2026		
	FY2023	FY2024	FY2025	FY2025	FY2026	25 v. 26 Difference \$	25 v. 26 Difference %
Expenses							
PERSONNEL							
PERSONNEL (81000)	\$3,571,840	\$3,908,765	\$3,537,950	\$3,459,303	\$3,880,284	\$342,334	9.7%
PERSONNEL TOTAL	\$3,571,840	\$3,908,765	\$3,537,950	\$3,459,303	\$3,880,284	\$342,334	9.7%
OPERATIONS							
SERVICES (82000)	\$1,253,025	\$1,261,282	\$1,435,388	\$1,255,002	\$1,821,187	\$385,799	26.9%
SUPPLIES (83000)	\$5,400,041	\$5,327,488	\$6,932,033	\$6,513,539	\$7,008,873	\$76,840	1.1%
OPERATIONAL UNITS (84000)	\$1,021,146	\$1,320,488	\$1,320,488	\$1,320,488	\$1,510,039	\$189,551	14.4%
BUSINESS EXPENSES (85000)	\$2,921,191	\$2,306,406	\$349,645	\$341,556	\$436,140	\$86,495	24.7%
DEBT SERVICE (86000)	\$292,451	\$270,660	\$895,824	\$896,320	\$894,845	(\$979)	(0.1%)
TRANSFER TO OTHER FUNDS (88000)	\$100,000	\$100,000	\$100,000	\$100,000	\$100,000	\$0	0.0%
OPERATIONS TOTAL	\$10,987,855	\$10,586,324	\$11,033,378	\$10,426,905	\$11,771,084	\$737,706	6.7%
CAPITAL							
CAPITAL ASSETS (89000)	\$0	\$0	\$1,249,600	\$3,419,450	\$2,872,050	\$1,622,450	129.8%
CAPITAL TOTAL	\$0	\$0	\$1,249,600	\$3,419,450	\$2,872,050	\$1,622,450	129.8%
EXPENSES TOTAL	\$14,559,695	\$14,495,089	\$15,820,928	\$17,305,658	\$18,523,418	\$2,702,490	17.1%

Wastewater Budget Summaries

Wastewater Budget by Division

	ACTUAL 2023	ACTUAL 2024	BUDGET 2025	EOY 2025	BUDGET 2026		
	FY2023	FY2024	FY2025	FY2025	FY2026	25 v. 26 Difference \$	25 v. 26 Difference %
Expenses							
UTILITY ADMINISTRATION	\$1,822,842	\$1,970,823	\$2,258,551	\$2,344,811	\$2,454,904	\$196,353	8.7%
SEWER COLLECTION	\$3,158,174	\$4,157,010	\$5,919,757	\$5,324,192	\$6,764,218	\$844,461	14.3%
SEWER PLANT	\$4,961,291	\$6,298,931	\$12,504,759	\$7,489,288	\$12,399,674	(\$105,085)	(0.8%)
SEWER - GENERAL	\$10,835,062	\$13,415,984	\$18,068,888	\$11,069,727	\$10,473,888	(\$7,595,000)	(42.0%)
EXPENSES TOTAL	\$20,777,368	\$25,842,749	\$38,751,955	\$26,228,018	\$32,092,684	(\$6,659,271)	(17.2%)

Wastewater Budget by Category

	ACTUAL 2023	ACTUAL 2024	BUDGET 2025	EOY 2025	BUDGET 2026		
	FY2023	FY2024	FY2025	FY2025	FY2026	25 v. 26 Difference \$	25 v. 26 Difference %
Expenses							
PERSONNEL							
PERSONNEL (81000)	\$6,653,665	\$8,910,917	\$7,858,763	\$7,767,969	\$8,456,843	\$598,080	7.6%
PERSONNEL TOTAL	\$6,653,665	\$8,910,917	\$7,858,763	\$7,767,969	\$8,456,843	\$598,080	7.6%
OPERATIONS							
SERVICES (82000)	\$3,296,149	\$4,978,417	\$4,099,866	\$3,995,878	\$5,733,032	\$1,633,166	39.8%
SUPPLIES (83000)	\$1,386,233	\$1,578,965	\$1,967,380	\$2,174,673	\$2,200,145	\$232,765	11.8%
OPERATIONAL UNITS (84000)	\$1,021,146	\$1,292,314	\$1,292,313	\$1,292,313	\$1,457,723	\$165,410	12.8%
BUSINESS EXPENSES (85000)	\$6,211,439	\$6,898,009	\$546,990	\$783,286	\$854,169	\$307,179	56.2%
DEBT SERVICE (86000)	\$2,108,736	\$2,084,128	\$6,576,314	\$6,596,372	\$5,978,591	(\$597,723)	(9.1%)
TRANSFER TO OTHER FUNDS (88000)	\$100,000	\$100,000	\$100,000	\$100,000	\$100,000	\$0	0.0%
OPERATIONS TOTAL	\$14,123,703	\$16,931,832	\$14,582,863	\$14,942,522	\$16,323,660	\$1,740,797	11.9%
CAPITAL							
CAPITAL ASSETS (89000)	\$0	\$0	\$16,310,329	\$3,517,527	\$7,312,181	(\$8,998,148)	(55.2%)
CAPITAL TOTAL	\$0	\$0	\$16,310,329	\$3,517,527	\$7,312,181	(\$8,998,148)	(55.2%)
EXPENSES TOTAL	\$20,777,368	\$25,842,749	\$38,751,955	\$26,228,018	\$32,092,684	(\$6,659,271)	(17.2%)

Reclaimed Budget Summary

Reclaimed Budget by Category

	ACTUAL 2023	ACTUAL 2024	BUDGET 2025	EOY 2025	BUDGET 2026		
	FY2023	FY2024	FY2025	FY2025	FY2026	25 v. 26 Difference \$	25 v. 26 Difference %
Expenses							
OPERATIONS							
SERVICES (82000)	(\$106,224)	\$231,036	\$117,250	\$15,230	\$127,250	\$10,000	8.5%
SUPPLIES (83000)	\$207,182	\$246,706	\$320,000	\$297,550	\$370,000	\$50,000	15.6%
OPERATIONAL UNITS (84000)	-	-	-	\$0	\$0	\$0	-
BUSINESS EXPENSES (85000)	\$133,515	\$129,451	\$0	\$0	\$0	\$0	-
DEBT SERVICE (86000)	\$14,236	\$12,959	\$61,087	\$61,087	\$61,087	\$0	0.0%
OPERATIONS TOTAL	\$248,709	\$620,152	\$498,337	\$373,867	\$558,337	\$60,000	12.0%
CAPITAL							
CAPITAL ASSETS (89000)	\$0	-	\$0	\$0	\$0	\$0	-
CAPITAL TOTAL	\$0	-	\$0	\$0	\$0	\$0	-
EXPENSES TOTAL	\$248,709	\$620,152	\$498,337	\$373,867	\$558,337	\$60,000	12.0%



City of Franklin

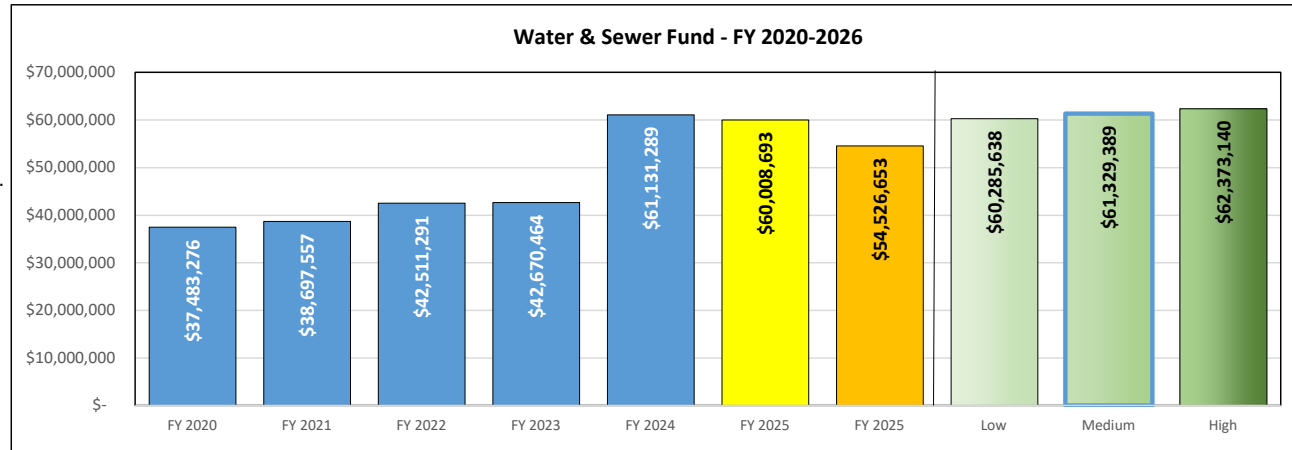
Revenue Model

Fund:	Water/Sewer Fund	Percent of All Revenues	23.9%
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Water & Sewer Fund: Water and wastewater are independent business units of the City of Franklin and are required to be self-sufficient entities. These utilities are not subsidized by local taxes, paying the General Fund monies to cover the costs of services such as payroll, human resources and other support activities.

Rates are forecast at 6% for Water and 5.7% for Sewer.

**Note: Revenues shown below are for operational, impact & customer service only. Capital Contributions are not included within this total, and will not necessarily tie to audited financial information.*



	Actual					Budget	Estimated	Forecast (FY 2026)			Averages
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2025	Low	Medium	High	
% yr/yr.	7.2%	3.2%	9.9%	0.4%	43.3%	-1.8%	-10.8%	11%	12%	14%	
Water											
Grants								-	-	-	3-yr Average
Use of Money & Property	147,560	52,539	78,032	125,000	454,046	344,105	2,367,444	326,784	333,453	340,122	\$ 48,771,015
Rates & Related Customer Service	11,841,481	13,217,446	13,534,877	12,729,946	17,574,383	15,775,802	16,226,079	16,652,513	16,992,360	17,332,207	8.4%
Impact Fees	601,326	768,642	586,512	333,131	1,146,522	603,926	1,334,500	1,091,374	1,091,374	1,091,374	5-Yr Average
Transfers from F/B				0					-		\$ 44,498,775
Transfers from G/F				-				-	-	-	7.5%
Capital Contributions				-				-	-	-	
Wastewater											
Grants		250,000	90,122	-	1,620,436	11,625,742	2,000,000	7,840,913	7,840,913	7,840,913	
Use of Money & Property	849,274	68,880	300,897	600,000	2,760,264	1,176,076	1,171,845	1,147,129	1,170,540	1,193,951	
Rates & Related Customer Service	19,932,839	21,467,294	24,769,484	22,899,425	32,230,158	26,387,786	27,234,772	28,041,622	28,613,900	29,186,178	
Impact Fees	2,712,493	2,713,171	2,990,270	1,855,033	4,966,879	3,903,049	4,004,206	4,975,771	5,077,317	5,178,864	
Transfer from G/F (ARP Funds)				-					-	-	
Transfer from Co. Fac. Tax.	1,285,000			-					-	-	
Transfers from G/F				-				-	-	-	
Capital Contributions				-				-	-	-	
Reclaimed Water											
Grants				-				-	-	-	
Use of Money & Property	600	1,000	-	1,000	44,614	0	0	-	-	-	
Rates & Related Customer Service	112,703	158,585	161,097	131,750	333,987	192,208	187,807	209,532	209,532	209,532	
Use of F/B		-	-	3,995,179					-	-	
Capital Contributions								-	-	-	
Totals	\$ 37,483,276	\$ 38,697,557	\$ 42,511,291	\$ 42,670,464	\$ 61,131,289	\$ 60,008,693	\$ 54,526,653	\$ 60,285,638	\$ 61,329,389	\$ 62,373,140	

Source: City of Franklin, Annual Comprehensive Financial Reports - 1990-2024 & Estimates from Finance & Revenue Management Departments.

FY 2026 Proposed Budget

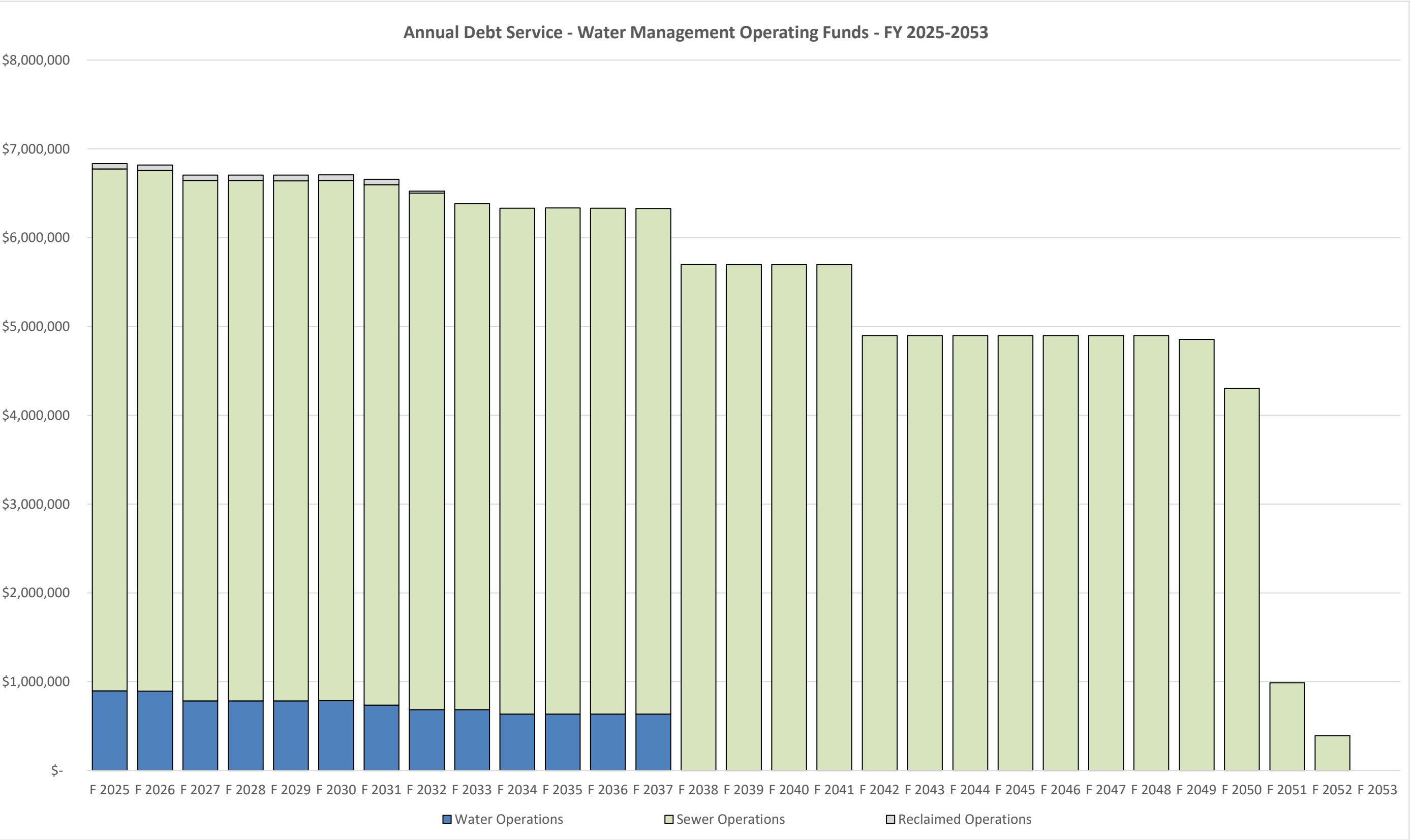
Debt Service - Water, Wastewater & Reclaimed Funds Schedule										
Purpose	Issue Year	Orig. Amt. Issued / Interest Rate	F 2025	F 2026	F 2027	F 2028	F 2029	F 2030	Balance (2031-2053)	Total Outstanding (2026-2053)
Water Operations										
PRINCIPAL										
Bonds 2011A \$19.43M (Refund 2008 TMBF)	2008 (2011 Refund)	\$ 1,360,100	\$ 106,400	\$ 109,200					\$ -	\$ 109,200
ARRA Loan 2011 \$1.5M - (Reservoir Rehabilitation)	2011	\$ 1,500,000	\$ 82,848	\$ 85,215	\$ 87,648	\$ 90,153	\$ 92,729	\$ 95,377	\$ 48,699	\$ 499,821
SRF SCADA	2016	\$ 747,690	\$ 47,145	\$ 47,568	\$ 47,992	\$ 48,423	\$ 48,850	\$ 49,290	\$ 150,512	\$ 392,635
Bonds 2017 - \$12m (Water Plant)	2017	\$ 12,000,000	\$ 364,000	\$ 381,500	\$ 399,000	\$ 420,000	\$ 441,000	\$ 465,500	\$ 3,808,000	\$ 5,915,000
PRINCIPAL		\$ 15,607,790	\$ 600,393	\$ 623,483	\$ 534,640	\$ 558,576	\$ 582,579	\$ 610,167	\$ 4,007,211	\$ 6,916,656
INTEREST										
Bonds 2011A \$19.43M (Refund 2008 TMBF)	2008 (2011 Refund)	2.48%	\$ 5,127	\$ 2,482					\$ -	\$ 2,482
ARRA Loan 2011 \$1.5M - (Reservoir Rehabilitation)	2011	2.82%	\$ 15,366	\$ 12,999	\$ 10,566	\$ 8,061	\$ 5,485	\$ 2,837	\$ 399	\$ 40,347
SRF SCADA	2016		\$ 3,722	\$ 3,299	\$ 2,876	\$ 2,444	\$ 2,017	\$ 1,578	\$ 2,074	\$ 14,288
Bonds 2017 - \$12m (Water Plant)	2017	3.29%	\$ 271,215	\$ 253,015	\$ 233,940	\$ 213,990	\$ 192,990	\$ 170,940	\$ 633,080	\$ 1,697,955
INTEREST			\$ 295,431	\$ 271,796	\$ 247,381	\$ 224,496	\$ 200,492	\$ 175,355	\$ 635,552	\$ 1,755,072
TOTAL EXPENDITURES			\$ 895,823	\$ 895,279	\$ 782,021	\$ 783,071	\$ 783,071	\$ 785,521	\$ 4,642,764	\$ 8,671,728
Purpose	Issue Year	Orig. Amt. Issued / Interest Rate	F 2025	F 2026	F 2027	F 2028	F 2029	F 2030	Balance (2031-2053)	Total Outstanding (2026-2053)
Sewer Operations										
PRINCIPAL										
Bonds 2005 \$24.67M (Refund 2001 / 2002)	2001, 2002, 2005	\$ 9,868,000	\$ 580,000						\$ -	\$ -
Bonds 2011A \$19.43M (Refund 2008 TMBF)	2008 (2011 Refund)	\$ 194,300	\$ 15,200	\$ 15,600					\$ -	\$ 15,600
ARRA Loan 2013 \$1.89M - (Sewer & Reclaimed Projects)	2012	\$ 868,572	\$ 49,439	\$ 50,785	\$ 52,169	\$ 53,589	\$ 55,049	\$ 56,548	\$ 138,011	\$ 406,151
SRF SCADA	2016	\$ 1,518,037	\$ 94,503	\$ 95,352	\$ 96,200	\$ 97,065	\$ 97,921	\$ 98,802	\$ 301,704	\$ 787,043
SRF Loan 2017	2017	\$ 1,275,000	\$ 36,576	\$ 37,116	\$ 37,668	\$ 38,220	\$ 38,796	\$ 39,360	\$ 877,844	\$ 1,069,004
SRF Loan 2018	2018	\$ 78,500,000	\$ 2,197,524	\$ 2,230,044	\$ 2,263,056	\$ 2,296,548	\$ 2,330,532	\$ 2,365,020	\$ 58,067,640	\$ 69,552,840
SRF Loan	2020	\$ 20,000,000	\$ 556,464	\$ 564,696	\$ 573,060	\$ 581,544	\$ 590,148	\$ 598,884	\$ 15,046,406	\$ 17,954,738
WRF Bonds	2021	\$ 10,660,000	\$ 365,000	\$ 385,000	\$ 405,000	\$ 425,000	\$ 445,000	\$ 465,000	\$ 7,490,000	\$ 9,615,000
SRF Loan	2021	\$ 19,500,000	\$ 547,044	\$ 554,088	\$ 561,228	\$ 568,452	\$ 575,772	\$ 583,188	\$ 15,302,664	\$ 18,145,392
PRINCIPAL		\$ 142,383,909	\$ 4,441,750	\$ 3,932,681	\$ 3,988,381	\$ 4,060,418	\$ 4,133,217	\$ 4,206,802	\$ 97,224,269	\$ 117,545,768
INTEREST										
Bonds 2005 \$24.67M (Refund 2001 / 2002)	2001, 2002, 2005	3.00%-5.00%	\$ 24,650						\$ -	\$ -
Bonds 2011A \$19.43M (Refund 2008 TMBF)	2008 (2011 Refund)	2.48%	\$ 732	\$ 355					\$ -	\$ 355
ARRA Loan 2013 \$1.89M - (Sewer & Reclaimed Projects)	2012	2.69%	\$ 11,649	\$ 10,303	\$ 8,919	\$ 7,499	\$ 6,039	\$ 4,540	\$ 4,531	\$ 41,830
SRF SCADA	2016		\$ 7,462	\$ 6,613	\$ 5,764	\$ 4,900	\$ 4,043	\$ 3,162	\$ 4,157	\$ 28,639
SRF Loan 2017	2017		\$ 16,008	\$ 15,468	\$ 14,916	\$ 14,364	\$ 13,788	\$ 13,224	\$ 130,012	\$ 201,772
SRF Loan 2018	2018	1.47%	\$ 1,039,968	\$ 1,007,448	\$ 974,436	\$ 940,944	\$ 906,960	\$ 872,472	\$ 9,380,019	\$ 14,082,279
SRF Loan	2020		\$ 268,380	\$ 260,148	\$ 251,784	\$ 243,300	\$ 234,696	\$ 225,960	\$ 2,481,336	\$ 3,697,224
WRF Bonds	2021		\$ 434,150	\$ 415,900	\$ 396,650	\$ 376,400	\$ 355,150	\$ 332,900	\$ 2,105,600	\$ 3,982,600
SRF Loan	2021		\$ 236,064	\$ 229,020	\$ 221,880	\$ 214,656	\$ 207,336	\$ 199,920	\$ 2,317,340	\$ 3,390,152
INTEREST			\$ 2,039,063	\$ 1,945,254	\$ 1,874,349	\$ 1,802,062	\$ 1,728,012	\$ 1,652,178	\$ 16,422,995	\$ 25,424,851
TOTAL EXPENDITURES			\$ 6,480,813	\$ 5,877,935	\$ 5,862,730	\$ 5,862,480	\$ 5,861,229	\$ 5,858,980	\$ 113,647,263	\$ 142,970,619
Purpose	Issue Year	Orig. Amt. Issued / Interest Rate	F 2025	F 2026	F 2027	F 2028	F 2029	F 2030	Balance (2031-2053)	Total Outstanding (2026-2053)
Reclaimed Operations										
PRINCIPAL										
ARRA Loan 2013 \$1.89M - (Sewer & Reclaimed Projects)	2012	\$ 1,019,628	\$ 49,439	\$ 50,785	\$ 52,169	\$ 53,589	\$ 55,049	\$ 56,548	\$ 138,011	\$ 406,151
PRINCIPAL		\$ 1,019,628	\$ 49,439	\$ 50,785	\$ 52,169	\$ 53,589	\$ 55,049	\$ 56,548	\$ 138,011	\$ 406,151
INTEREST										
ARRA Loan 2013 \$1.89M - (Sewer & Reclaimed Projects)	2012	2.69%	\$ 11,649	\$ 10,303	\$ 8,919	\$ 7,499	\$ 6,039	\$ 4,540	\$ 4,531	\$ 41,830
INTEREST			\$ 11,649	\$ 10,303	\$ 8,919	\$ 7,499	\$ 6,039	\$ 4,540	\$ 4,531	\$ 41,830
TOTAL EXPENDITURES			\$ 61,088	\$ 61,088	\$ 61,088	\$ 61,088	\$ 61,088	\$ 61,088	\$ 142,542	\$ 447,981

*Debt Service shown above for Proprietary Funds only shows budgeted debt service within operational accounts. Additional debt service is paid out of development accounts (Access & Taps) for all three funds - Water, Wastewater & Reclaimed.



Debt Service - Water, Wastewater & Reclaimed Funds Schedule

The chart below shows annual debt service for the operating Proprietary Funds (Water, Wastewater & Reclaimed Water) for all bonds issued from FY 2025-2053. General Obligation Bond Debt Service for the City of Franklin is budgeted within the Debt Service Fund.



*Debt Service shown above for Proprietary Funds only shows budgeted debt service within operational accounts. Additional debt service is paid out of development accounts (Access & Taps) for all three funds - Water, Wastewater & Reclaimed.



Debt Service - Water, Wastewater & Reclaimed Funds Schedule

Total Debt Service - Water Management Fund

Break out of Debt Total by Fund			FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	Balance (2031-2053)	Total Outstanding (2026-2053)
Sewer Ops (431)	**shown on previous pages**		\$ 6,480,813	\$ 5,877,935	\$ 5,862,730	\$ 5,862,480	\$ 5,861,230	\$ 5,858,980	\$ 113,647,263	\$ 142,970,620
Water Ops (421)	**shown on previous pages**		\$ 895,823	\$ 895,279	\$ 782,021	\$ 783,071	\$ 783,071	\$ 785,521	\$ 4,642,757	\$ 8,671,722
Reclaim Ops (441)	**shown on previous pages**		\$ 61,088	\$ 61,088	\$ 61,088	\$ 61,088	\$ 61,088	\$ 61,088	\$ 142,542	\$ 447,981
Sewer Impact (432)			\$ 2,022,245	\$ 1,116,825	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,116,825
Water Impact (422)			\$ 527,154	\$ 527,209	\$ 271,260	\$ 271,710	\$ 271,710	\$ 272,760	\$ 1,903,320	\$ 3,517,969
Reclaim Access (442)			\$ 79,662	\$ 79,773	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 79,773
Reclaim Taps (443)			\$ 15,932	\$ 15,955	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 15,955
Total Debt Service			\$ 10,082,717	\$ 8,574,064	\$ 6,977,100	\$ 6,978,350	\$ 6,977,100	\$ 6,978,350	\$ 120,335,882	\$ 156,820,844
Principal			\$ 7,515,982	\$ 6,205,650	\$ 4,746,191	\$ 4,852,584	\$ 4,959,846	\$ 5,073,019	\$ 103,001,480	\$ 128,838,769
Interest			\$ 2,566,736	\$ 2,368,414	\$ 2,230,909	\$ 2,125,767	\$ 2,017,253	\$ 1,905,331	\$ 17,334,403	\$ 27,982,076
Total Debt Service			\$ 10,082,717	\$ 8,574,064	\$ 6,977,100	\$ 6,978,350	\$ 6,977,100	\$ 6,978,350	\$ 120,335,882	\$ 156,820,845



City of Franklin, Tennessee

FY 2026 Operating Budget

Debt Service Coverage

Debt Service Coverage	2023 Actual*	2024 Actual**	2025 Budget	2025 Estimated	2026 Budget
Water Management Fund Revenues					
Total Operating Revenues	\$ 40,025,506	\$ 41,004,203	\$ 42,355,802	\$ 45,679,560	\$ 45,896,543
add Investment Income	\$ 771,679	\$ 2,444,929	\$ 1,520,180	\$ 1,481,368	\$ 1,423,241
add gain (loss) on sale of Assets	\$ -	\$ 82,794	\$ 14,708	\$ 10,000	\$ -
Total Water Management Fund Revenues	\$ 40,797,185	\$ 43,531,926	\$ 43,890,690	\$ 47,170,928	\$ 47,319,784
Water Management Fund Expenses					
Direct Operating expenses	\$ 33,060,521	\$ 38,516,195	\$ 40,350,017	\$ 40,886,380	\$ 45,776,354
less Depreciation	\$ (8,363,734)	\$ (8,040,928)	\$ (11,897,330)	\$ (11,645,837)	\$ (11,350,000)
add transfers out for Debt Service	\$ 200,000	\$ 200,000	\$ 200,000	\$ 200,000	\$ 200,000
Total Water Management Fund Expenses	\$ 24,896,787	\$ 30,675,267	\$ 28,652,687	\$ 29,440,543	\$ 34,626,354
Net Revenue Available for Debt Service	\$ 15,900,398	\$ 12,856,659	\$ 15,238,003	\$ 17,730,385	\$ 12,693,430
Net Revenue Available for Debt Service	\$ 15,900,398	\$ 12,856,659	\$ 15,238,003	\$ 17,730,385	\$ 12,693,430
divided by Debt Service (Prin. & Int.) Due	\$ 10,004,012	\$ 9,939,427	\$ 10,082,718	\$ 10,082,718	\$ 8,574,064
Debt Coverage Ratio	1.59	1.29	1.51	1.76	1.48
(must exceed 1.25x)					
Is there sufficient Debt Service Coverage?	Yes	Yes	Yes	Yes	Yes

*Ties to pages 46 & 136, 2023 ACFR

**Ties out to pages 46 & 142, 2024 ACFR



City of Franklin, Tennessee
FY 2026 Operating Budget

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FY 2026 Operating Budget

Emergency Management

Scott Williar, Emergency Management Coordinator

Departmental Summary

The Emergency Management Division was created in 2022 to provide overall direction and support for the City's Emergency Management function, Special Events & Continuity of Operations Plan. This is a two-man, 24 hour operation (on call, office, deployed) that supports City Residents, local stakeholders and County/State Emergency Personnel.

Accomplishments

- Continued work on the City's internal ASHER plan draft and outreach to all surrounding jurisdictions.
- Requested and successfully received two trailers from Williamson County for City use during emergencies, disasters, and field operations.
- Worked as a part of the TEMA AHIMT logistics planning group, to set up the state team logistical program.
- Completed special events EAP documentation.
- Completed the City's Debris Management plan as well as the final draft for the RFP documents.
- Built all Incident Action Plan's (IAP) for the calendar year's special events
- Maintained membership of the Middle TN Incident Management Team (IMT) and the All Hazards Incident Management Team (AHIMT), providing a statewide network of EM-relevant support.
- Supported efforts by WCEMA to establish and document Emergency Action Plans for 2024 Election Cycle.
- Selected as and earned TEMA Instructor Qualification
- Supervised design and execution of a new Incident Command Trailer
- Received CDL class A license.

Performance Measures & Strategic Plan

The City of Franklin is in process of revising its Strategic Plan. First established in 2013, the City of Franklin Strategic Plan has specific and demonstrable objectives for each department which, when achieved individually, will cohesively move Franklin forward to meet the challenges and demands of the future.

The new strategic plan has six major goals. They include:



Each budget has a series of performance measures and benchmarks attached to it which demonstrate the workload, effectiveness and outcome of taxpayer support for the annual operations of the City of Franklin and its pursuit of the goals of the Strategic Plan. Together, these measures demonstrate a proper and diligent use of taxpayer dollars in the pursuit of a greater community.

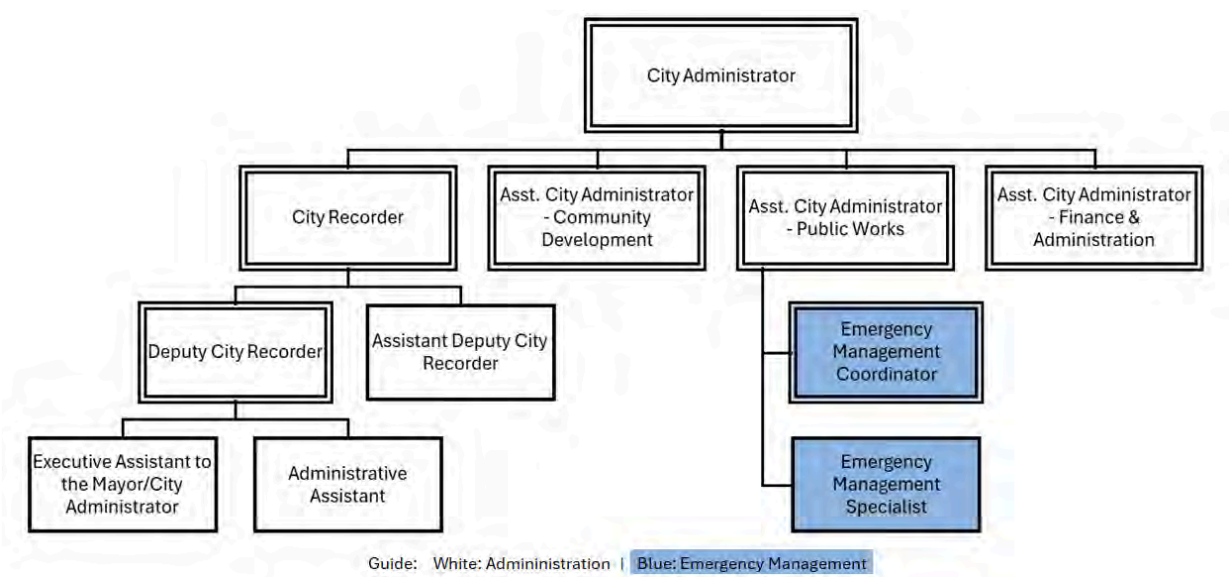
Specific departmental strategic plan measures will be refined as the budget process continues.

Citizen Survey

Emergency Management Department Citizen Survey Results

Measure	FY2016	FY2019	FY2022
Amount			
Percent rating the quality of Emergency preparedness (services that prepare the community for natural disasters or other emergency situations) as excellent/good	77	80	75
Percent rating the quality of Emergency preparedness (services that prepare the community for natural disasters or other emergency situations) as fair/poor	23	20	25
AMOUNT	100	100	100

Organizational Chart



Staffing by Position

Budgeted Positions	Pay Grade	FY 2022		FY 2023		FY 2024		FY 2025		FY 2026	
		F-T	P-T	F-T	P-T	F-T	P-T	F-T	P-T	F-T	P-T
Emergency Management Coordinator	I	0	0	1	0	1	0	1	0	1	0
Emergency Management Specialist	G	0	0	1	0	1	0	1	0	1	0
Totals		0	0	2	0	2	0	2	0	2	0

Budget Summary

Emergency Management

	ACTUAL 2023	ACTUAL 2024	BUDGET 2025	EOY 2025	BUDGET 2026		
	FY2023	FY2024	FY2025	FY2025	FY2026	25 v. 26 Difference \$	25 v. 26 Difference %
Expenses							
110 - GENERAL FUND							
PERSONNEL							
PERSONNEL (81000)	\$174,024	\$257,994	\$267,745	\$266,137	\$267,649	(\$96)	(0.0%)
PERSONNEL TOTAL	\$174,024	\$257,994	\$267,745	\$266,137	\$267,649	(\$96)	(0.0%)
OPERATIONS							
SERVICES (82000)	\$36,272	\$23,731	\$79,850	\$44,398	\$83,150	\$3,300	4.1%
SUPPLIES (83000)	\$42,216	\$17,268	\$20,750	\$29,243	\$21,250	\$500	2.4%
BUSINESS EXPENSES (85000)	—	\$0	\$2,025	\$3,751	\$0	(\$2,025)	(100.0%)
OPERATIONS TOTAL	\$78,488	\$41,000	\$102,625	\$77,392	\$104,400	\$1,775	1.7%
CAPITAL	\$0	—	—	\$0	\$0	\$0	—
110 - GENERAL FUND TOTAL	\$252,512	\$298,994	\$370,370	\$343,529	\$372,049	\$1,679	0.5%
EXPENSES TOTAL	\$252,512	\$298,994	\$370,370	\$343,529	\$372,049	\$1,679	0.5%



City of Franklin, Tennessee

FY 2026 Operating Budget

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City of Franklin, Tennessee

FY 2026 Operating Budget

OTHER GENERAL FUND OPERATING EXPENDITURES

The City of Franklin has several General Fund budgets which do not fit or belong to any particular department. These budgets are included herein.

Under this operating unit are:

- **General Expenses**
- **Appropriations (to outside agencies)**
- **Interfund Transfers**



City of Franklin, Tennessee

FY 2026 Operating Budget

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FY 2026 Operating Budget

General Expenses

Department Summary

The General Expenses budget includes all expenditures which are not attributable to one particular department.

Among these expenses are general wage increases / merit pay, one-time contributions to the City's closed pension plan, the City's appropriations for Medical and Dental expenses, the City's dues for the Tennessee Municipal League, the annual audit, fuel hedging, and other "shared" software services.

New to the General Expense budget for this year:

- Additional compensation for funding market adjustments for General Fund Employees as a result of the ongoing market compensation study.
- Transfer of all Property & Liability Insurance costs from individual departments to one cost center (General Expenses) for the General Fund. This will ease overall accounting and management of our insurance needs for the City.
- Transfer of all Telephone Services (desk phones) and Internet for General Fund departments. Again, this was done to aid the Information Technology and Finance Departments in their overall accounting and management of these services.

Performance Measures

There are no performance measures associated with General Expenses. It is supervised by personnel in the Administration, Finance and Human Resources Departments and the Office of Budget & Performance.

Strategic Plan Measures

There are no strategic plan measures associated with General Expenses. It is supervised by personnel in the Administration, Finance and Human Resources Departments and the Office of Budget & Performance.

Budget Summary

General Expenses

	ACTUAL 2023	ACTUAL 2024	BUDGET 2025	EOY 2025	BUDGET 2026		
	FY2023	FY2024	FY2025	FY2025	FY2026	25 v. 26 Difference \$	25 v. 26 Difference %
Expenses							
110 - GENERAL FUND							
PERSONNEL							
PERSONNEL (81000)							
SALARIES & WAGES (81100)	–	–	\$820,538	\$15,255	\$3,695,000	\$2,874,462	350.3%
EMPLOYEE BENEFITS (81400)	(\$1,945,637)	(\$832,721)	\$371,670	\$1,017,204	\$201,533	(\$170,137)	(45.8%)
PERSONNEL (81000) TOTAL	(\$1,945,637)	(\$832,721)	\$1,192,208	\$1,032,459	\$3,896,533	\$2,704,325	226.8%
PERSONNEL TOTAL	(\$1,945,637)	(\$832,721)	\$1,192,208	\$1,032,459	\$3,896,533	\$2,704,325	226.8%
OPERATIONS							
SERVICES (82000)							
TRANSPORTATION CHARGES (82100)	–	–	\$0	\$0	\$0	\$0	–
OPERATING SERVICES (82200)	–	–	\$0	\$0	\$0	\$0	–
NOTICES, SUBSCRIPTIONS, PUBLICITY (82300)	\$37,462	\$69,500	\$173,534	\$247,386	\$74,379	(\$99,155)	(57.1%)
UTILITIES (82400)	\$712	\$726	\$550	\$550	\$206,000	\$205,450	37,354.6%
CONTRACTUAL SERVICES (82500)	\$111,291	\$145,642	\$248,000	\$127,117	\$252,000	\$4,000	1.6%
REPAIR & MAINT SERVICES (82600)	\$3,260	–	\$1,000	\$4,285	\$1,000	\$0	0.0%
EMPLOYEE PROGRAMS (82700)	–	–	\$0	\$0	\$0	\$0	–
PROFESSIONAL DEVELOPMENT/TRAVEL (82800)	–	–	\$0	\$0	\$0	\$0	–
SERVICES (82000) TOTAL	\$152,725	\$215,867	\$423,084	\$379,338	\$533,379	\$110,295	26.1%
SUPPLIES (83000)							
OFFICE SUPPLIES (83100)	–	–	\$0	\$0	\$0	\$0	–
OPERATING SUPPLIES (83200)	–	–	\$0	\$0	\$0	\$0	–
FUEL & MILEAGE (INSIDE WILLIAMSON COUNTY) 83300	(\$22,325)	(\$6,555)	\$0	\$0	\$0	\$0	–
EQUIPMENT (<\$50,000) (83500)	–	\$6,300	\$2,000	\$0	\$0	(\$2,000)	(100.0%)
REPAIR & MAINT. SUPPLIES (83600)	–	–	\$0	\$0	\$0	\$0	–
SUPPLIES (83000) TOTAL	(\$22,325)	(\$255)	\$2,000	\$0	\$0	(\$2,000)	(100.0%)
OPERATIONAL UNITS (84000)							
OPERATIONAL UNITS (84000)	–	\$2,980,050	\$970,935	\$970,935	\$0	(\$970,935)	(100.0%)
OPERATIONAL UNITS (84000) TOTAL	–	\$2,980,050	\$970,935	\$970,935	\$0	(\$970,935)	(100.0%)
BUSINESS EXPENSES (85000)							
PROP & LIABILITY COSTS (85100)	–	\$225,000	\$0	\$0	\$1,549,064	\$1,549,064	–
RENTALS (85200)	–	\$1,351	\$100	\$1,351	\$100	\$0	0.0%
PERMITS & FEES (85300)	–	–	\$350	\$0	\$350	\$0	0.0%
FINANCIAL FEES (85500)	\$2,500	\$3,343	\$2,500	\$360	\$2,500	\$0	0.0%
OTHER BUSINESS EXPENSES (85900)	\$10,000	–	\$1,500	\$0	\$1,500	\$0	0.0%
BUSINESS EXPENSES (85000) TOTAL	\$12,500	\$229,694	\$4,450	\$1,711	\$1,553,514	\$1,549,064	34,810.4%
DEBT SERVICE (86000)							
DEBT SERVICE (86000)	–	–	\$0	\$0	\$0	\$0	–
DEBT SERVICE (86000) TOTAL	–	–	\$0	\$0	\$0	\$0	–
APPROPRIATIONS (87000)							
APPROPRIATIONS (87000)	–	–	\$0	\$0	\$0	\$0	–
APPROPRIATIONS (87000) TOTAL	–	–	\$0	\$0	\$0	\$0	–
TRANSFER TO OTHER FUNDS (88000)							
TRANSFER TO OTHER FUNDS (88000)	–	–	\$0	\$0	\$0	\$0	–
TRANSFER TO OTHER FUNDS (88000) TOTAL	–	–	\$0	\$0	\$0	\$0	–
OPERATIONS TOTAL	\$142,901	\$3,425,357	\$1,400,469	\$1,351,984	\$2,086,893	\$686,424	49.0%
CAPITAL							
CAPITAL ASSETS (89000)	–	–	\$0	\$0	\$0	\$0	–
CAPITAL TOTAL	–	–	\$0	\$0	\$0	\$0	–
110 - GENERAL FUND TOTAL	(\$1,802,737)	\$2,592,635	\$2,592,677	\$2,384,443	\$5,983,426	\$3,390,749	130.8%
EXPENSES TOTAL	(\$1,802,737)	\$2,592,635	\$2,592,677	\$2,384,443	\$5,983,426	\$3,390,749	130.8%



FY 2026 Operating Budget

Appropriations

Department Summary

The Appropriations budget provides for the allotment of City of Franklin funds to various outside agencies, functions and programs that are under IRS classifications 501c3, 501c4, 501c6, and government entities.

Performance Measures

There are no performance measures associated with Appropriations. It is overseen by personnel in the Office of Budget & Performance.

Strategic Plan Measures

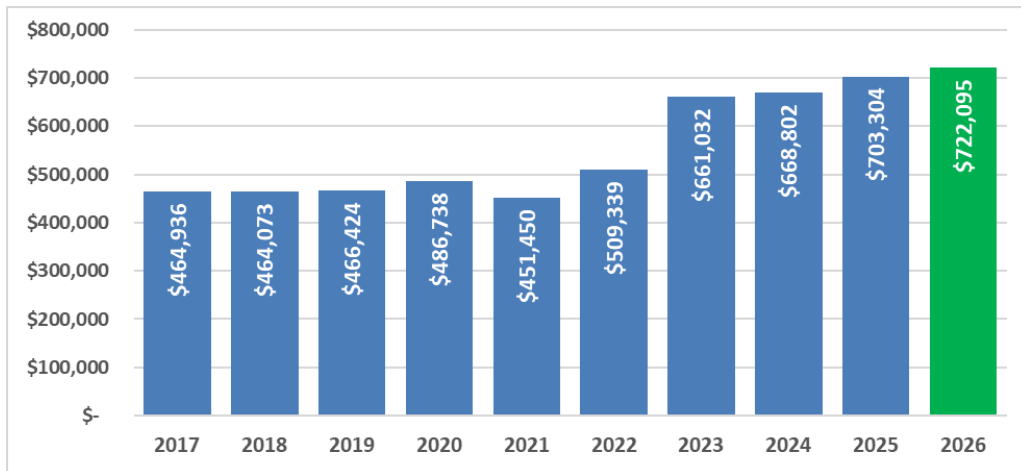
There are no strategic plan measures associated with Appropriations. It is overseen by personnel in the Office of Budget & Performance.

Citizens Survey

Government Entity Appropriations Citizen Survey Results

Measure	FY2016	FY2019	FY2022
Amount			
Percent rating the quality of services provided by Animal Control as excellent/good	79	84	85
Percent rating the quality of services provided by Animal Control as fair/poor	21	16	15
Percent rating the quality of services provided by Health services as excellent/good	88	88	85
Percent rating the quality of services provided by Health services as fair/poor	12	12	15
Percent rating the quality of services provided by Public Library services as excellent/good	93	93	94
Percent rating the quality of services provided by Public Library services as fair/poor	7	7	6
AMOUNT	300	300	300

Ten-Year History of Appropriations to Outside Agencies



Budget Summary

	Actual	Actual	Budget	EOY	Budget	Difference	
	2023	2024	2025	2025	2026	\$	%
Operations							
<i>Appropriations to Governments</i>							
Health Department	\$21,150	\$22,208	\$21,150	\$21,150	\$21,679	\$529	2.5%
Animal Control	\$180,828	\$189,869	\$199,362	\$199,362	\$209,330	\$9,968	5.0%
Library - Books	\$67,431	\$70,803	\$72,927	\$72,927	\$74,750	\$1,823	2.5%
TN Rehab @ Franklin	\$21,896	\$22,991	\$22,991	\$22,991	\$23,566	\$575	2.5%
Regional Transit Authority - 91X Bus	\$56,185	\$56,185	\$56,185	\$56,185	\$56,185	-	0.0%
Total Appropriations to Government	\$347,490	\$362,055	\$372,615	\$372,615	\$385,510	\$12,895	2.9%

	Actual	Actual	Budget	EOY	Budget	Difference	
	2023	2024	2025	2025	2026	\$	%
Operations							
<i>Appropriations to Charitable Organizations</i>							
ARC	\$5,250	-	\$5,000	\$5,000	\$5,125	\$125	2.5%
Boys & Girls Club	\$22,575	\$23,704	\$24,415	\$24,415	\$25,025	\$610	2.5%
Bridges	\$20,000	\$21,000	\$24,000	\$24,000	\$24,600	\$600	2.5%
Community Child Care	\$31,500	\$33,075	\$34,067	\$34,067	\$34,919	\$852	2.5%
Community Housing Partnership	\$8,883	\$9,327	\$9,607	\$9,607	\$9,500	(\$107)	(1.1%)
Davis House	\$20,000	\$21,000	\$24,000	\$24,000	\$24,600	\$600	2.5%
Franklin Tomorrow	\$36,341	\$38,158	\$39,303	\$39,303	\$40,286	\$983	2.5%
Gentry's Education Center	\$23,625	\$24,806	\$25,550	\$25,550	\$26,189	\$639	2.5%
Gilda's Club	\$3,675	\$3,859	\$3,974	\$3,974	\$4,073	\$99	2.5%
GraceWorks/Williamson County Emergency Relief	\$21,000	\$22,050	\$22,712	\$22,712	\$23,280	\$568	2.5%
Hard Bargain Association	-	-	\$5,000	\$5,000	\$5,125	\$125	2.5%
Mid-Cumberland Human Resources/Homemaker	\$4,442	\$4,664	\$4,804	\$4,804	\$4,924	\$120	2.5%
Mid-Cumberland Human Resources/Ombudsman	\$2,363	\$2,481	\$2,556	\$2,556	\$2,620	\$64	2.5%
Mid-Cumberland Meals on Wheels	\$9,594	\$10,074	\$10,376	\$10,376	\$10,635	\$259	2.5%
One Generation Away	\$5,000	\$5,250	\$5,408	\$5,408	\$5,543	\$135	2.5%
Second Harvest/Nashville's Table	\$5,000	\$5,250	\$5,408	\$5,408	\$5,543	\$135	2.5%
Sister City Program	\$32,581	\$18,875	\$19,441	\$19,441	\$19,927	\$486	2.5%
Toussaint L'Ouverture Cemetary	\$32,400	\$32,400	\$33,368	\$33,368	\$32,400	(\$968)	(2.9%)
Transit Alliance	\$5,250	\$5,513	\$5,678	\$5,678	\$5,600	(\$78)	(1.4%)
Waves	\$24,059	\$25,262	\$26,020	\$26,020	\$26,671	\$650	2.5%
Total Appropriations to Charitable Organizations	\$313,542	\$306,747	\$330,687	\$330,687	\$336,585	\$5,898	1.8%

Total Appropriations	\$661,032	\$668,803	\$703,302	\$703,302	\$722,095	\$18,793	2.7%
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City of Franklin, Tennessee

FY 2026 Operating Budget

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FY 2026 Operating Budget

Interfund Transfers

Department Summary

Interfund Transfers reflect those funds transferred from the General Fund to be accounted for in other funds of the City. Ongoing transfers appropriated here include:

- \$500,000 for State Street Aid & Transportation Aid Fund
 - \$250,000 for funding Sidewalks Gaps as provided through the Invest Franklin initiative (2017)
 - \$250,000 to begin funding an Asset Management & Paving Program of City facilities
- \$1,461,745 for the Transit Fund for ongoing support of the Franklin Transit Authority's operations
- \$3,467,873 for the Fleet Replacement Fund for annual replacement of fleet vehicles and Police cruisers
- \$3,512,670 is being appropriated here for transfer to the Capital Projects Fund to support approved CIP related projects. This amount is split for two purposes:
 - \$1,912,670 for the Liberty Hills Stream Restoration project
 - \$8,500,000 for other approved CIP projects & partnership opportunities

Performance Measures

There are no performance measures associated with Interfund Transfers. It is supervised by personnel in the Office of Budget & Performance and the Finance Department.

Budget Summary

Interfund Transfers

	ACTUAL 2023	ACTUAL 2024	BUDGET 2025	EOY 2025	BUDGET 2026		
	FY2023	FY2024	FY2025	FY2025	FY2026	25 v. 26 Difference \$	25 v. 26 Difference %
Expenses							
110 - GENERAL FUND							
OPERATIONS							
TRANSFER TO OTHER FUNDS (88000)							
TRANSFER TO OTHER FUNDS (88000)							
88020 - TRANSFER TO STREET AID & TRANSPORTATION	\$1,083,921	\$500,000	\$500,000	\$500,000	\$500,000	\$0	0.0%
88030 - TRANSFER TO SANITATION & ENVIR SERVICES	\$500,000	\$1,750,000	\$0	\$0	\$0	\$0	-
88040 - TRANSFER TO ROAD IMPACT	-	-	\$0	\$0	\$0	\$0	-
88060 - TRANSFER TO STORMWATER	-	-	\$1,500,000	\$1,500,000	\$0	(\$1,500,000)	(100.0%)
88070 - Transfer To Drug Fund	-	-	-	\$0	\$0	\$0	-
88080 - TRANSFER TO HOTEL/MOTEL FUND	-	-	-	\$0	\$0	\$0	-
88085 - TRANSFER TO PARKLAND DEDICATION	-	-	\$0	\$0	\$0	\$0	-
88090 - TRANSFER TO TRANSIT	\$687,348	\$549,280	\$1,003,617	\$1,000,000	\$1,461,745	\$458,128	45.6%
88092 - TRANSFER TO CDBG	-	-	-	\$0	\$0	\$0	-
88095 - TRANSFER TO DEBT SERVICE	-	-	\$0	\$0	\$0	\$0	-
88100 - TRANSFER TO CAPITAL PROJECTS	\$4,326,000	\$6,100,000	\$5,039,941	\$5,039,641	\$10,412,670	\$5,372,729	106.6%
88105 - TRANSFER TO CAPITAL VEHICLE FUND	\$2,906,667	\$812,810	\$863,490	\$863,490	\$2,500,000	\$1,636,510	189.5%
88150 - TRANSFER TO WATER OPERATING	-	-	\$0	\$0	\$0	\$0	-
88180 - TRANSFER TO SEWER OPERATING	-	-	-	\$0	\$0	\$0	-
TRANSFER TO OTHER FUNDS (88000) TOTAL	\$9,503,936	\$9,712,090	\$8,907,048	\$8,903,131	\$14,874,415	\$5,967,367	67.0%
TRANSFER TO OTHER FUNDS (88000) TOTAL	\$9,503,936	\$9,712,090	\$8,907,048	\$8,903,131	\$14,874,415	\$5,967,367	67.0%
OPERATIONS TOTAL	\$9,503,936	\$9,712,090	\$8,907,048	\$8,903,131	\$14,874,415	\$5,967,367	67.0%
110 - GENERAL FUND TOTAL	\$9,503,936	\$9,712,090	\$8,907,048	\$8,903,131	\$14,874,415	\$5,967,367	67.0%
EXPENSES TOTAL	\$9,503,936	\$9,712,090	\$8,907,048	\$8,903,131	\$14,874,415	\$5,967,367	67.0%



City of Franklin, Tennessee

FY 2026 Operating Budget

OTHER SPECIAL FUNDS

The City of Franklin has 15 budgeted funds. Many of these are known as “Special Revenue” funds and can only be used for specific purposes. Most of these funds are earlier in the budget because they are directly relatable or tied to a specific operating unit or department. The funds shown herein are not – they are more general in nature and serve all departments and citizens.

Under this operating unit are:

- **City Facilities Tax Fund**
- **County Facilities Tax Fund**
- **Hotel/Motel Tax Fund**
- **Debt Service Fund**
- **Parkland Dedication Fund**



City of Franklin, Tennessee
FY 2026 Operating Budget

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FY 2026 Operating Budget

City Facilities Tax Fund

Fund Summary

The City Facilities Tax Fund is a special revenue fund used to account for the proceeds authorized by a private act of the Tennessee General Assembly of 1987 for the City to levy and collect a privilege tax on new development to provide that new development contribute its fair share of providing new public facilities made necessary by growth. Such taxes may be expended only upon police, fire, sanitation, parks, and recreation expenditures. These expenses can only be spent on public expenditures related to growth; thus, new equipment and infrastructure can be funded out of the City Facilities Tax fund, but replacement of existing equipment cannot.

Performance Measures

There are no performance measures associated with the City Facilities Tax Fund.

Strategic Plan Measures

There are no strategic plan measures associated with the City Facilities Tax Fund.

Staffing by Position

There are no staff formally associated with the City Facilities Tax Fund. It is overseen by personnel in the Finance and Budget & Performance Department.

Budget Summary

City Facilities

	ACTUAL 2023	ACTUAL 2024	BUDGET 2025	EOY 2025	FY2026 BUDGET		
	FY2023	FY2024	FY2025	FY2025	FY2026	25 v. 26 Difference \$	25 v. 26 Difference %
Revenues							
REVENUES							
LOCAL TAXES (31000)	\$1,301,950	\$2,321,255	\$1,846,797	\$2,031,284	\$1,870,527	\$23,730	1.3%
USE OF MONEY & PROPERTY (36000)	\$212,857	\$609,969	\$278,153	\$275,913	\$527,695	\$249,542	89.7%
OTHER REVENUE (37000)	\$1,245	–	\$0	\$0	\$0	\$0	–
CAPITAL CONTRIBUTIONS (39000)	–	–	\$0	\$0	\$0	\$0	–
REVENUES TOTAL	\$1,516,051	\$2,931,224	\$2,124,950	\$2,307,197	\$2,398,222	\$273,272	12.9%
REVENUES TOTAL	\$1,516,051	\$2,931,224	\$2,124,950	\$2,307,197	\$2,398,222	\$273,272	12.9%
Expenses							
130 - CITY FACILITIES TAX							
OPERATIONS	\$10,239	\$3,569,846	\$3,259,642	\$85,473	\$48,000	(\$3,211,642)	(98.5%)
CAPITAL	\$52,372	–	\$354,000	\$528,169	\$1,056,000	\$702,000	198.3%
130 - CITY FACILITIES TAX TOTAL	\$62,611	\$3,569,846	\$3,613,642	\$613,642	\$1,104,000	(\$2,509,642)	(69.5%)
EXPENSES TOTAL	\$62,611	\$3,569,846	\$3,613,642	\$613,642	\$1,104,000	(\$2,509,642)	(69.5%)

Notes & Objectives

A summary of appropriations in recent years is provided below:

FY 2023 - \$4,757,975 - \$4,000,000 for 2 Parks related capital projects (1. \$2,000,000 for Bicentennial Park and 2. \$2,000,000 for Robinson Lake Dam & Park Project), \$52,415 for a new Mini-Excavator for the Parks department, and \$705,560 for two new Side Loading Refuse Packers for the Sanitation & Environmental Services Fund.

FY 2024 - \$3,569,846 - 2 Parks related capital projects (1. \$2,500,000 for Southeast Park and \$1,000,000 for Bicentennial Park) and \$69,846 for equipment in Parks and SES.

FY 2025 - \$3,613,642 - \$3,000,000 for Bicentennial Park, \$354,000 for a new Special Operations Vehicle for the Police Department, \$174,169 for an air curtain burner in Sanitation and a \$85,473 for a equipment in Parks.

The budget proposal for FY 2026 includes \$1,104,000 in Program Enhancement Requests - \$47,500 in Fire for a new Equipment Washer, \$186,000 in Police for three new Police Cruisers for the addition of 3 Police Officers, and in SES a New Materials Handler (\$453,870 - BOMA #4 PER Priority) and a New Automated Side Loader in SES - (\$414,031). The FY 2026 City Facilities Tax Fund appropriations will be modified throughout Spring 2026 as the Board of Mayor and Aldermen revisit prioritizations of the Capital Investment Plan.

Regardless of the level of building activity, there is ample fund balance to fund additional capital projects or new equipment for our growing community.



City of Franklin

Revenue Model

Fund: City Facilities Tax Fund

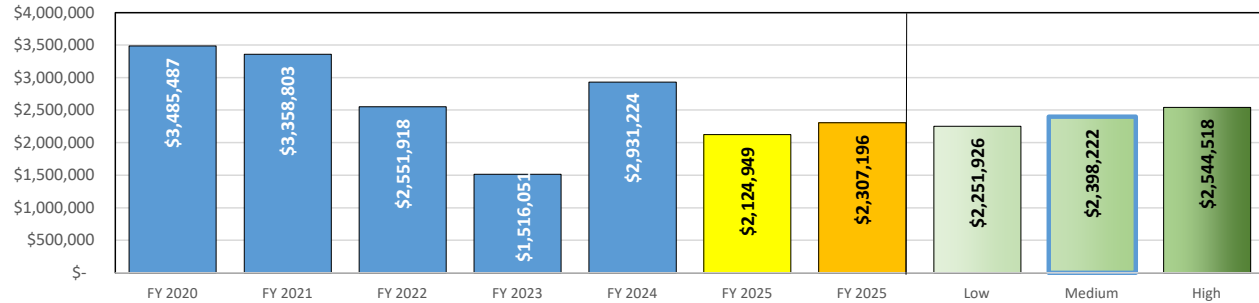
Percent of All Revenues

0.9%

City Facilities Tax: A special revenue fund used to account for the proceeds authorized by a private act of the Tennessee General Assembly of 1987 for the City to levy and collect a privilege tax on new development to provide that new development contribute its fair share of providing new public facilities made necessary by growth. Such taxes may be expended only on police, fire, sanitation, and parks and recreation.

The forecast for FY 2026 is an estimate based upon the historic average of the last five-years and year-to-date activity. It is heavily dependent upon the timing of new development. Should development permits be pulled sooner than anticipated (or delayed), amounts may be higher (or lower) than forecast.

City Facilities Tax Fund - FY 2020-2026



	Actual					Budget	Estimated	Forecasts (FY 2026)			Averages
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2025	Low	Medium	High	
% yr/yr.	11.6%	-3.6%	-24.0%	-41%	93%	-28%	-21%	-2%	4%	10%	
July	166,390	137,965	267,491	76,800	75,415	114,921	114,797	108,604	114,320	120,036	3-yr Average
August	165,263	567,347	608,156	93,870	93,649	211,434	194,716	251,575	264,815	278,056	\$ 2,333,064
September	131,262	106,988	78,518	332,217	87,535	155,839	152,114	122,316	128,753	135,191	8.5%
October	685,211	192,828	116,774	88,127	284,510	227,354	115,875	128,895	135,679	142,463	5-Yr Average
November	514,554	226,319	348,525	37,787	454,540	188,074	119,705	191,680	201,769	211,857	\$ 2,768,697
December	151,610	392,660	315,251	98,377	127,456	159,487	130,097	171,810	180,853	189,896	1.2%
January	97,669	284,889	110,770	72,064	398,040	101,576	97,098	155,502	163,686	171,871	10-Yr Average
February	169,431	98,466	134,799	127,036	211,600	130,266	612,667	191,308	201,377	211,445	\$ 3,307,151
March	232,369	153,528	134,437	74,588	131,650	104,388	108,986	97,415	102,542	107,669	-1.1%
April	260,000	192,471	163,610	80,552	108,491	129,840	120,769	107,542	113,202	118,862	20-Yr Average
May	104,027	168,569	106,107	102,354	226,812	128,222	106,180	114,669	120,704	126,739	\$ 2,791,113
June	373,324	160,365	281,776	118,178	121,557	195,393	158,280	135,685	142,827	149,968	0.5%
Interest Income	434,377	36,408	(340,740)	214,101	609,969	278,153	275,912	474,926	527,696	580,465	
Contributions from Others		640,000	226,444	-	-						
Totals	\$ 3,485,487	\$ 3,358,803	\$ 2,551,918	\$ 1,516,051	\$ 2,931,224	\$ 2,124,949	\$ 2,307,196	\$ 2,251,926	\$ 2,398,222	\$ 2,544,518	

Source: City of Franklin, Annual Comprehensive Financial Reports - 1990-2024 & Estimates from Finance & Revenue Management Departments.



City of Franklin, Tennessee
FY 2026 Operating Budget

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FY 2026 Operating Budget

County Facilities Tax Fund

Fund Summary

The County Facilities Tax Fund is a new special revenue fund used to account for the City's share of the County's Adequate School Facilities Tax. 30% of the proceeds are distributed to incorporated cities within the county, and another 30% is divided pro rata among the incorporated cities based on population in the last decennial census. The City began collecting a share of the County Facilities Tax in FY 2012.

Prior to FY 2017, monies collected had been deposited within the Capital Projects Fund. Funds are to be used for the purpose of providing public facilities.

Performance Measures

There are no performance measures associated with the Facilities Tax Fund.

Strategic Plan Measures

There are no strategic plan measures associated with the Facilities Tax Fund.

Staffing by Position

There are no staff formally associated with the Facilities Tax Fund. It is overseen by personnel in the Finance and Budget & Performance Department.

Budget Summary

County Facilities Tax Fund

	ACTUAL 2023	ACTUAL 2024	BUDGET 2025	EOY 2025	FY2026 BUDGET		
	FY2023	FY2024	FY2025	FY2025	FY2026	25 v. 26 Difference \$	25 v. 26 Difference %
Revenues							
REVENUES							
LOCAL TAXES (31000)	\$661,526	\$896,506	\$637,474	\$687,195	\$711,318	\$73,844	11.6%
USE OF MONEY & PROPERTY (36000)	\$75,094	\$243,842	\$112,188	\$117,052	\$201,069	\$88,881	79.2%
OTHER REVENUE (37000)	–	–	\$0	\$0	\$0	\$0	–
REVENUES TOTAL	\$736,620	\$1,140,348	\$749,662	\$804,247	\$912,387	\$162,725	21.7%
REVENUES TOTAL	\$736,620	\$1,140,348	\$749,662	\$804,247	\$912,387	\$162,725	21.7%
Expenses							
132 - COUNTY FACILITIES TAX							
OPERATIONS	\$600,000	–	\$200,000	\$200,000	\$0	(\$200,000)	(100.0%)
CAPITAL	–	–	–	\$0	\$0	\$0	–
132 - COUNTY FACILITIES TAX TOTAL	\$600,000	–	\$200,000	\$200,000	\$0	(\$200,000)	(100.0%)
EXPENSES TOTAL	\$600,000	–	\$200,000	\$200,000	\$0	(\$200,000)	(100.0%)

Notes & Objectives

The County Facilities Tax Fund has been used to support capital projects within the City of Franklin which are related to or assist in the completion of County-owned facilities. A summary of appropriations is provided below:

FY 2019 - \$1,750,000 appropriated from the fund went to support the 96 West Trail project.

FY 2020 - \$1,285,000 was appropriated as a transfer to the Water Management Fund for the completion of the Henpeck Lane Sanitary Sewer Extension.

FY 2021 - \$125,000 was budgeted to continue joint work on a sidewalk with F.S.S.D and the City of Franklin.

FY 2022 - \$1,000,000 was allocated for the City's joint efforts to build baseball & softball fields with the Franklin Special School District at Franklin Intermediate School & Popular Grove Elementary School.

FY 2023 - \$600,000 for the City's portion of the finalization of the joint City/F.S.S.D. Ballfield Project at Freedom Intermediate/Popular Grove.

FY 2024 - \$0

FY 2025 - \$200,000 appropriation for intersection improvements adjacent to the new Franklin Special School District headquarters.

The FY 2026 County Facilities Tax Fund appropriations will be modified throughout Spring 2026 as the Board of Mayor and Aldermen revisit prioritizations of the Capital Investment Plan.



City of Franklin

Revenue Model

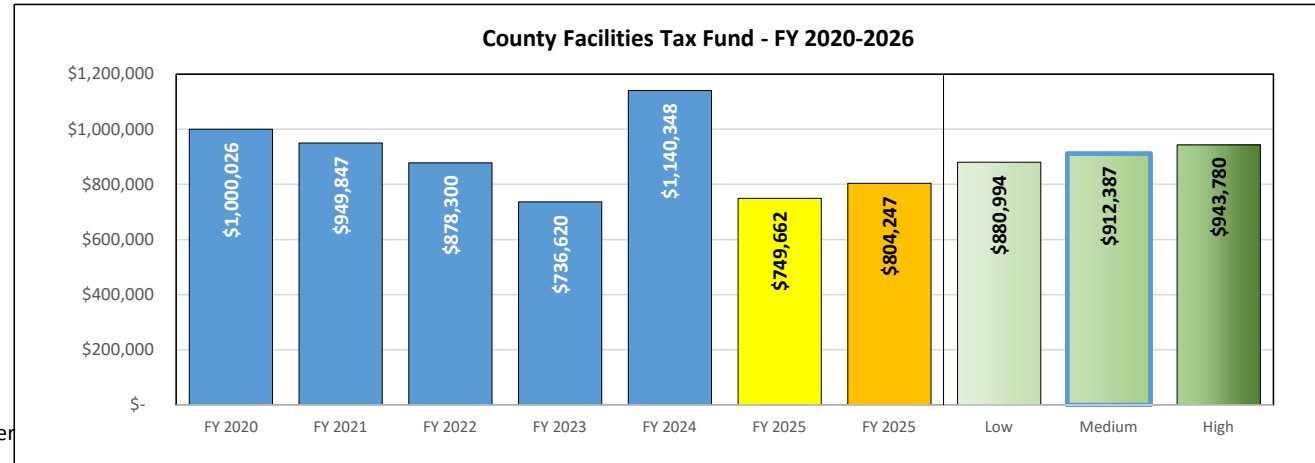
Fund: County Facilities Tax Fund

Percent of All Revenues

0.4%

County Facilities Tax: The County Facilities Tax Fund is a brand new special revenue fund used to account for the City's share of the County's Adequate School Facilities Tax. 30% of the proceeds are distributed to incorporated cities within the county, and another 30% is divided pro rata among the incorporated cities based on population in the last decennial census. The City began collecting a share of the County Facilities Tax in FY 2012. Prior to now, monies collected had been deposited within the Capital Projects Fund. Funds are to be used for the purpose of providing public facilities.

The forecast for FY 2026 is an estimate based upon the historic average of the last five-years and year-to-date activity. It is *heavily dependent* upon the timing of new development. Should development permits be pulled sooner than anticipated (or delayed), amounts may be higher (or lower) than forecast.



	Actual					Budget	Estimated	Forecasts (FY 2026)			Averages
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2025	Low	Medium	High	
% yr/yr.	10.6%	-5.0%	-7.5%	-16.1%	54.8%	-34.3%	-29.5%	9.5%	13.4%	17.3%	3-yr Average
Tax Collections	889,427	935,555	1,003,415	661,526	896,506	637,475	687,195	689,979	711,318	732,658	\$ 918,422
Transfer from Capital Fund		-	-	-	-	-	-	-	-	-	8.1%
Interest Income	110,599	14,292	(125,115)	75,094	243,842	112,187	117,052	191,015	201,069	211,122	5-yr Average
											\$ 941,028
											7.1%
Totals	\$ 1,000,026	\$ 949,847	\$ 878,300	\$ 736,620	\$ 1,140,348	\$ 749,662	\$ 804,247	\$ 880,994	\$ 912,387	\$ 943,780	

Source: City of Franklin, Annual Comprehensive Financial Report - 2017-2024 & Estimates from Finance & Revenue Management Departments.



City of Franklin, Tennessee

FY 2026 Operating Budget

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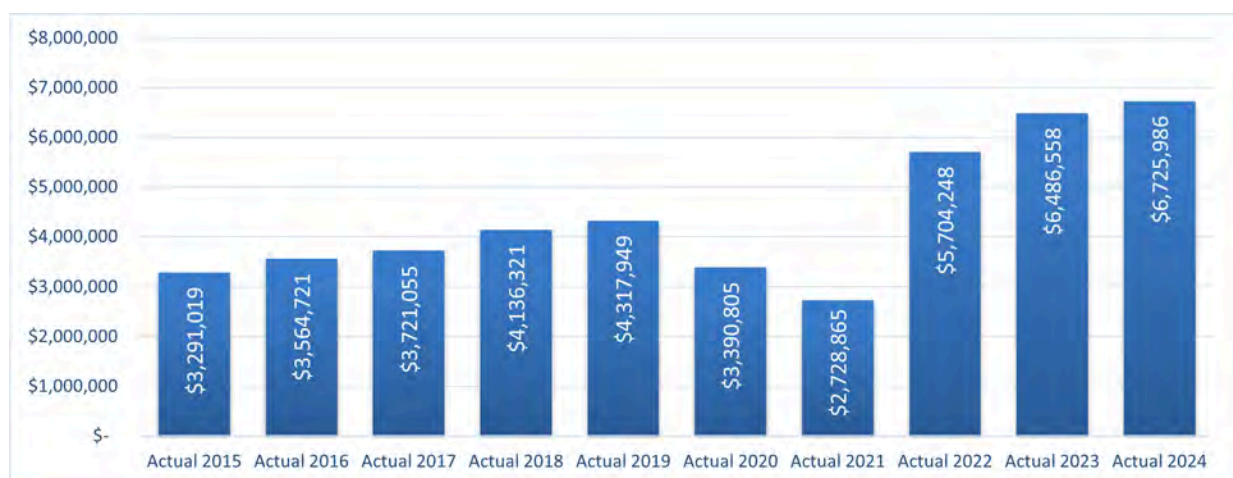
FY 2026 Operating Budget

Hotel/Motel Tax Fund

Fund Summary

The Hotel/Motel Tax Fund is a special revenue fund used to account for the locally administered 5% tax levied on the occupancy of hotel and motel rooms which is in addition to state and local sales tax. The fund is used to pay debt service (previously on the Cool Springs Conference Center, and now the Harlinsdale and Battlefield parks) and expenditures related to tourism. In this budget, 1% of the 5% Hotel/Motel tax (traditionally based on collections in the previous full calendar year) is allocated to support the Williamson County Convention and Visitors Bureau.

The Hotel/Motel Tax Fund budget was impacted more than any other fund city-wide by COVID-19 due to the economic downturn. Revenues dropped in FY 2020, bottomed out in FY 2021 and rebounded to record highs in the last 3 years, FY 2022-FY 2024. Revenues for the last 10 years are shown below.

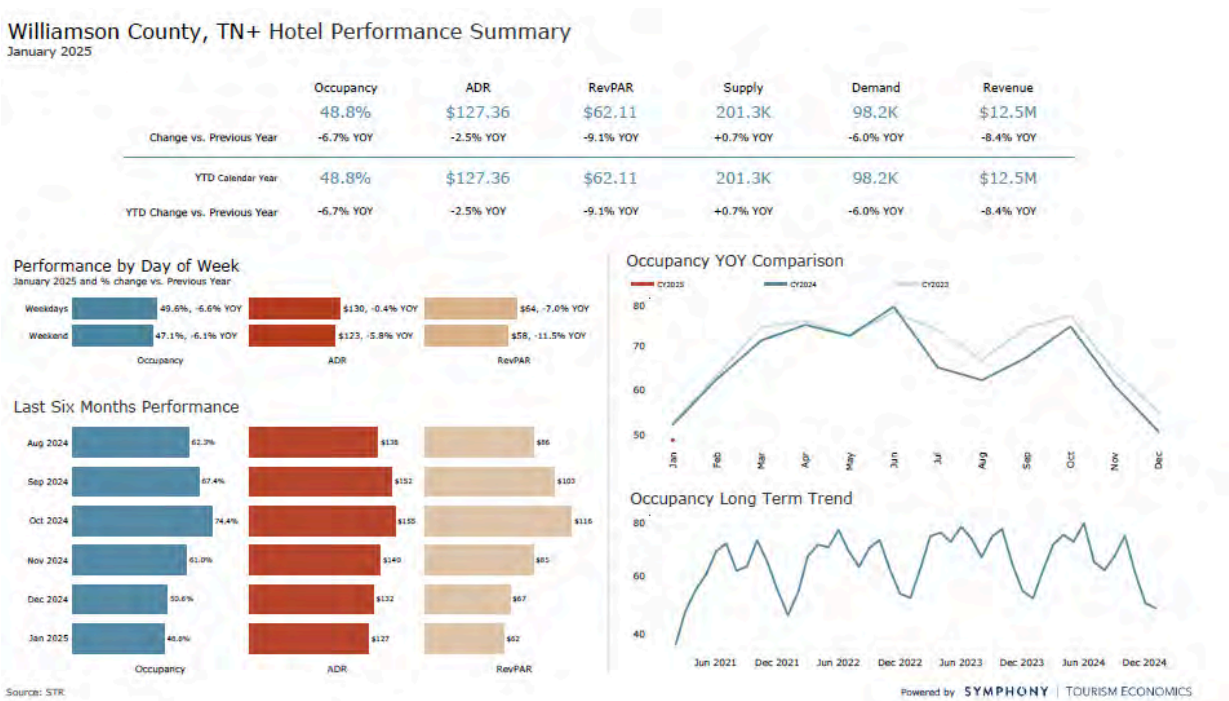


Performance Measures

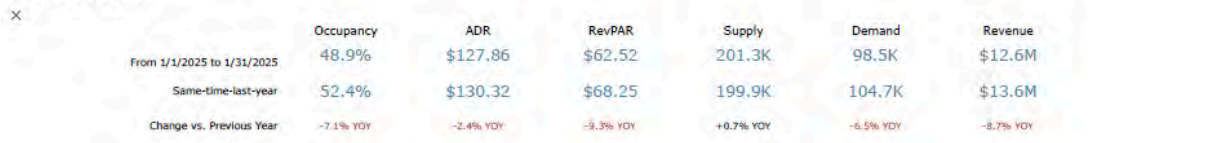
The Convention & Visitor's Bureau for Franklin & Williamson County monitors the monthly performance of hotels. Leading measures monitored include:

- Occupancy Rate (calculated by dividing the total number of rooms occupied by the total number of rooms available and multiplying by 100)
- ADR (Annual Daily Rate - calculated by dividing the room revenue by the rooms sold)
- RevPAR (Revenue per Available Room calculated by dividing total room revenue by the number of available rooms)
- Total Supply of Rooms
- Total Demand for Rooms
- Total Revenue generated

The graphic below provides hotel occupancy, rate, and revenue per available room for the month of October 2024.



Williamson County, TN+ Daily Hotel Trends
1/1/2025 to 1/31/2025



For more information on the Convention & Visitor's Bureau, please visit visitfranklin.com

Strategic Plan Measures

There are no strategic plan measures associated with the Hotel/Motel Fund.

Staffing by Position

There are no staff formally associated with the Hotel/Motel Tax Fund. It is overseen by personnel in the Finance, Budget & Performance and Billing & Licensing Departments.

Budget Summary

Hotel/Motel Tax Fund

	ACTUAL 2023	ACTUAL 2024	BUDGET 2025	EOY 2025	FY2026 BUDGET		
	FY2023	FY2024	FY2025	FY2025	FY2026	25 v. 26 Difference \$	25 v. 26 Difference %
Revenues							
REVENUES							
LOCAL TAXES (31000)	\$5,638,692	\$5,907,179	\$6,210,098	\$5,856,349	\$7,393,640	\$1,183,542	19.1%
INTERGOVERNMENTAL (33000)	\$700,392	\$431,900	\$1,500,000	\$1,531,381	\$416,259	(\$1,083,741)	(72.3%)
USE OF MONEY & PROPERTY (36000)	\$147,475	\$386,907	\$188,983	\$332,037	\$309,886	\$120,903	64.0%
OTHER REVENUE (37000)	–	–	\$0	\$0	\$0	\$0	–
REVENUES TOTAL	\$6,486,559	\$6,725,985	\$7,899,081	\$7,719,767	\$8,119,785	\$220,704	2.8%
REVENUES TOTAL	\$6,486,559	\$6,725,985	\$7,899,081	\$7,719,767	\$8,119,785	\$220,704	2.8%
Expenses							
150 - HOTEL/MOTEL TAX							
OPERATIONS							
SERVICES (82000)	\$103,124	\$10,000	\$135,000	\$135,000	\$275,000	\$140,000	103.7%
SUPPLIES (83000)	\$7,211	\$40,019	\$0	\$20,544	\$0	\$0	–
OPERATIONAL UNITS (84000)	(\$382,133)	(\$308,344)	\$0	(\$206,012)	\$0	\$0	–
BUSINESS EXPENSES (85000)	–	–	\$0	\$0	\$0	\$0	–
DEBT SERVICE (86000)	–	–	\$0	\$0	\$0	\$0	–
APPROPRIATIONS (87000)	\$934,609	\$1,308,025	\$1,475,000	\$1,523,322	\$1,485,108	\$10,108	0.7%
TRANSFER TO OTHER FUNDS (88000)	\$3,754,706	\$2,261,781	\$5,812,746	\$5,812,746	\$811,602	(\$5,001,144)	(86.0%)
OPERATIONS TOTAL	\$4,417,516	\$3,311,481	\$7,422,746	\$7,285,600	\$2,571,710	(\$4,851,036)	(65.4%)
CAPITAL							
CAPITAL ASSETS (89000)	\$494,596	\$4,259,083	\$1,595,000	\$1,668,250	\$1,130,000	(\$465,000)	(29.2%)
CAPITAL TOTAL	\$494,596	\$4,259,083	\$1,595,000	\$1,668,250	\$1,130,000	(\$465,000)	(29.2%)
150 - HOTEL/MOTEL TAX TOTAL	\$4,912,112	\$7,570,564	\$9,017,746	\$8,953,850	\$3,701,710	(\$5,316,036)	(59.0%)
EXPENSES TOTAL	\$4,912,112	\$7,570,564	\$9,017,746	\$8,953,850	\$3,701,710	(\$5,316,036)	(59.0%)

Notes & Objectives

Aside from obligations the City has made to service debt, pay for land acquisitions, and provide funding for the CVB, the Hotel/Motel Tax Fund has historically been used to purchase supplies and materials for special events and tourism, and sustain ongoing capital project commitments.

In FY 2023, two projects comprised the contribution to the Capital Projects Fund: \$537,500 for the joint ballfield project with Franklin Special School District, and \$2,200,000 for renovations to the Main Barn at Harlinsdale Park. In addition, FY 2023 also included \$100,000 for a vehicle management system to be deployed to manage traffic on city streets during major events, \$403,845 for the renovation of Eastern Flank Event Center, and improvements to City garages totaling \$168,500. The latter two projects were paid through American Rescue Plan Act monies.

In FY 2024, two additional approved CIP projects totaling \$1,002,200 were funded: \$500,000 for Southeast Park, and \$502,200 for design for a Greenway from Pinkerton Park to Franklin Road. Two enhancements being funded are additional vehicle barriers (\$65,000) and phase 1 of a two year commitment to fund U.S. Line Markers for the Battle of Franklin Battlefield (\$103,250 year 1, \$92,500 year 2). An additional \$7,000,000 in appropriated expense was added during FY 2024 for the purchase of 76 acres of parkland adjacent to Harlinsdale Farm and the SW and SE corners of Franklin Road (U.S. 31) and Mack Hatcher Memorial Parkway (U.S. 431/TN-396)

In FY 2025, Program Enhancement Requests funded through the Hotel/Motel Fund included \$300,000 for 1/2 the costs of replacing lighting at Jim Warren Park, \$100,000 for 1/2 the costs of funding an update to the city's Preservation Plan, \$50,000 to support efforts by the African American Heritage Society's renovations of the Merrill-Williams House, and \$30,000 for joint funding of an occupancy tax audit of hotels with Brentwood and Williamson County. \$5,000,000 in transfers were made to the Capital Projects Fund were made - \$4,000,000 for the acquisition of the Creekside Properties and \$1,000,000 for the Harlinsdale Barn restoration project.

In FY 2026, Program Enhancement Requests funded include: \$1,200,029 (nearly all of the increase of 1% in the rate) - 1/2 of Downtown Parking Study (\$100,000 - BOMA #2 PER Priority), Vehicle Barrier System Archer Trailer Kit (\$441,927 - BOMA #3 PER Priority), Retrofit Existing Sports Field Lighting at Jim Warren Park to LED (\$490,000 - BOMA #8 PER Priority), Playground Resurfacing at Liberty Park - \$93,102, Restoration of Merrill-Williams Home (\$50,000 - 2nd year of contribution).

The FY 2026 Hotel Motel Tax Fund appropriations will be modified throughout Spring 2026 as the Board of Mayor and Alderman revisit prioritizations of the Capital Investment Plan.



City of Franklin

Revenue Model

Fund: **Hotel/Motel Tax Fund**

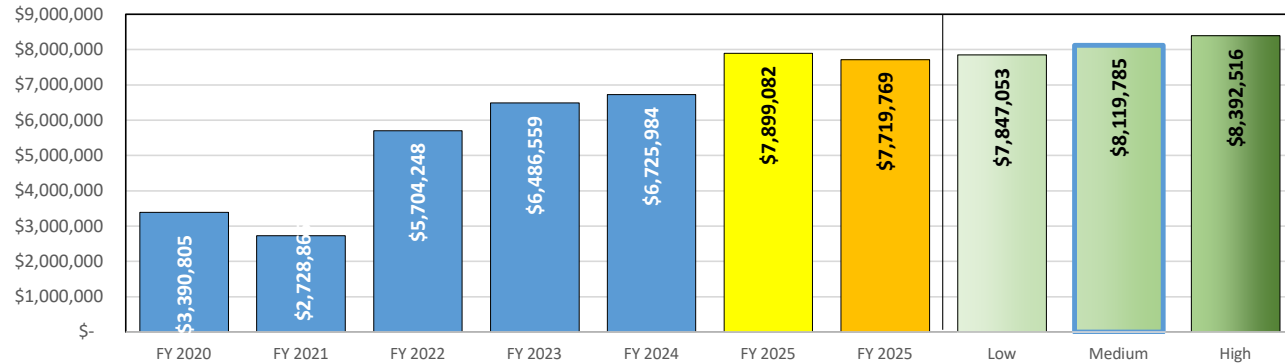
Percent of All Revenues

3.2%

Hotel/Motel Tax Fund: The Hotel/Motel Tax Fund is a special revenue fund used to account for the locally administered tax levied on the occupancy of hotel and motel rooms, in addition to sales tax. The City of Franklin Hotel/Motel tax is 4%. The fund is used to pay debt service on the Cool Springs Conference Center and the Harlinsdale and Battlefield parks. Also, the funds can be used to support projects and operations related to tourism.

This budget assumes an increase in the occupancy tax rate from 4% to 5%.

Hotel Motel Fund - FY 2020-2026



	Actual					Budget	Estimated	Forecasts (FY 2026)			Averages
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2025	Low	Medium	High	
% yr/yr.	-21.5%	-19.5%	109.0%	14%	4%	17%	15%	2%	5%	9%	
July	358,441	269,777	431,907	467,695	527,197	553,513	476,384	583,392	601,435	619,478	3-yr Average
August	335,061	138,563	362,601	409,407	428,541	449,968	423,993	519,232	535,291	551,349	\$ 6,305,597
September	379,962	165,973	380,972	500,906	541,658	568,738	508,827	623,122	642,394	661,666	2.2%
October	420,494	209,657	456,288	534,393	580,743	607,583	580,374	710,741	732,723	754,704	5-Yr Average
November	318,100	138,935	348,856	409,466	452,482	475,128	407,080	498,520	513,938	529,356	\$ 5,007,292
December	261,294	139,075	307,469	357,111	374,799	385,498	339,831	416,165	429,037	441,908	6.9%
January	276,512	136,507	271,886	339,608	338,839	363,537	323,795	396,527	408,791	421,055	10-Yr Average
February	319,269	145,247	298,796	393,726	407,344	421,680	427,712	523,786	539,986	556,185	\$ 4,406,984
March	201,971	228,613	456,235	541,262	514,688	579,691	540,423	661,815	682,284	702,752	5.3%
April	37,682	270,729	505,452	555,358	555,619	594,788	583,400	714,446	736,543	758,639	20-Yr Average
May	75,021	335,339	509,705	553,282	555,828	592,565	583,620	714,715	736,820	758,925	\$ 3,115,115
June	155,008	397,414	545,519	576,478	629,439	617,408	660,911	809,368	834,400	859,432	5.8%
US TREASURY ARPA			680,966	366,137	98,515	1,200,000	1,200,000	-	-	-	
Short Term Rental Tax		133,521	326,504	334,255	333,384	300,000	331,381	374,633	416,259	457,884	
Interest Income	251,991	19,514	(182,308)	52,234	50,653	17,813	35,457	12,095	12,469	12,843	
Investment Interest				95,240	336,253	171,170	296,580	288,494	297,417	306,339	
Misc. Income			3,400	-	-	-	-	-	-	-	
Totals	\$ 3,390,805	\$ 2,728,865	\$ 5,704,248	\$ 6,486,559	\$ 6,725,984	\$ 7,899,082	\$ 7,719,769	\$ 7,847,053	\$ 8,119,785	\$ 8,392,516	

Source: City of Franklin, *Annual Comprehensive Financial Reports - 1990-2024* & Estimates from Finance & Revenue Management Departments.



City of Franklin, Tennessee
FY 2026 Operating Budget

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City of Franklin, Tennessee

FY 2026 Operating Budget

Debt Service Fund

Budget Summary

	2023 Actual	2024 Actual	2025 Budget	2025 EOY	2026 Budget	2025 v. 2026 \$ %	
Beginning Fund Balance	1,161,978	806,499	547,256	547,256	678,299		
Revenues	15,353,902	16,038,394	15,229,646	15,229,646	18,950,964	3,721,318	24.43%
Expenditures	15,709,381	16,297,637	15,098,603	15,098,603	18,950,964	3,852,361	25.51%
Ending Balance	806,499	547,256	678,299	678,299	678,299		

Fund Summary

In the FY 2010 budget, annual debt service previously paid by the General Fund was moved to this consolidated Debt Service Fund. While a portion of property tax is allocated directly to this fund to pay for the General Fund's portion of debt service, transfers are made from the Sanitation & Environmental Services, Road Impact, and Hotel/Motel Tax funds to pay their respective shares of the debt service in accordance with policies and intentions delineated by the Board of Mayor & Aldermen.

The City issued \$43,775,000 in new G.O. Bonds in March 2025. Additional issuances are planned in FY 2026, FY 2027, and FY 2028 in support of approved Capital Investment Plan projects.

Debt Management Policy Ratios

Appendix E of this document provides the City's adopted Debt Management Policy. The City of Franklin has had an adopted debt management policy since June 2009. Over the ensuing decade, this policy has been revised and amended to keep pace with changing economic and fiscal conditions. The policy was last reviewed and revised by the Board of Mayor and Aldermen in December 2017.

Section V of this policy covers Debt Affordability. There are three ratios the City strives to balance in its overall execution and management of debt:

Debt Management Policy Ratios:

(as per City's Debt Management Policy)

1) Direct Debt as a % of Full Value less than or equal to 1.75 %

Full Value of Franklin: (FY 2024) *Estimated*
\$ 23,619,111,794

1.75% of Full Value:
\$ 413,334,456

Future Bonded Debt (all funds)
\$ 340,298,773

As % of Full Value: 1.44%

Measure: Favorable

2) Direct Debt of Operating Revenues of less than or equal to 3x

FY 2024 Operating Revenues (All Funds):
\$ 254,225,783

3x FY 2024 Operating Revenues
\$ 762,677,349

Future Bonded Debt (all funds)
\$ 340,298,773

Direct Debt as x of Operating Revenues
1.3

Measure: Favorable

3) Total Governmental Funds Debt Service as a % of expenditures less than or equal to 25%

Total Governmental Funds Debt Service:
\$ 18,950,964

Total Governmental Funds Expenditures (All Funds Expenditures LESS Water & Wastewater Funds)
\$ 182,700,888

Gov. Funds Debt Service as % of Gov. Funds Expenditures
10.4%

Measure: Favorable



City of Franklin, Tennessee

FY 2026 Operating Budget

Organizational Chart

There is no organization chart associated with the Debt Service Fund. It is supervised by personnel in the Finance Department.

Staffing by Position

There are no staff formally associated with the Debt Service Fund. It is supervised by personnel in the Finance Department.



City of Franklin, Tennessee FY 2026 Operating Budget

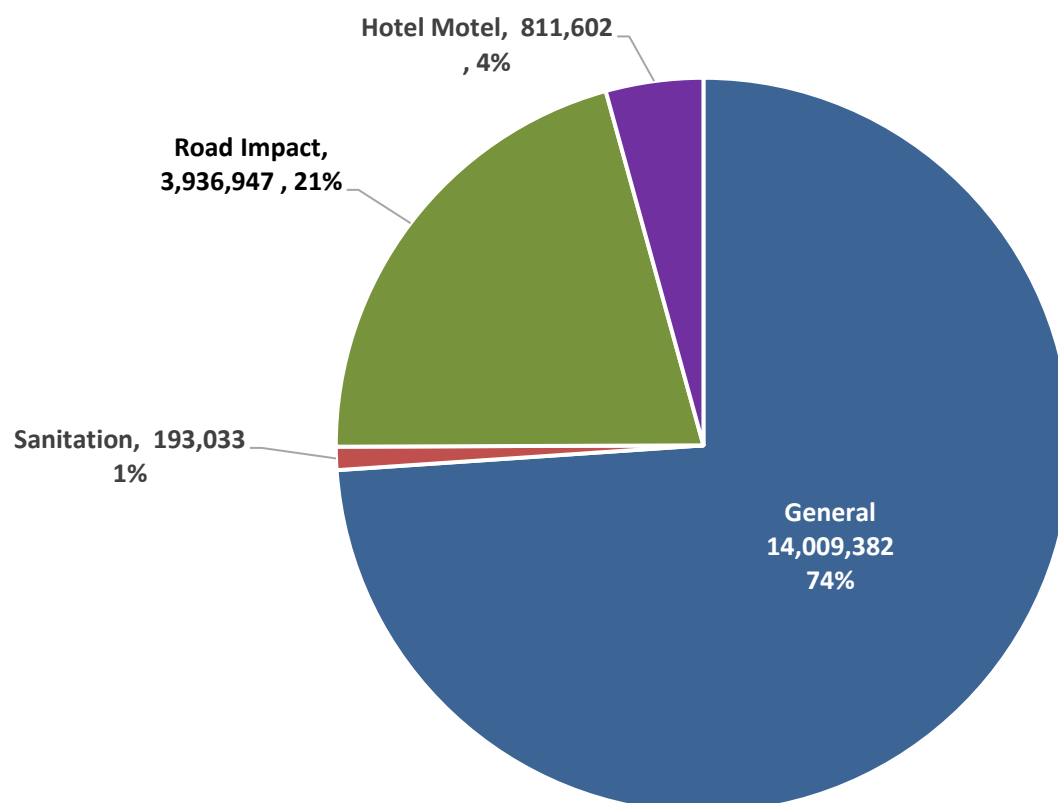
Budget

	Actual 2023	Actual 2024	Budget 2025	EOY 2025	Budget 2026	Difference	
						\$	%
Beginning Fund Balance	1,161,978	806,499	547,256	547,256	678,299		
Revenues							
TOTAL LOCAL TAXES	10,845,720	10,957,506	9,954,764	9,954,764	13,741,234	3,786,470	38.0%
TOTAL USE OF MONEY & PROPE	197,631	230,624	97,354	97,354	68,148	(29,206)	-30.0%
TOTAL OTHER REVENUE	4,310,551	4,850,264	5,177,528	5,177,528	5,141,582	(35,946)	-0.7%
Total Available Funds	15,353,902	16,038,394	15,229,646	15,229,646	18,950,964	3,721,318	24.4%
Expenses (Debt Service by Fund)							
General	11,598,804	11,647,346	10,153,330	10,153,330	14,009,382	3,856,053	38.0%
Sanitation	209,233	193,178	192,925	192,925	193,033	109	0.1%
Road Impact	2,884,139	3,292,639	3,939,602	3,939,602	3,936,947	(2,655)	-0.1%
Hotel Motel	1,017,205	1,164,473	812,746	812,746	811,602	(1,144)	-0.1%
Total Expenditures	15,709,381	16,297,637	15,098,603	15,098,603	18,950,964	3,852,361	25.5%
Ending Fund Balance	806,499	547,256	678,299	678,299	678,299		

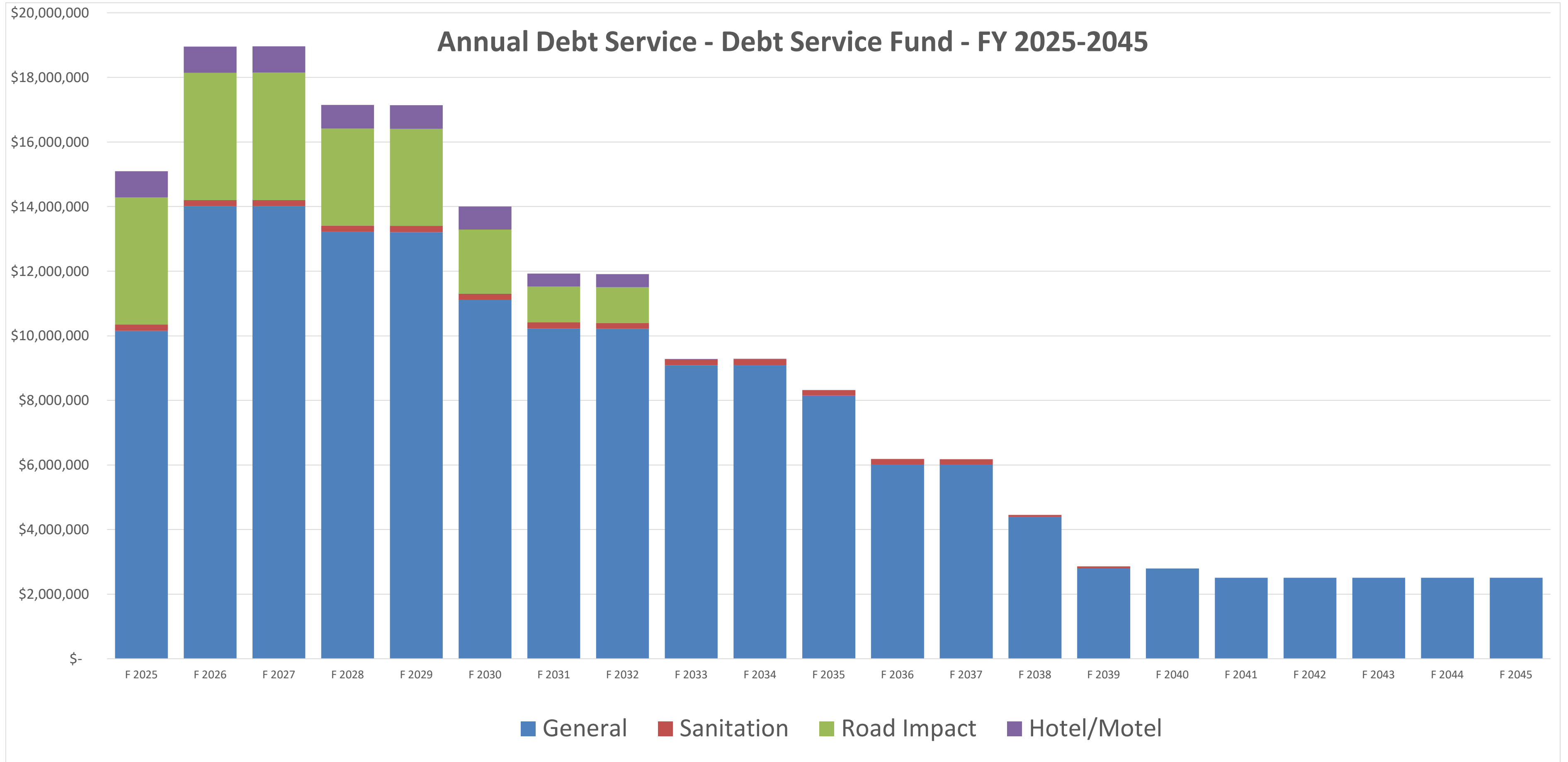
Notes & Objectives

The Debt Service Fund for FY 2026 includes all currently issued G.O. Bonds, including the most recent issue - 2025 G.O Bonds (\$43,775,000 total principal).

Below is the estimated FY 2026 G.O. Debt Service by fund. Water & Wastewater Debt is budgeted separately under the Water Management Department budget.

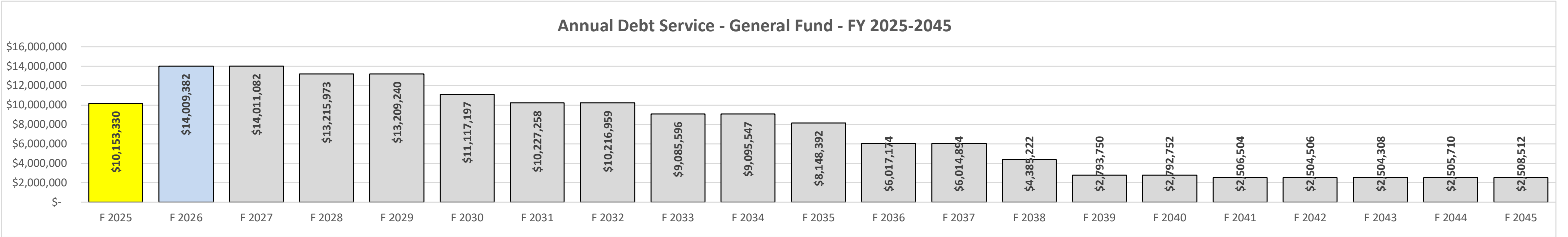


The chart below shows annual debt service for General Obligation Bonds for the City of Franklin, FY 2025-2045. Four funds - General, Sanitation, Road Impact and Hotel/Motel provide funding to service debt. Water & Wastewater Debt service is budgeted within the Water & Wastewater Fund.



Debt Service Fund - General Fund Payment Schedule

Purpose	Issue Year	Orig. Amt. Issued / Interest Rate	F 2025	F 2026	F 2027	F 2028	F 2029	F 2030	F 2031	Balance (2032-2045)	Total Outstanding (2026-2045)
PRINCIPAL											
Bonds 2010 - \$16.59 (Refund 2004 Bonds & Harlinsdale)	2010	\$ 10,451,700	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Bonds 2012 - \$22.5m (Various - Refunding)	2009 / 2012 (Refund)	\$ 9,225,000	\$ 697,000	\$ 711,350	\$ 725,700	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,437,050
Bonds 2013 - \$10m (Pension Bonds)	2013	\$ 10,000,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Bonds 2013 - \$7.405m (Public Works Bldg, Carlisle)	2013	\$ 7,405,000	\$ 365,000	\$ 375,000	\$ 385,000	\$ 400,000	\$ 410,000	\$ 425,000	\$ 440,000	\$ 1,410,000	\$ 3,845,000
Bonds 2015 - \$15m (Various)	2015	\$ 14,925,000	\$ 726,350	\$ 756,200	\$ 786,050	\$ 810,925	\$ 845,750	\$ 875,600	\$ 915,400	\$ 3,940,200	\$ 8,930,125
Bonds 2017 - \$23.12m (Hillsboro/Roads /Communications/Sanit.	2017	\$ 21,848,400	\$ 925,120	\$ 972,320	\$ 1,019,520	\$ 1,071,440	\$ 1,123,360	\$ 1,180,000	\$ 1,241,360	\$ 8,557,360	\$ 15,165,360
Bonds 2019A - \$29.585 m Roads/Equipment	2019	\$ 29,585,000	\$ 1,221,450	\$ 1,283,720	\$ 1,345,990	\$ 1,422,630	\$ 1,489,690	\$ 1,389,100	\$ 1,456,160	\$ 10,360,770	\$ 18,748,060
Bonds 2019B - Refunding 2009 \$44M BAB	2019	\$ 14,911,000	\$ 1,498,250	\$ 1,573,000	\$ 1,647,750	\$ 1,725,750	\$ 1,813,500	\$ -	\$ -	\$ -	\$ 6,760,000
Bonds 2019C - Refunding Bonds \$29.245M	2019	\$ 29,245,000	\$ 1,307,200	\$ 1,369,550	\$ 1,449,100	\$ 1,694,200	\$ 1,775,900	\$ 1,857,600	\$ 1,053,500	\$ 1,090,050	\$ 10,289,900
Bonds 2019D - Taxable Refunding Bonds	2019	\$ 2,305,000	\$ 219,450	\$ 225,150	\$ 230,850	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 456,000
Bonds 2025 - New G.O. Issuance	2025	\$ 43,775,000	\$ -	\$ 1,920,000	\$ 1,870,000	\$ 1,965,000	\$ 2,065,000	\$ 2,165,000	\$ 2,275,000	\$ 31,515,000	\$ 43,775,000
Amount missing from detail											
PRINCIPAL		\$ 193,676,100	\$ 6,959,820	\$ 9,186,290	\$ 9,459,960	\$ 9,089,945	\$ 9,523,200	\$ 7,892,300	\$ 7,381,420	\$ 56,873,380	\$ 109,406,495
INTEREST											
Bonds 2010 - \$16.59 (Refund 2004 Bonds & Harlinsdale)	2010	2.0% - 4.0%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Bonds 2012 - \$22.5m (Various - Refunding)	2009 / 2012 (Refund)	2.13%	\$ 45,455	\$ 30,609	\$ 15,457	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 91,521
Bonds 2013 - \$10m (Pension Bonds)	2013	1.0% - 3.5%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Bonds 2013 - \$7.405m (Public Works Bldg, Carlisle)	2013	2.0% - 4.0%	\$ 140,693	\$ 131,203	\$ 120,890	\$ 107,800	\$ 94,200	\$ 80,260	\$ 65,810	\$ 171,440	\$ 846,486
Bonds 2015 - \$15m (Various)	2015	3.0% - 5.0%	\$ 331,872	\$ 302,818	\$ 272,570	\$ 248,989	\$ 216,552	\$ 182,722	\$ 147,698	\$ 454,811	\$ 2,010,334
Bonds 2017 - \$23.12m (Hillsboro/Roads /Communications/Sanit.	2017	2.73%	\$ 706,537	\$ 660,281	\$ 611,665	\$ 560,689	\$ 507,117	\$ 450,949	\$ 391,949	\$ 1,629,533	\$ 5,126,770
Bonds 2019A - \$29.585 m Roads/Equipment	2019	2.72%	\$ 971,268	\$ 910,196	\$ 846,010	\$ 778,710	\$ 707,579	\$ 633,094	\$ 563,639	\$ 2,629,614	\$ 7,476,472
Bonds 2019B - Refunding 2009 \$44M BAB	2019	1.90%	\$ 412,913	\$ 338,000	\$ 259,350	\$ 176,963	\$ 90,675	\$ -	\$ -	\$ -	\$ 1,277,900
Bonds 2019C - Refunding Bonds \$29.245M	2019		\$ 558,420	\$ 493,060	\$ 424,582	\$ 352,127	\$ 267,417	\$ 178,622	\$ 85,742	\$ 129,344	\$ 2,403,571
Bonds 2019D - Taxable Refunding Bonds	2019		\$ 13,852	\$ 9,463	\$ 4,848	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 28,164
Bonds 2025 - To be issued	2025	3.58%	\$ -	\$ 1,933,462	\$ 1,981,750	\$ 1,888,250	\$ 1,790,000	\$ 1,686,750	\$ 1,578,500	\$ 11,850,000	\$ 21,130,212
Amount missing from detail											\$ -
INTEREST			\$ 3,181,010	\$ 4,809,092	\$ 4,537,122	\$ 4,113,528	\$ 3,673,540	\$ 3,212,397	\$ 2,833,338	\$ 14,942,492	\$ 38,469,180
PAYING AGENT & OTHER DEBT FEES											
Various			\$ 12,500	\$ 14,000	\$ 14,000	\$ 12,500	\$ 12,500	\$ 12,500	\$ 12,500	\$ 112,500	\$ 190,500
PAYING AGENT & OTHER DEBT FEES			\$ 12,500	\$ 14,000	\$ 14,000	\$ 12,500	\$ 12,500	\$ 12,500	\$ 12,500	\$ 112,500	\$ 190,500
TOTAL EXPENDITURES			\$ 10,153,330	\$ 14,009,382	\$ 14,011,082	\$ 13,215,973	\$ 13,209,240	\$ 11,117,197	#####	\$ 65,984,792	\$ 141,700,995





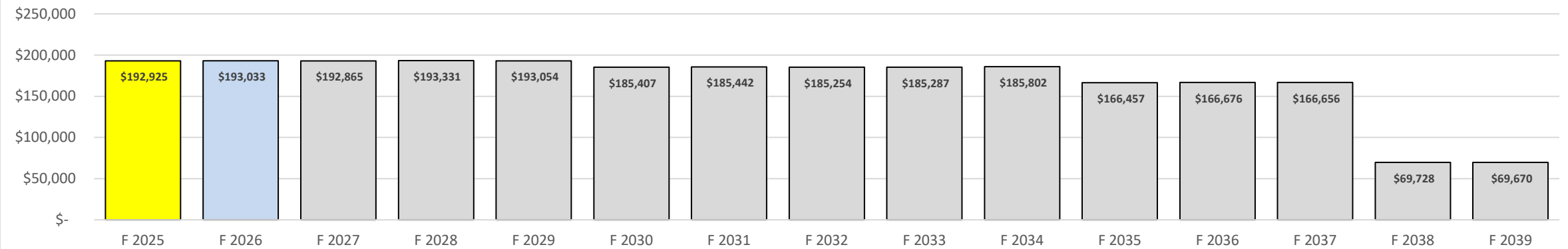
City of Franklin, Tennessee

FY 2026 Operating Budget

Debt Service Fund - Sanitation Fund Payment Schedule

Purpose	Issue Year	Orig. Amt. Issued / Interest Rate	F 2025	F 2026	F 2027	F 2028	F 2029	F 2030	F 2031	Balance (2032-2039)	Total Outstanding (2026-2039)
PRINCIPAL											
Bonds 2017 - \$23.12m (Hillsboro/Roads /Communications/Sanit.)	2017	\$ 1,271,600	\$ 54,880	\$ 57,680	\$ 60,480	\$ 63,560	\$ 66,640	\$ 70,000	\$ 73,640	\$ 507,640	\$ 899,640
Bonds 2019A - \$29.585m	2019	\$ 1,600,000	\$ 53,550	\$ 56,280	\$ 59,010	\$ 62,370	\$ 65,310	\$ 60,900	\$ 63,840	\$ 521,220	\$ 888,930
PRINCIPAL		\$ 4,871,600	\$ 108,430	\$ 113,960	\$ 119,490	\$ 125,930	\$ 131,950	\$ 130,900	\$ 137,480	\$ 1,028,860	\$ 1,788,570
INTEREST											
Bonds 2017 - \$23.12m (Hillsboro/Roads /Communications/Sanit.)	2017	2.73%	\$ 41,913	\$ 39,169	\$ 36,285	\$ 33,261	\$ 30,083	\$ 26,751	\$ 23,251	\$ 73,416	\$ 262,217
Bonds 2019 - \$29.585m	2019		\$ 42,582	\$ 39,904	\$ 37,090	\$ 34,140	\$ 31,021	\$ 27,756	\$ 24,711	\$ 93,255	\$ 287,876
INTEREST			\$ 84,495	\$ 79,073	\$ 73,375	\$ 67,401	\$ 61,104	\$ 54,507	\$ 47,962	\$ 166,671	\$ 550,094
TOTAL EXPENDITURES			\$ 192,925	\$ 193,033	\$ 192,865	\$ 193,331	\$ 193,054	\$ 185,407	\$ 185,442	\$ 1,195,531	\$ 2,338,664

Annual Debt Service - Sanitation Fund - FY 2025-2039



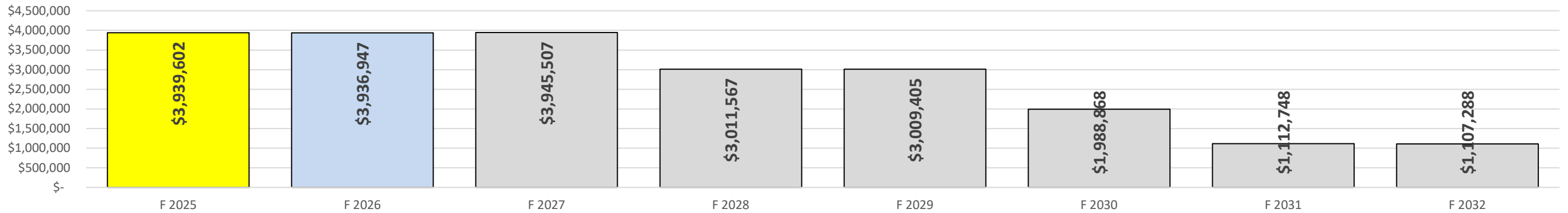


City of Franklin, Tennessee
FY 2026 Operating Budget

Debt Service Fund - Road Impact Payment Schedule

Purpose	Issue Year	Orig. Amt. Issued / Interest Rate	F 2025	F 2026	F 2027	F 2028	F 2029	F 2030	F 2031	Balance -2032	Total Outstanding (2026-2032)
PRINCIPAL											
Bonds 2012 - \$22.5m (Various - Refunding)	2009 / 2012 (Refund)	\$ 11,475,000	\$ 867,000	\$ 884,850	\$ 902,700	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,787,550
Bonds 2019B - Refunding 2009 \$44M BAB	2019	\$ 7,937,240	\$ 797,530	\$ 837,320	\$ 877,110	\$ 918,630	\$ 965,340	\$ -	\$ -	\$ -	\$ 3,598,400
Bonds 2019C - Refunding Bonds \$29.245M	2019	\$ 29,245,000	\$ 1,276,800	\$ 1,337,700	\$ 1,415,400	\$ 1,654,800	\$ 1,734,600	\$ 1,814,400	\$ 1,029,000	\$ 1,064,700	\$ 10,050,600
Bonds 2019D - Taxable Refunding Bonds	2019	\$ 2,305,000	\$ 165,550	\$ 169,850	\$ 174,150	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 344,000
PRINCIPAL		\$ 28,724,000	\$ 3,106,880	\$ 3,229,720	\$ 3,369,360	\$ 2,573,430	\$ 2,699,940	\$ 1,814,400	\$ 1,029,000	\$ 1,064,700	\$ 15,780,550
INTEREST											
Bonds 2012 - \$22.5m (Various - Refunding)	2009 / 2012 (Refund)	2.13%	\$ 56,542	\$ 38,075	\$ 19,228	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 57,303
Bonds 2019B - Refunding 2009 \$44M BAB	2019	1.90%	\$ 219,797	\$ 179,920	\$ 138,054	\$ 94,199	\$ 48,267	\$ -	\$ -	\$ -	\$ 460,440
Bonds 2019C - Refunding Bonds \$29.245M	2019		\$ 545,433	\$ 481,593	\$ 414,708	\$ 343,938	\$ 261,198	\$ 174,468	\$ 83,748	\$ 42,588	\$ 1,802,241
Bonds 2019D - Taxable Refunding Bonds	2019		\$ 10,450	\$ 7,139	\$ 3,657	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 10,796
INTEREST			\$ 832,222	\$ 706,727	\$ 575,647	\$ 438,137	\$ 309,465	\$ 174,468	\$ 83,748	\$ 42,588	\$ 2,330,780
PAYING AGENT & OTHER DEBT FEES											
Various			\$ 500	\$ 500	\$ 500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,000
PAYING AGENT & OTHER DEBT FEES			\$ 500	\$ 500	\$ 500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,000
TOTAL EXPENDITURES			\$ 3,939,602	\$ 3,936,947	\$ 3,945,507	\$ 3,011,567	\$ 3,009,405	\$ 1,988,868	\$ 1,112,748	\$ 1,107,288	\$ 18,112,330

Annual Debt Service - Road Impact Fund - FY 2025-2032





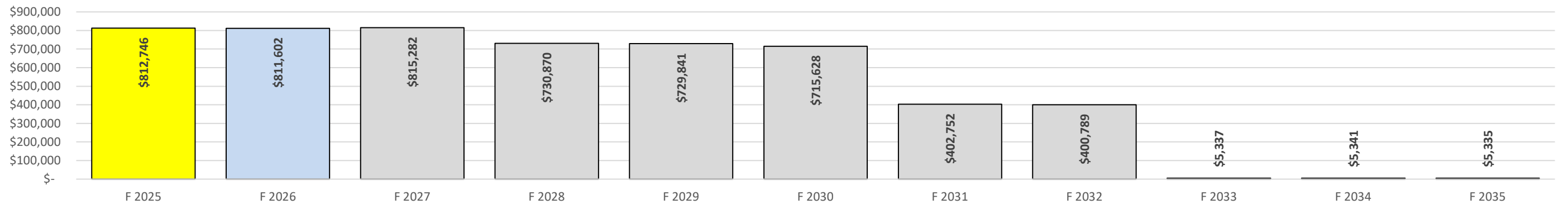
City of Franklin, Tennessee

FY 2026 Operating Budget

Debt Service Fund - Hotel / Motel Payment Schedule

Purpose	Issue Year	Orig. Amt. Issued / Interest Rate	F 2025	F 2026	F 2027	F 2028	F 2029	F 2030	F 2031	Balance (2032-2035)	Total Outstanding (2026-2035)
PRINCIPAL											
Bonds 2010 - \$16.59m (Refund Harlinsdale) - 37.0%	2010 (Refund)	\$ 6,138,300	\$ -							\$ -	\$ -
Bonds 2012 - \$22.5m Refunding	2009 / 2012 (Refund)	\$ 1,800,000	\$ 136,000	\$ 138,800	\$ 141,600					\$ -	\$ 280,400
Bonds 2015 - \$15m (Hillsboro & 3rd Ave Only)	2015	\$ 75,000	\$ 3,650	\$ 3,800	\$ 3,950	\$ 4,075	\$ 4,250	\$ 4,400	\$ 4,600	\$ 19,800	\$ 44,875
Bonds 2019B - Refunding 2009 \$44M BAB	2019	\$ 91,760	\$ 9,220	\$ 9,680	\$ 10,140	\$ 10,620	\$ 11,160			\$ -	\$ 41,600
Bonds 2019C - Refunding Bonds \$29.245M	2019		\$ 456,000	\$ 477,750	\$ 505,500	\$ 591,000	\$ 619,500	\$ 648,000	\$ 367,500	\$ 380,250	\$ 3,589,500
PRINCIPAL		\$ 8,105,060	\$ 604,870	\$ 630,030	\$ 661,190	\$ 605,695	\$ 634,910	\$ 652,400	\$ 372,100	\$ 400,050	\$ 3,956,375
INTEREST											
Bonds 2010 - \$16.59m (Refund Harlinsdale) - 37.0%	2010 (Refund)	2.0% - 4.0%	\$ -							\$ -	\$ -
Bonds 2012 - \$22.5m Refunding	2009 / 2012 (Refund)	2.13%	\$ 8,869	\$ 5,973	\$ 3,016					\$ -	\$ 8,989
Bonds 2015 - \$15m (Hillsboro & 3rd Ave Only)	2015	3.0% - 5.0%	\$ 1,668	\$ 1,522	\$ 1,370	\$ 1,251	\$ 1,088	\$ 918	\$ 742	\$ 1,543	\$ 8,434
Bonds 2019B - Refunding 2009 \$44M BAB	2019	1.90%	\$ 2,541	\$ 2,080	\$ 1,596	\$ 1,089	\$ 558			\$ -	\$ 5,323
Bonds 2019C - Refunding Bonds \$29.245M	2019		\$ 194,798	\$ 171,998	\$ 148,110	\$ 122,835	\$ 93,285	\$ 62,310	\$ 29,910	\$ 15,210	\$ 643,658
Amount missing from detail										\$ -	\$ -
INTEREST			\$ 207,876	\$ 181,572	\$ 154,092	\$ 125,175	\$ 94,931	\$ 63,228	\$ 30,652	\$ 16,753	\$ 666,404
PAYING AGENT & OTHER DEBT FEES											
Various			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
PAYING AGENT & OTHER DEBT FEES			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
TOTAL EXPENDITURES			\$ 812,746	\$ 811,602	\$ 815,282	\$ 730,870	\$ 729,841	\$ 715,628	\$ 402,752	\$ 416,803	\$ 4,622,779

Annual Debt Service - Hotel/Motel Tax Fund - FY 2025-2035



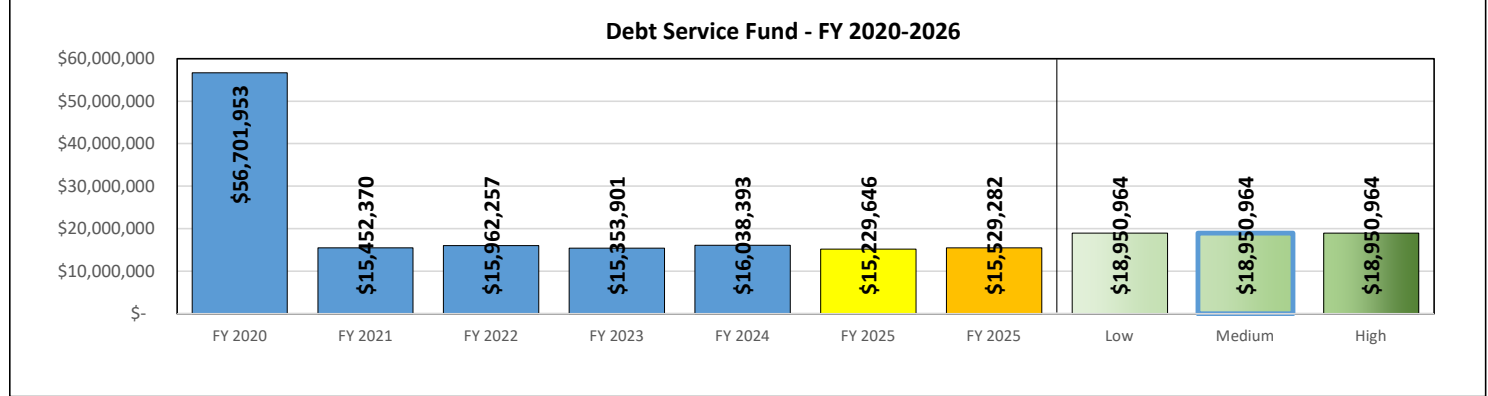


City of Franklin

Revenue Model

Fund:	Debt Service Fund	Percent of All Revenues	7.4%
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Debt Service Fund: The Debt Service Fund was created in FY 2010 for the purpose of accounting for resources set aside to fund debt service (payments of long term debt principal, interest, and related costs). All funds which have debt service are accounted for within this fund - General, Road Impact, Sanitation and Hotel / Motel.



	Actual					Budget	Estimated	Forecast (FY 2026)			Averages
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2025	Low	Medium	High	
PROPERTY TAXES COLLECTED	10,958,447	10,918,504	11,629,983	10,845,720	10,957,506	9,954,764	10,287,155	13,741,234	13,741,234	13,741,234	3-yr Average
REBATE ON BAB / RZEDB	333,953	0	0	0	0	0	0	-	-	-	\$ 15,784,850
INTEREST INCOME	142,438	17,914	10,336	197,631	230,624	97,354	97,354	68,148	68,148	68,148	0.5%
BOND PROCEEDS	31,550,000	0	0	0	0	0	0	-	-	-	5-Yr Average
PREMIUMS ON BONDS	7,080,224	0	0	0	0	0	0	-	-	-	\$ 23,901,775
TRANSFER FROM GENERAL FUND	2,500,000	94,896	0	0	0	0	0	-	-	-	-6.6%
TRANSFER FROM WATER	100,000	100,000	100,000	200,000	200,000	0	0	-	-	-	10-Yr Average
TRANSFER FROM SEWER	100,000	100,000	100,000	0	0	200,000	200,000	200,000	200,000	200,000	\$ 21,154,391
TRANSFER FROM Sant. & Envir	208,317	209,081	209,551	209,206	193,151	223,975	192,925	193,033	193,033	193,033	-4.8%
TRANSFER FROM ROAD IMPACT	2,636,421	2,730,454	2,893,316	2,884,139	3,292,639	3,940,807	3,939,102	3,936,947	3,936,947	3,936,947	
TRANSFER FROM HOTEL/MOTEL	1,092,153	1,281,521	1,019,071	1,017,206	1,164,473	812,746	812,746	811,602	811,602	811,602	
Totals	\$ 56,701,953	\$ 15,452,370	\$ 15,962,257	\$ 15,353,901	\$ 16,038,393	\$ 15,229,646	\$ 15,529,282	\$ 18,950,964	\$ 18,950,964	\$ 18,950,964	

Source: City of Franklin, Annual Comprehensive Financial Reports - 1990-2024 & Estimates from Finance & Revenue Management Departments.



City of Franklin, Tennessee
FY 2026 Operating Budget

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FY 2026 Operating Budget

Parkland Dedication

Fund Summary

The Parkland Dedication Fund was created in FY 2015 for the purpose of satisfying requirements of Section 5.5.4 of the City of Franklin Zoning Ordinance.

Funds can be used only for the acquisition or development of public parks, greenways/blueways, open space sites, and related facilities.

Performance Measures

There are no performance measures associated with the Parkland Dedication Fund.

Strategic Plan Measures

There are no strategic plan measures associated with the Parkland Dedication Fund.

Staffing History

There are no staff formally associated with the Parkland Dedication Fund. It is overseen by personnel in the Finance, Budget & Performance and Parks Department.

Budget Summary

Parkland Dedication Fund

	ACTUAL 2023	ACTUAL 2024	BUDGET 2025	EOY 2025	FY2026 BUDGET		
	FY2023	FY2024	FY2025	FY2025	FY2026	25 v. 26 Difference \$	25 v. 26 Difference %
Revenues							
REVENUES							
LICENSES & PERMITS (32000)	\$2,225,168	\$3,983,352	\$1,137,254	\$3,019,256	\$1,781,009	\$643,755	56.6%
USE OF MONEY & PROPERTY (36000)	\$105,491	\$199,394	\$71,420	\$71,420	\$172,650	\$101,230	141.7%
OTHER REVENUE (37000)	–	–	\$0	\$0	\$0	\$0	–
REVENUES TOTAL	\$2,330,659	\$4,182,746	\$1,208,674	\$3,090,676	\$1,953,659	\$744,985	61.6%
REVENUES TOTAL	\$2,330,659	\$4,182,746	\$1,208,674	\$3,090,676	\$1,953,659	\$744,985	61.6%
Expenses							
155 - PARKLAND							
OPERATIONS							
SERVICES (82000)	–	\$777,948	–	\$0	\$0	\$0	–
TRANSFER TO OTHER FUNDS (88000)							
TRANSFER TO OTHER FUNDS (88000)							
88100 - TRANSFER TO CAPITAL PROJECTS	\$4,500,000	\$2,957,800	\$0	\$0	\$2,000,000	\$2,000,000	–
TRANSFER TO OTHER FUNDS (88000) TOTAL	\$4,500,000	\$2,957,800	\$0	\$0	\$2,000,000	\$2,000,000	–
TRANSFER TO OTHER FUNDS (88000) TOTAL	\$4,500,000	\$2,957,800	\$0	\$0	\$2,000,000	\$2,000,000	–
OPERATIONS TOTAL	\$4,500,000	\$3,735,748	\$0	\$0	\$2,000,000	\$2,000,000	–
CAPITAL	–	–	\$0	\$0	\$0	\$0	–
155 - PARKLAND TOTAL	\$4,500,000	\$3,735,748	\$0	\$0	\$2,000,000	\$2,000,000	–
EXPENSES TOTAL	\$4,500,000	\$3,735,748	\$0	\$0	\$2,000,000	\$2,000,000	–

Notes & Objectives

The first receipts into the fund were recorded in FY 2015. There is no additional history before this fiscal year. Estimates are based upon analysis of projects currently within the development process in the City which are eligible to pay Parkland Impact Fees. This fund is available for capital projects pertaining to public parks, greenways/blue ways and open space. Funds have been reserved for future use and will be recommended as a funding source for parks projects prioritized and contained within the BOMA FY 2024-2033 Capital Investment Plan. A summary of recent appropriations is provided below:

FY 2021 - \$1,511,850 for the joint project for F.S.S.D, City of Franklin athletic field improvements and a greenway near Harlinsdale Farm.

FY 2022 - \$375,000 for Liberty Park Improvements.

FY 2023 - \$4,500,000 for three Parks projects approved in the FY 2022-2031 Capital Investment Program: 1) \$3,500,000 for Liberty Park Improvements, 2) \$200,000 for Thompson Alley Park, and 3) \$800,000 for Bicentennial Park.

FY 2024 - \$3,757,800 includes an appropriation for three approved CIP projects: From Quadrant 1, \$1,147,800 for continued work on Liberty Park Improvements and \$110,000 for design work of a Greenway from Pinkerton Park to Franklin Road, and from Quadrant 3, \$2,500,000 for continued work on the Southeast Municipal Complex/Park.

FY 2025 - \$0

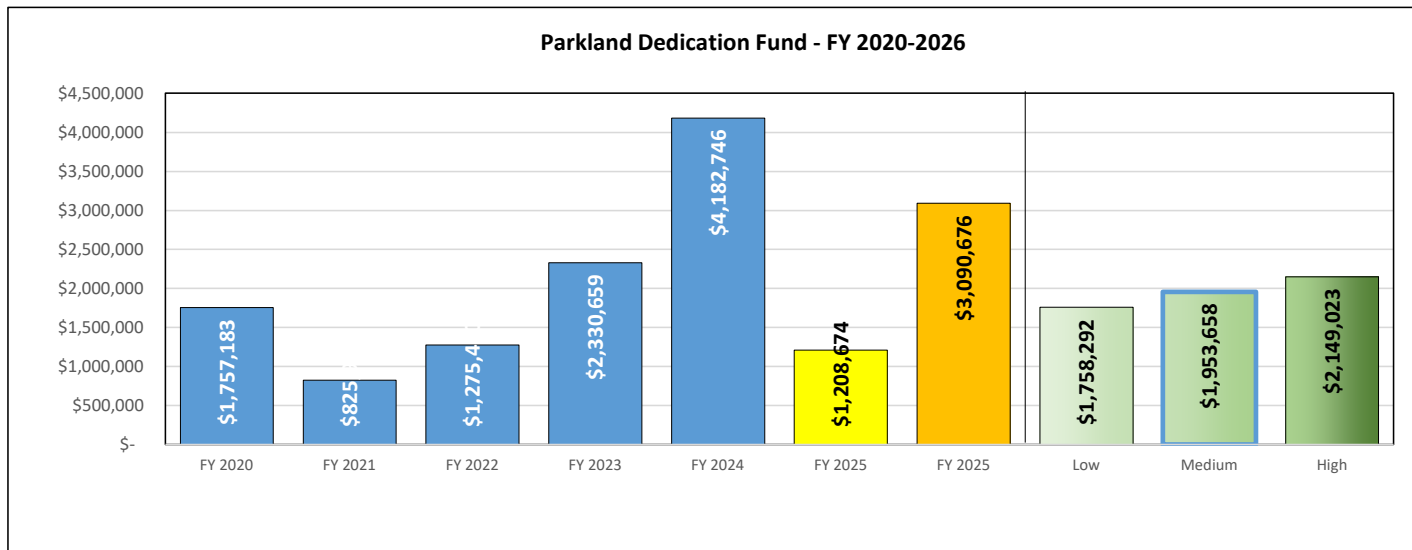
FY 2026 - \$2,000,000 for Liberty Park Improvements.

The FY 2026 Parkland Dedication Fund appropriations will be modified throughout Spring 2026 as the Board of Mayor and Aldermen revisit prioritizations of the Capital Investment Plan.

Fund:	Parkland Dedication Fund	Percent of All Revenues	0.8%
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Parkland Dedication Fund: The Parkland Dedication Fund was created in FY 2015 for the purpose of satisfying requirements of Section 5.5.4 of the City of Franklin Zoning Ordinance for developers seeking alternatives to the development of greenspace within developments. Funds can be used only for the acquisition or development of public parks, greenways/blue ways, open space sites, and related facilities.

The forecast for FY 2026 is an estimate based upon historic averages and year-to-date activity. It is *heavily dependent* upon the timing of new development. This forecast also makes no assumption for amount of *available* revenue as a result of changes made last year in the Parkland Dedication Ordinance, but rather gross annual receipts. Specific spendable balances will be addressed through the CIP process.



	Actual					Budget	Estimated	Forecast (FY 2026)			Averages
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2025	Low	Medium	High	
% yr/yr.	-5.8%	-53.0%	54.4%	83%	79%	-71%	-26%	-43%	-37%	-30%	
In Lieu of Parkland Receipts											3-yr Average
Quadrant 1	1,411,712	383,056	-	2,018,576	1,502,096	678,989	1,063,088	670,520	745,022	819,525	\$ 2,596,272
Quadrant 2	-	292,672	1,516,084	163,552	2,412,392	322,579	876,940	710,321	789,246	868,171	20.4%
Quadrant 3	-	4,304	-	-	-	84,851	1,076	908	1,009	1,110	5-Yr Average
Quadrant 4	52,488	120,512	-	43,040	68,864	50,835	1,078,152	221,158	245,732	270,305	\$ 2,074,391
Interest Income	292,983	25,414	(240,674)	105,491	199,394	71,420	71,420	155,384	172,649	189,914	20.3%
Transfers from General Fund		-	-	-	-	-	-	-	-	-	
Totals	\$ 1,757,183	\$ 825,958	\$ 1,275,410	\$ 2,330,659	\$ 4,182,746	\$ 1,208,674	\$ 3,090,676	\$ 1,758,292	\$ 1,953,658	\$ 2,149,023	

Source: City of Franklin, *Annual Comprehensive Financial Reports - 2015-2024* & Estimates from Finance & Revenue Management Departments.



City of Franklin, Tennessee
FY 2026 Operating Budget

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City of Franklin, Tennessee

FY 2026 Operating Budget

APPENDICES

The Appendices section of the budget provides supplemental information for aid and reference to citizens, elected officials and staff alike necessary to evaluate the FY 2026 Operating and Capital Budget. This section is subdivided into four areas of concentration, and includes:

Under this section is:

- **Capital**
 - Appendix A - Capital Summary
 - Appendix B - Capital Projects Financing FY 2025-2034 & *Invest Franklin 2.0*
 - Appendix C - Impacts of Capital Improvements on FY 2026 Budget
- **Policies**
 - Appendix D - General Fund - Fund Balance Policy
 - Appendix E - Debt Management Policy
 - Appendix F - Capital Assets Policy
 - Appendix G - Investments Policy
- **Operating Budget - Supplemental Information**
 - Appendix H - Program Enhancement Requests – Recommended for Funding
 - Appendix I - Program Enhancement Requests – BOMA Prioritization
 - Appendix J - Pay Structure
 - Appendix K - Strategic Plan
- **Reference Information**
 - Appendix L - Expenditure Classifications
 - Appendix M - Additional Demographic & Economic Information
 - Appendix N - Glossary of Terms



City of Franklin, Tennessee
FY 2026 Operating Budget

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City of Franklin, Tennessee

FY 2026 Operating Budget

APPENDICES: Capital

Under this section is:

- **Capital**
 - **Appendix A - Capital Summary**
 - **Appendix B - Capital Projects Financing & *Invest Franklin 2.0***
 - **Appendix C - Impacts of Capital Improvements on FY 2026 Budget**



City of Franklin, Tennessee
FY 2026 Operating Budget

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City of Franklin, Tennessee

FY 2026 Operating Budget

Appendices: Capital

Appendix A: Capital

Although major capital investment projects are accounted for within multi-year Capital Project Funds, some capital items remain part of the operating budget. Those items include vehicles, equipment, and some projects that are funded by grants. These items are distributed throughout the various funds presented herein in two of the three primary sections in each fund: Operations and Capital. The lists on the following pages detail all capital items, listed by fund, by those assigned to the Operations section of each budget and then to the Capital section.

All told, the City of Franklin plans to initially spend more than \$35.9 million in capital expenditures this year (not including debt service. For debt service, please see the Debt Service Fund). Approximately \$17.4 million is assigned to Operations and \$18.5 million to Capital.

Of the \$17.4 million assigned to Operations:

1. \$10.4 million in the General Fund is a transfer to the Capital Projects Fund to fund a variety of ongoing approved CIP projects. This transfer has three components - \$1.6 Million for the ongoing support of CIP projects (many of these are detailed in Appendix B) - \$1.8 million for the restoration of the stream at Liberty Hills – and the largest portion of this transfer is nearly \$7 million for partnership opportunities with TDOT.
2. \$5.0 million in the Street Aid & Transportation Fund is assigned for annual repaving & resurfacing of roads, sidewalks and City-owned impervious surfaces (trails, parking lots, etc.)
3. \$2.0 million from the Parkland Dedication Fund transferred to the Capital Projects Fund to continue work on Liberty Park.

Of the \$18.5 million assigned to Capital:

1. \$4.97 million in the General Fund. The vast majority appropriated within the General Fund is assigned for various traffic control projects (budgeted in the Traffic Operations Center budget, offset 60-80% by grants), \$1.315 million for replacement servers and data center equipment in Information Technology, \$1 million for a new financial/accounting software system and equipment for the Fire, Parks, Police and Streets departments.
2. \$375,000 in the Stormwater Fund for vehicle and equipment replacement.
3. \$102,000 in the Sanitation and Environmental Services Fund for replacement of equipment.
4. \$1,056,000 in the City Facilities Tax for new Police Cruisers, new materials handler and a new automated side loader in Sanitation.



City of Franklin, Tennessee

FY 2026 Operating Budget

Appendices: Capital

5. \$1,130,000 in the Hotel/Motel Fund for improvements to playgrounds, vehicle barrier systems and lighting improvements at Jim Warren Park.
6. \$550,415 in the Transit Fund for replacement vehicles.
7. \$10.2 million in the Water /Sewer Fund for various improvements and equipment.

A debt issuance planned for sometime in FY 2026 (spring 2026) will provide additional funding for approved CIP projects. Additional cash allocations will likely also be made as projects progress in bidding and construction.



City of Franklin, Tennessee

FY 2026 Operating Budget

Appendices: Capital

Appendix B: CAPITAL PROJECTS FINANCING & *Invest Franklin 2.0*

The City of Franklin regularly engages in updating its ten-year Capital Investment Plan or CIP. An update to the ten-year CIP is ongoing and additional projects are being vetted by the Board of Mayor and Alderman throughout 2025. The latest update to the Financial Model is included herein.



City of Franklin

FY 2025-2034 Capital Improvement Program Financing Model w/ Detailed Project Sheets

January 14, 2025



City of Franklin

FY 2025-2034 Capital Improvement Program Financing Model

Table of Contents

Executive Summary	3
10-Year Financing Analysis	5
Existing Resources (Cash)	6
Projected Resources (Cash)	7
Debt Capacity Analysis	8
Resources Cash vs. Debt	9
Change overtime in CIP Financing	10
Year by Year Financing Need	11
Financial Model Summaries	13
General Fund	15
Road Impact Fund	16
City Facilities Tax Fund	17
County Facilities Tax Fund	18
Stormwater Fund	19
Hotel Motel Tax Fund	20
Parkland Dedication Fund	21
Detailed Project Sheets	23
Projects by Category	25
Completed	27
Under Construction	41
Right-of-Way/Acquisition/Bidding	47
Design - Committed	50
Design - Uncommitted	54



City of Franklin

FY 2025-2034 Capital Improvement Program Financing Model

Capital Financing Model - January 2025

Executive Summary

This financing model has been updated to determine answers to the following questions:

- What is the amount of available resources from all funds which can be spent on Capital Projects over the next ten years?
- How much will the remaining approved projects in the FY 2025-2034 Capital Improvement Program cost? And,
- What will be the impact on the City's debt capacity and overall debt service?

This model has three main sections:

- 1) This Executive Summary with summaries of current and future resources, annual and cumulative cost estimates for all Phase I CIP projects and a revised Debt Capacity Analysis given the revised cost of projects.
- 2) 10-year Financing Analysis with detailed forecasts for most major internal funds of the City of Franklin.
- 3) Project Detail Sheets, which itemize the annual and cumulative funding needs by source by project.

In building this model, staff has tried to be conservative with our revenue projections and prudent when determining available resources. "Available fund balances" are current unaudited balances in most funds as of June 30th, less amounts reserved either through state law or BOMA policy.

This model has been updated since last presented in June 2024 to include revised revenue and expense estimated of approved projects, especially to capture increased projections of Road Impact fees and a revised debt issuance structure which maximizes available cash funding. As a result, the Cash/Debt Ratio of funding for approved CIP projects now stands at 65% Cash/35% Debt.



City of Franklin

FY 2025-2034 Capital Improvement Program Financing Model

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City of Franklin

FY 2025-2034 Capital Improvement Program Financing Model

Financial Model Summaries



City of Franklin

FY 2025-2034 Capital Improvement Program Financing Model

Existing Resources (Cash)

The following shows the various funding sources currently available for use on Capital projects. While the City aggressively looks for outside funding to assist in stretching taxpayer dollars, the vast majority of resources available to the City are internal in nature.

	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
Internal										
110 General										
Capital Funding Account (<45%)	\$ 8,347,536	\$ 8,101,435	\$13,836,612	\$ 8,034,291	\$11,712,027	\$ 9,649,454	\$ 29,364,325	\$31,572,765	\$32,004,006	\$27,725,039
1.5 Cent Capital Set-Aside	\$ 508,038	\$ 1,034,046	\$ -	\$ -						
Invest Franklin	\$ -	\$ -	\$ 2,968,915	\$ 4,564,635	\$ 6,159,077	\$ 6,159,077	\$ 6,159,077	\$ 6,159,077	\$ 6,159,077	\$ 6,159,077
124 Sanitation Fund	\$ -	\$ -	\$ -	\$ 334,543			\$ -	\$ -	\$ -	\$ -
128 Road Impact Fund	\$ 397,796	\$ 5,014,098	\$ 4,160,044	\$ 9,998,301	\$15,913,647	\$22,442,977	\$ 23,167,147	\$28,982,089	\$22,188,276	\$26,037,652
130 City Facilities Tax	\$ 6,717,764	\$ 6,976,276	\$ 9,260,411	\$ 15,091,276	\$14,031,618	\$10,034,987	\$ 9,920,658	\$11,854,414	\$13,162,511	\$12,587,751
132 County Facilities Tax	\$ -	\$ -	\$ 3,488,072	\$ 4,404,141	\$ 5,095,626	\$ 4,438,423	\$ 4,048,948	\$ 3,939,418	\$ 5,088,689	\$ 6,173,086
135 Stormwater	\$ 5,511,065	\$ 4,783,235	\$ 4,687,695	\$ 4,171,436	\$ 3,800,010	\$ 2,383,343	\$ 1,860,803	\$ 1,831,218	\$ 1,752,558	\$ 1,379,923
150 Hotel Motel	\$ 2,749,596	\$ 2,634,109	\$ 3,827,284	\$ 5,722,086	\$ 5,722,086	\$ 7,031,803	\$ 5,334,634	\$ 7,205,982	\$ 8,622,985	\$ 4,552,100
155 Parkland	\$ 2,494,076	\$ 4,425,966	\$ 4,584,138	\$ 6,141,130	\$ 6,141,130	\$ 6,281,730	\$ 6,795,595	\$ 8,451,071	\$ 6,281,730	\$ 6,168,001
Sub-Total Internal Resources	\$26,725,871	\$32,969,165	\$46,813,171	\$ 58,461,838	\$68,575,221	\$68,421,795	\$ 86,651,186	\$99,996,034	\$95,259,831	\$90,782,629
Total All Available Resources	\$26,725,871	\$32,969,165	\$46,813,171	\$ 58,461,838	\$68,575,221	\$68,421,795	\$ 86,651,186	\$99,996,034	\$95,259,831	\$90,782,629



City of Franklin

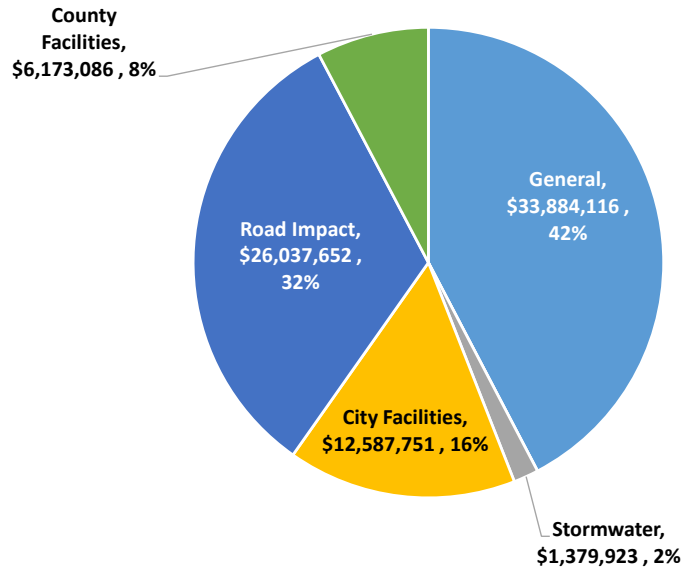
FY 2025-2034 Capital Improvement Program Financing Model

Projected Resources (Cash)

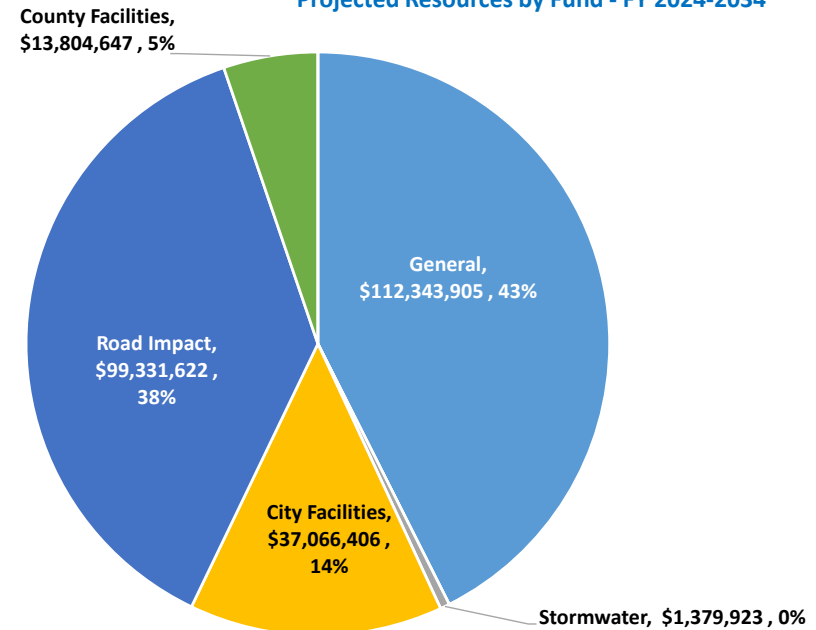
This summarizes the projected cash resources available to the City for the FY 2025-2034 Capital Improvement Program. Existing Fund Balance is shown at the far left, while annual anticipated revenue contributions are provided for the ten-year timeframe of the program.

	Fund Balance Available	Ongoing Resources										Total Available
		FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	FY 2034	
Internal												
General												
Capital Funding Account	\$ 33,884,116	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 33,884,116
Invest Franklin	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
TIF Roll-Off (eff. 2024)	\$ -	\$ 1,224,000	\$ 1,248,480	\$ 1,273,450	\$ 1,298,919	\$ 1,324,897	\$ 1,351,395	\$ 1,378,423	\$ 1,405,991	\$ 1,434,111	\$ 1,462,793	\$ 13,402,459
.5% Sales Tax (eff. 2022)	\$ -	\$ 5,674,984	\$ 5,845,233	\$ 6,020,590	\$ 6,201,208	\$ 6,387,244	\$ 6,578,862	\$ 6,776,228	\$ 6,979,514	\$ 7,188,900	\$ 7,404,567	\$ 65,057,331
Sanitation Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Road Impact Fund	\$ 26,037,652	\$ 1,331,186	\$ 895,156	\$ 1,251,999	\$ 3,431,726	\$ 5,297,365	\$ 7,909,877	\$ 10,417,285	\$ 13,188,274	\$ 14,244,595	\$ 15,326,507	\$ 99,331,622
City Facilities Tax	\$ 12,587,751	\$ 1,933,704	\$ 2,044,603	\$ 2,146,834	\$ 2,254,175	\$ 2,366,884	\$ 2,485,228	\$ 2,609,490	\$ 2,739,964	\$ 2,876,962	\$ 3,020,811	\$ 37,066,406
County Facilities Tax	\$ 6,173,086	\$ 573,728	\$ 640,076	\$ 672,079	\$ 705,683	\$ 740,967	\$ 778,016	\$ 816,917	\$ 857,762	\$ 900,651	\$ 945,683	\$ 13,804,647
Stormwater	\$ 1,379,923	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,379,923
Hotel Motel	\$ 4,552,100	\$ 428,997	\$ 4,105,273	\$ 4,319,568	\$ 4,622,848	\$ 4,861,497	\$ 5,122,614	\$ 5,663,703	\$ 5,936,648	\$ 6,575,918	\$ 6,872,050	\$ 53,061,215
Parkland Dedication	\$ 6,168,001	\$ 1,208,674	\$ 1,340,463	\$ 1,268,823	\$ 1,331,514	\$ 1,397,339	\$ 1,466,456	\$ 1,539,029	\$ 1,615,231	\$ 1,695,242	\$ 1,779,254	\$ 20,810,026
Total	\$ 90,782,628	\$ 12,375,272	\$ 16,119,284	\$ 16,953,342	\$ 19,846,073	\$ 22,376,194	\$ 25,692,448	\$ 29,201,074	\$ 32,723,385	\$ 34,916,378	\$ 36,811,665	\$ 337,797,743

Existing Resources by Fund - FY 2024



Projected Resources by Fund - FY 2024-2034





City of Franklin

FY 2025-2034 Capital Improvement Program Financing Model

Debt Capacity Analysis

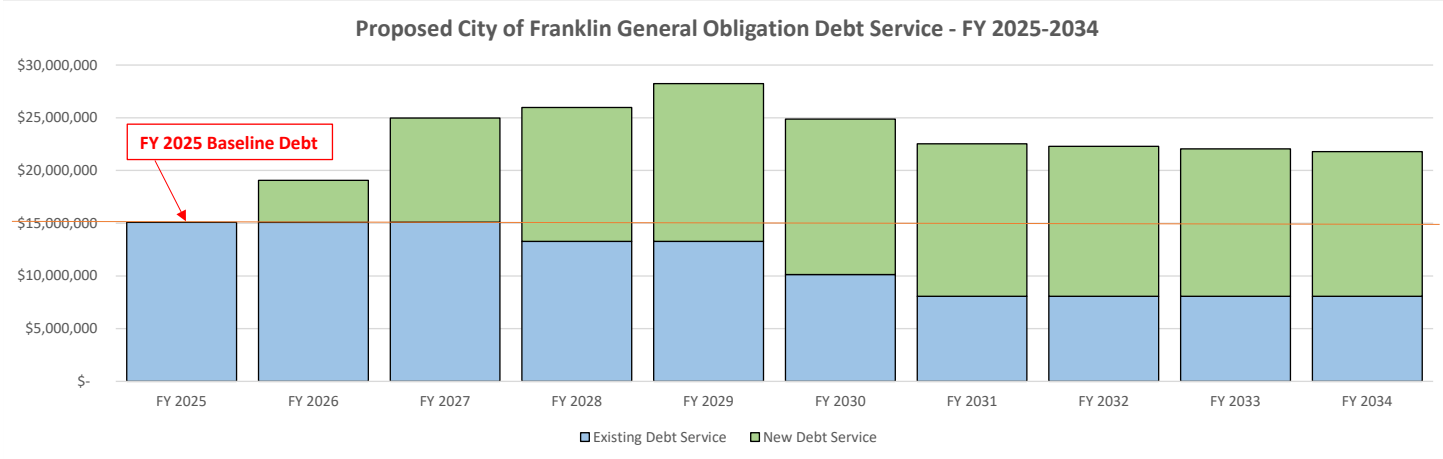
This summarizes the impact upon the City's G.O. Bonds should the City take projected cash resources to extend the available resources to fund capital projects through the issuance of additional bonds.

Proposed Debt Issuances			FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	FY 2034	Balance (FY 2035-FY 2055)
FY	Interest Rate	Issuance Amt.											
2025	5.00%	\$ 44,060,000	\$ -	\$ 3,990,014	\$ 3,996,000	\$ 3,991,500	\$ 3,992,500	\$ 3,993,500	\$ 3,994,250	\$ 3,994,500	\$ 3,994,000	\$ 3,992,500	\$ 31,405,750
2026	4.50%	\$ 75,000,000	\$ -	\$ -	\$ 5,875,000	\$ 5,755,000	\$ 5,635,000	\$ 5,515,000	\$ 5,395,000	\$ 5,275,000	\$ 5,155,000	\$ 5,035,000	\$ 80,410,000
2027	4.50%	\$ 31,000,000	\$ -	\$ -	\$ -	\$ 2,945,000	\$ 2,875,250	\$ 2,805,500	\$ 2,735,750	\$ 2,666,000	\$ 2,596,250	\$ 2,526,500	\$ 26,497,250
2028	4.00%	\$ 26,000,000	\$ -	\$ -	\$ -	\$ -	\$ 2,470,000	\$ 2,411,500	\$ 2,353,000	\$ 2,294,500	\$ 2,236,000	\$ 2,177,500	\$ 24,342,500
A New Debt Service			\$ -	\$ 3,990,014	\$ 9,871,000	\$ 12,691,500	\$ 14,972,750	\$ 14,725,502	\$ 14,478,002	\$ 14,230,003	\$ 13,981,254	\$ 13,731,505	\$ 162,655,500
B Existing Debt Service			\$ 15,085,602	\$ 15,083,002	\$ 15,098,486	\$ 13,285,990	\$ 13,274,040	\$ 10,142,850	\$ 8,062,200	\$ 8,062,201	\$ 8,062,202	\$ 8,062,203	\$ 33,427,035
C (A + B) Cumulative G.O. Debt Service			\$ 15,085,602	\$ 19,073,016	\$ 24,969,486	\$ 25,977,490	\$ 28,246,790	\$ 24,868,352	\$ 22,540,202	\$ 22,292,204	\$ 22,043,456	\$ 21,793,708	\$ 196,082,535

Summary:

A key financing component to the FY 2025-2034 Capital Improvement Plan is the issuance of debt. Staff is recommending the additional issuance of \$176,060,000 worth of General Obligation (G.O.) bonds in four separate issuances for a duration of 20 years (except for \$85,000,000 being issued for 30 years for a New City Hall in FY 2027 & 2028).

The impacts on the overall debt service are shown above and to the right.



Debt Funding Analysis

How the debt is issued is dependent upon many factors; but none more important than the ability to pay. The chart below shows the annual increase in debt service necessary to service the roughly \$176,060,000 in new bonds (Row A). Row B shows the available resources to be generated in tax revenue coming first from the City's portion of the .5% Sales Tax initiative originally raised for funding Williamson County Schools but has now returned to the City and is split 1/2 to capital and 1/2 to operations. The second portion of Row B is from the retiring of the TIF district, which began to produce property tax revenues in FY 2023 for the General Fund. Row C is the difference on an annual basis which will be required to be funded from accumulated capital cash reserves. Finally, Row D shows the ongoing balance of the G/F Capital Funding Account through FY 2034 if \$176,060,000 in additional bonds are issued.

	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	FY 2034
A Additional Net Debt Service from FY 2024 Levels	\$ (1,208,414)	\$ 2,779,000	\$ 8,675,470	\$ 9,683,474	\$ 11,952,774	\$ 8,574,336	\$ 6,246,186	\$ 5,998,188	\$ 5,749,440	\$ 5,499,692
B Capital Commitments from new Taxes (TIF Roll-off, .5% Sales Tax)	\$ 6,898,984	\$ 7,093,713	\$ 7,294,040	\$ 7,500,127	\$ 7,712,141	\$ 7,930,257	\$ 8,154,650	\$ 8,385,506	\$ 8,623,011	\$ 8,867,360
C (A-B) Amount needed from G/F Cash	\$ 8,107,398	\$ 4,314,714	\$ (1,381,430)	\$ (2,183,347)	\$ (4,240,633)	\$ (644,079)	\$ 1,908,464	\$ 2,387,318	\$ 2,873,571	\$ 3,367,668
D Balance of G/F Capital Cash	\$ 41,991,514	\$ 46,306,227	\$ 44,924,797	\$ 42,741,450	\$ 38,500,817	\$ 37,856,738	\$ 39,765,202	\$ 42,152,520	\$ 45,026,091	\$ 48,393,759



City of Franklin

FY 2025-2034 Capital Improvement Program Financing Model

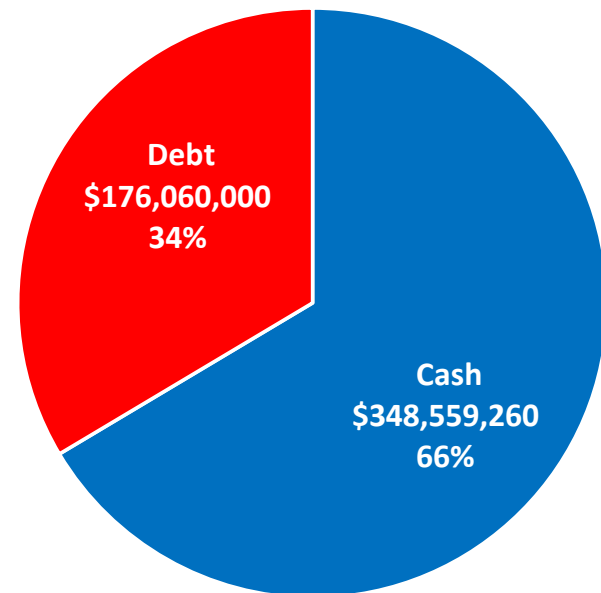
Resources Cash v. Debt

The following shows the anticipated balances in available funding at the end of the ten-year CIP horizon in both cash and debt financing.

FY 2025-2034 Projected

Resources

Internal		Cash & Debt
110 General		
Pay-as-you-go Cash ¹	\$	48,393,759
Additional Debt ²	\$	176,060,000
124 Sanitation Fund	\$	-
128 Road Impact Fund	\$	99,331,622
130 City Facilities Tax	\$	37,066,406
132 County Facilities Tax	\$	13,804,647
135 Stormwater	\$	1,379,923
150 Hotel Motel	\$	53,061,215
155 Parkland Dedication	\$	20,810,026
421 Water	\$	2,915,794
431 Sewer	\$	3,751,813
External		
Federal	\$	39,225,000
State	\$	9,800,000
Local	\$	16,782,458
Utilities	\$	664,522
Private	\$	1,572,076
Total	\$	524,619,260



Notes:

¹ Pay as you go cash includes the balance of the Capital Funding Account (over 45% of fund balance in the General Fund).

² Debt Service resource is an estimated amount of \$186,060,000 based upon the amount of capacity gained from the amount of existing debt service to be retired.



City of Franklin

FY 2025-2034 Capital Improvement Program Financing Model

Year-By-Need Overall Analysis

The following shows the annual financial need for capital projects by funding source. Detailed funding sheets by project are available later in this packet.

	Actual	Projected										Total
Year by Year Need	thru FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	FY 2034	Spent & Requested
Internal												
General												
General Cash	\$ 13,016,415	\$ 13,567,485	\$ 11,758,328	\$ 9,554,430	\$ 3,079,367	\$ 690,791	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 51,666,816
General Debt	\$ 14,326,818	\$ 35,000,000	\$ 75,000,000	\$ 31,000,000	\$ 26,000,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 181,326,818
Sanitation Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Road Impact Fund	\$ 9,138,128	\$ 3,725,571	\$ 7,000,000	\$ 12,613,258	\$ 5,417,249	\$ 1,500,000	\$ 1,012,635	\$ -	\$ -	\$ -	\$ -	\$ 40,406,841
Stormwater	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
City Facilities Tax	\$ 8,983,942	\$ 12,685,573	\$ 801,618	\$ -	\$ -	\$ 450,000	\$ 450,000	\$ -	\$ -	\$ -	\$ -	\$ 23,371,133
County Facilities Tax	\$ -	\$ -	\$ 2,000,000	\$ -	\$ 9,025,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 11,025,000
Hotel Motel	\$ 2,917,870	\$ 3,182,134	\$ 3,075,000	\$ -	\$ 525,000	\$ 925,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 10,625,004
Parkland Dedication	\$ 5,743,358	\$ 2,000,000	\$ 1,922,355	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 9,665,713
Water Funding	\$ 1,015,794	\$ -	\$ 300,000	\$ 850,000	\$ 750,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,915,794
Sewer Funding	\$ 551,813	\$ 333,333	\$ 633,333	\$ 1,033,334	\$ 1,200,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,751,813
External												
Federal Funding	\$ 6,621,872	\$ 8,856,216	\$ 8,856,216	\$ 12,096,216	\$ 1,356,218	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 37,786,739
State Funding	\$ 100,000	\$ -	\$ -	\$ -	\$ -	\$ 1,000,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,100,000
County Funding	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Other Municipalities	\$ 1,000,000	\$ 1,000,000	\$ 2,000,000	\$ 500,000	\$ 500,000	\$ 3,000,000	\$ 3,050,259	\$ -	\$ -	\$ -	\$ -	\$ 11,050,259
FSSD	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Utility Reimbursements	\$ -	\$ 727,205	\$ -	\$ -	\$ 1,013,700	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,740,905
Private Fundraising	\$ 871,273	\$ 1,865,135	\$ 365,135	\$ 365,135	\$ 365,135	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,831,814
Total	\$ 64,287,283	\$ 82,942,653	\$ 113,711,986	\$ 68,012,373	\$ 49,231,670	\$ 7,565,791	\$ 4,512,894	\$ -	\$ -	\$ -	\$ -	\$ 390,264,649



City of Franklin

FY 2025-2034 Capital Improvement Program Financing Model

Change over time in CIP Financing

The following shows the difference between what we planned, what we have budgeted, what we have appropriated and what is left.

Revenues - FY 2025-2034 CIP

A Projected Financing as of June 25, 2024	\$	423,483,891
Add - Road Impact Fee Estimates	\$	77,143,346
Add - General Fund Cash	\$	20,020,217
Add - City Facilities Tax	\$	1,153,895
Add - County Facilities Tax	\$	742,271
Add - Hotel/Motel Tax	\$	16,313,455
Add - Parkland Dedication	\$	7,519,523
Reduce - Stormwater	\$	(372,619)
Reduce - Water	\$	(1,656,673)
Reduce - Sewer	\$	(788,045)
Reduce - Debt	\$	(18,940,000)
B Projected Financing as of January 14, 2025	\$	524,619,260

Expenses - FY 2025-2034 CIP

C Estimated CIP Project costs as of June 25, 2024	\$	367,606,536
Add: City Hall	\$	10,309,403
Add: SE Park	\$	16,686,202
Add: McEwen IV	\$	8,355,402
Add: Robinson Lake	\$	1,340,411
Reduce: Peytonsville Road & Pratt Lane	\$	(6,100,000)
D Estimated CIP Project costs as of January 14, 2025	\$	398,197,954

E Total Available as of January 14, 2025	\$	126,421,306
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Summary Reconciliation since June 25, 2024

F (A-C) Resources as of June 25, 2024	\$	55,877,355
+ Add to Revenues	\$	122,892,707
- Reduction in Revenues	\$	(21,757,337)
= Net Resources Available as of January 14, 2025	\$	157,012,724
- Add to Expenses	\$	(36,691,418)
+ Reduction in Expenses	\$	6,100,000
= Total Available as of January 14, 2025	\$	126,421,306



City of Franklin

FY 2025-2034 Capital Improvement Program Financing Model

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City of Franklin

FY 2025-2034 Capital Improvement Program Financing Model

10-Year Financing Analysis



City of Franklin

FY 2025-2034 Capital Improvement Program Financing Model

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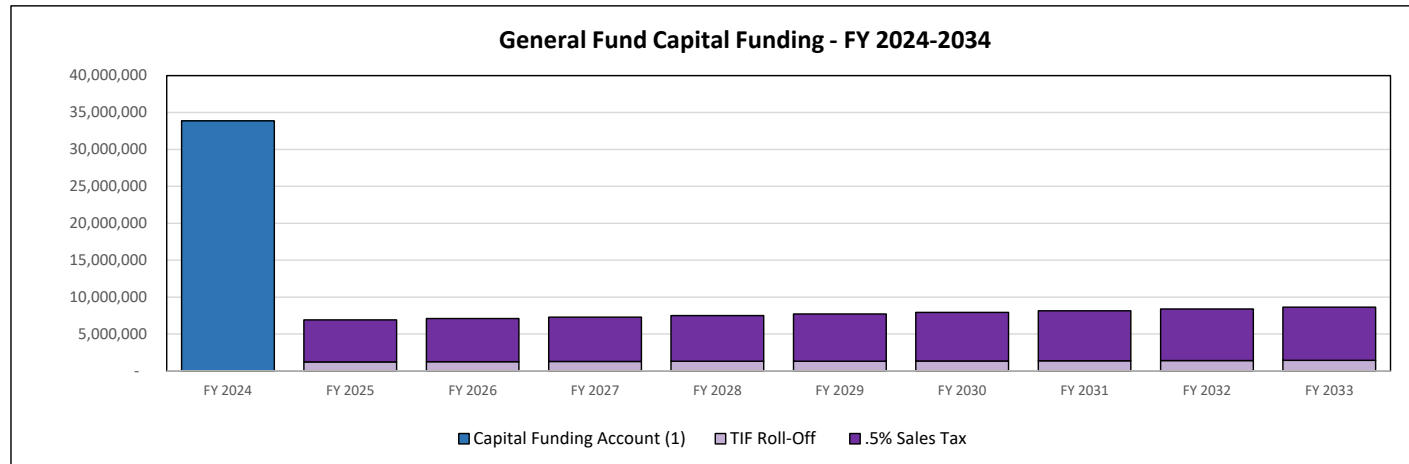


City of Franklin

FY 2025-2034 Capital Improvement Program Financing Model

Fund:	General Fund	Percent of Total CIP Revenues	33.3%
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General Fund: The largest funding source for Capital Projects is the General Fund. The property tax and sales tax contribute to capital resources within the General Fund. Over the last ten-years, the City has dedicated increased recurring resources from the property tax to capital expenditure - in the form of the *Invest Franklin* initiative, 1/2 of the .5% Sales Tax increase (which went to Williamson County Schools until FY 2022) and 1/2 of the money which annually serviced debt on the now finished TIF district.



	Actual	Projections										Totals
	FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	FY 2034	
Capital Funding Account ⁽¹⁾	33,884,116	-	-	-	-	-	-	-	-	-	-	33,884,116
TIF Roll-Off	-	1,224,000	1,248,480	1,273,450	1,298,919	1,324,897	1,351,395	1,378,423	1,405,991	1,434,111	1,462,793	13,402,459
.5% Sales Tax	-	5,674,984	5,845,233	6,020,590	6,201,208	6,387,244	6,578,862	6,776,228	6,979,514	7,188,900	7,404,567	65,057,331
Totals	\$ 33,884,116	\$ 6,898,984	\$ 7,093,713	\$ 7,294,040	\$ 7,500,127	\$ 7,712,141	\$ 7,930,257	\$ 8,154,650	\$ 8,385,506	\$ 8,623,011	\$ 8,867,360	\$ 112,343,905

Assumptions

(1) Balance of Capital Funding Account (that portion of G.F. Reserves over 45% of fund balance) varies annually.



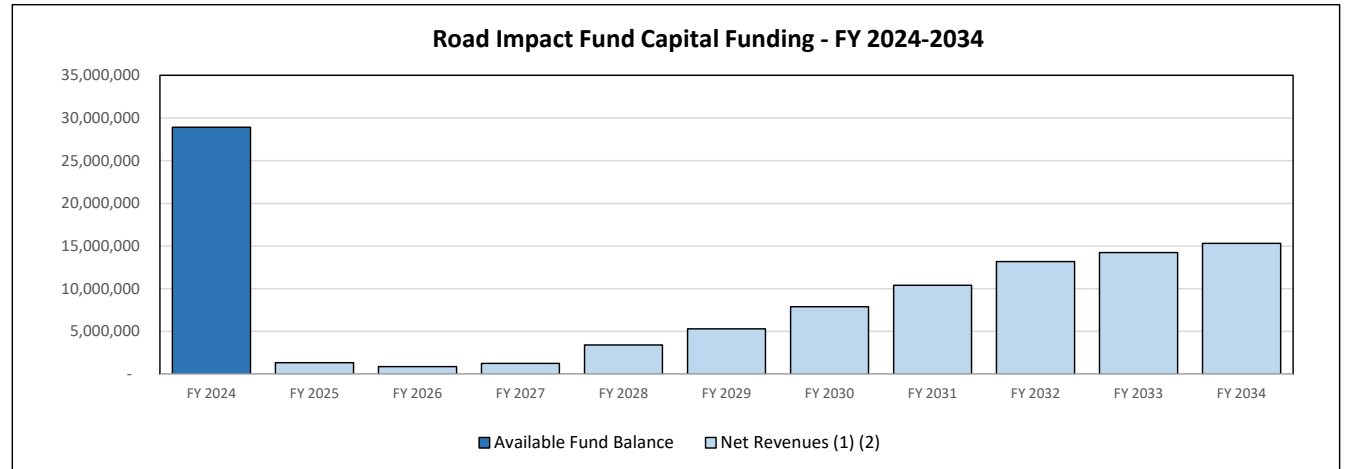
City of Franklin

FY 2025-2034 Capital Improvement Program Financing Model

Fund:	Road Impact	Percent of All Revenues	29.4%
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Road Impact Fund: The Road Impact Fund is the special revenue fund created for the accounting of expenditures in accord with City Ordinance 88-13 on the proceeds of road impact fees from new development. These funds can be used to pay for new arterial roads, directly or through payment of debt service on bonds associated with the projects.

During the FY 2025-2034 CIP horizon, the debt service obligation assigned the Road Impact Fund is over \$22 million. (Bonds are set to be retired in 2032 in this fund). Assuming the current balance is maintained as a sinking fund and reasonable collections remain to come into the fund, this obligation will be able to be met. Effective July 1, 2025, a new Road Impact Fee structure will be in place. Annual increases based upon a conservative projection of those collections is forecast for the 10-year period.



	Actual	Projections										Totals
	FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	FY 2034	10-year
Available Fund Balance	28,930,724	-	-	-	-	-	-	-	-	-	-	28,930,724
Arterial (1)	12,212,447	6,720,788	6,282,103	6,147,506	7,393,293	9,256,770	10,848,745	12,480,033	14,138,274	15,194,595	16,276,507	104,738,615
Collector Area 1 (1)	5,534,647											
Collector Area 2 (1)	8,283,758											
Collector Area 3 (1)	855,503											
Collector Area 4 (1)	(8,909)	(5,389,602)	(5,386,947)	(4,895,507)	(3,961,567)	(3,959,405)	(2,938,868)	(2,062,748)	(950,000)	(950,000)	(950,000)	(31,444,644)
Misc./Interest Income/Transfers	2,053,278											
Less one month reserve (1)	(2,893,072)											
Net Revenues (1) (2)	-	1,331,186	895,156	1,251,999	3,431,726	5,297,365	7,909,877	10,417,285	13,188,274	14,244,595	15,326,507	
Totals	\$ 26,037,652	\$ 1,331,186	\$ 895,156	\$ 1,251,999	\$ 3,431,726	\$ 5,297,365	\$ 7,909,877	\$ 10,417,285	\$ 13,188,274	\$ 14,244,595	\$ 15,326,507	\$ 99,331,622

(1) Available Capital Funding is annual anticipated collections less one-month reserve for State cash/fund balance requirements.

(2) Net Revenues less Debt Service and possible offsets.

(3) Assumes average of \$4,500,000 collected annually from FY 2024-FY 2033.



City of Franklin

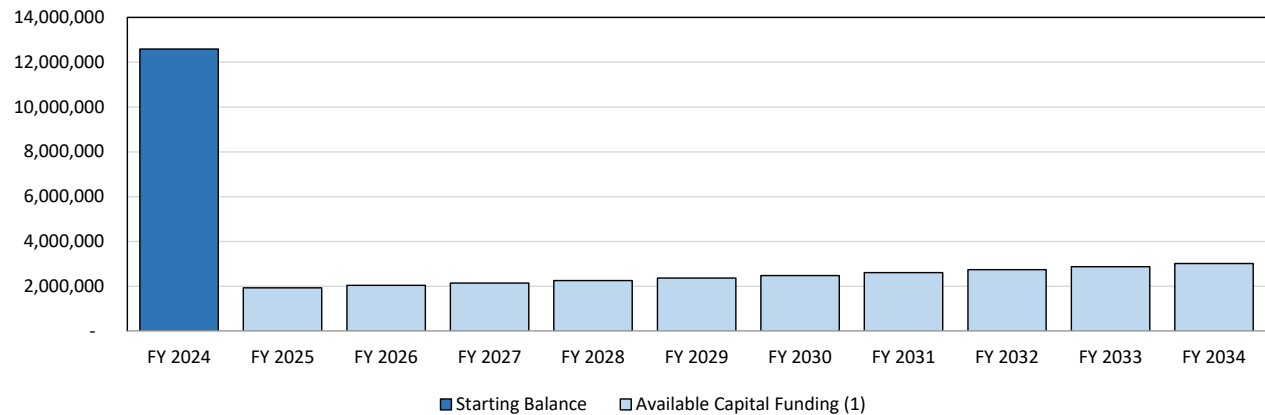
FY 2025-2034 Capital Improvement Program Financing Model

Fund:	City Facilities Tax Fund	Percent of All Revenues	11.0%
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Facilities Tax Fund: A special revenue fund used to account for the proceeds authorized by a private act of the Tennessee General Assembly of 1987 for the City to levy and collect a privilege tax on new development to provide that new development contribute its fair share of providing new public facilities made necessary by growth. Such taxes may be expended only upon police, fire, sanitation, and parks and recreation.

With Fire Station 7 complete, ample resources are available to spend from the Facilities Tax on eligible capital projects during the 10-year CIP horizon.

City Facilities Tax Fund Capital Funding - FY 2024-2034



	Actual	Projections										Totals
	FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	FY 2034	10-Year
Starting Balance	12,587,751	-	-	-	-	-	-	-	-	-	-	12,587,751
Available Capital Funding (1)		1,933,704	2,044,603	2,146,834	2,254,175	2,366,884	2,485,228	2,609,490	2,739,964	2,876,962	3,020,811	24,478,655
Totals	\$ 12,587,751	\$ 1,933,704	\$ 2,044,603	\$ 2,146,834	\$ 2,254,175	\$ 2,366,884	\$ 2,485,228	\$ 2,609,490	\$ 2,739,964	\$ 2,876,962	\$ 3,020,811	\$ 37,066,406

(1) Available Capital Funding is annual anticipated collections less one-month reserve for State cash/fund balance requirements.



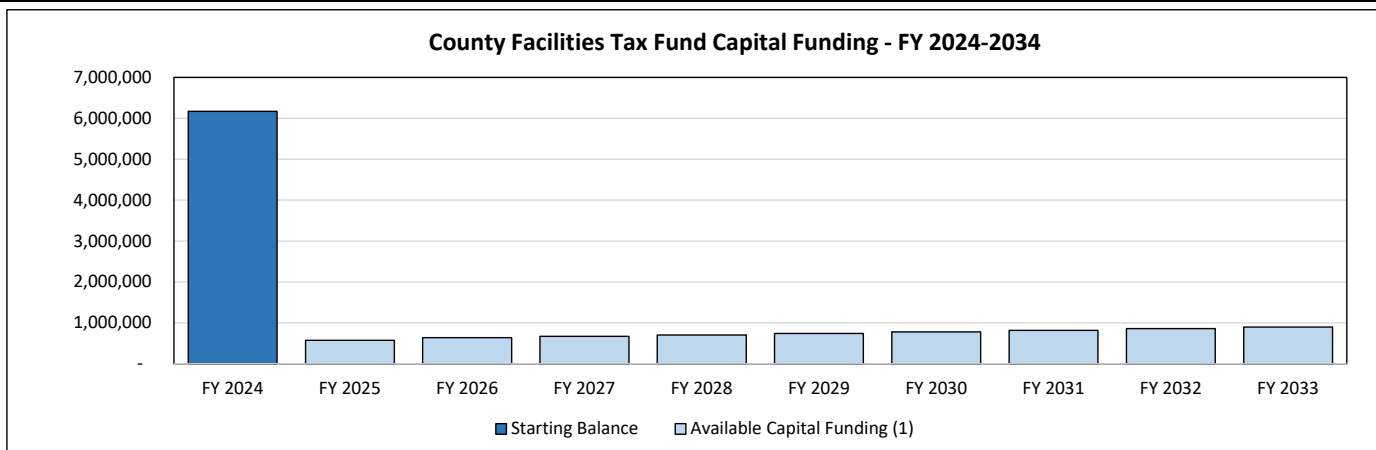
City of Franklin

FY 2025-2034 Capital Improvement Program Financing Model

Fund:	County Facilities Tax Fund	Percent of All Revenues	4.1%
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Facilities Tax Fund: The County Facilities Tax Fund is a new special revenue fund used to account for the City's share of the County's Adequate School Facilities Tax. 30% of the proceeds are distributed to incorporated cities within the county, and another 30% is divided pro rata among the incorporated cities based on population in the last decennial census. The City began collecting a share of the County Facilities Tax in FY 2012.

Prior to FY 2017, monies collected had been deposited within the Capital Projects Fund. Funds are to be used for the purpose of providing public facilities.



	Actual	Projections										Totals
	FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	FY 2034	10-Year
Starting Balance	6,173,086	-	-	-	-	-	-	-	-	-	-	6,173,086
Available Capital Funding (1)	-	573,728	640,076	672,079	705,683	740,967	778,016	816,917	857,762	900,651	945,683	7,631,561
Totals	\$ 6,173,086	\$ 573,728	\$ 640,076	\$ 672,079	\$ 705,683	\$ 740,967	\$ 778,016	\$ 816,917	\$ 857,762	\$ 900,651	\$ 945,683	\$ 13,804,647

(1) Available Capital Funding is annual anticipated collections less one-month reserve for State cash/fund balance requirements.



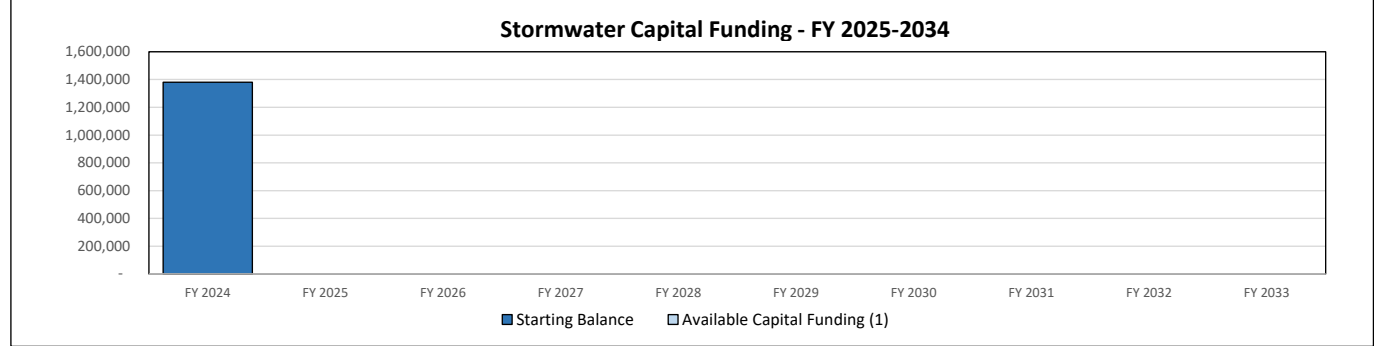
City of Franklin

FY 2025-2034 Capital Improvement Program Financing Model

Fund:	Stormwater	Percent of Total CIP Revenues	0.4%
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Stormwater Fund: A special revenue fund used to account for the City's Stormwater drainage projects and operations that prevent water issues. Revenues are primarily from charges to residential and commercial customers based on roofs and paved areas.

This is another fund dependent upon development. Should development increase faster than projected, or fees are increased, more money maybe come available for capital needs/requests. As it is, little annual surplus is forecast after operational concerns are met.



	Actual	Projections										Totals
	FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	FY 2034	
Starting Balance	1,379,923	-	-	-	-	-	-	-	-	-	-	1,379,923
Available Capital Funding (1)	-	-	-	-	-	-	-	-	-	-	-	-
Totals	\$ 1,379,923	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,379,923

Assumptions

(1) Available Capital Funding is annual anticipated collections less two-month reserve for State cash/fund balance requirements, allowance for operations AND \$500,000 set aside for emergencies.



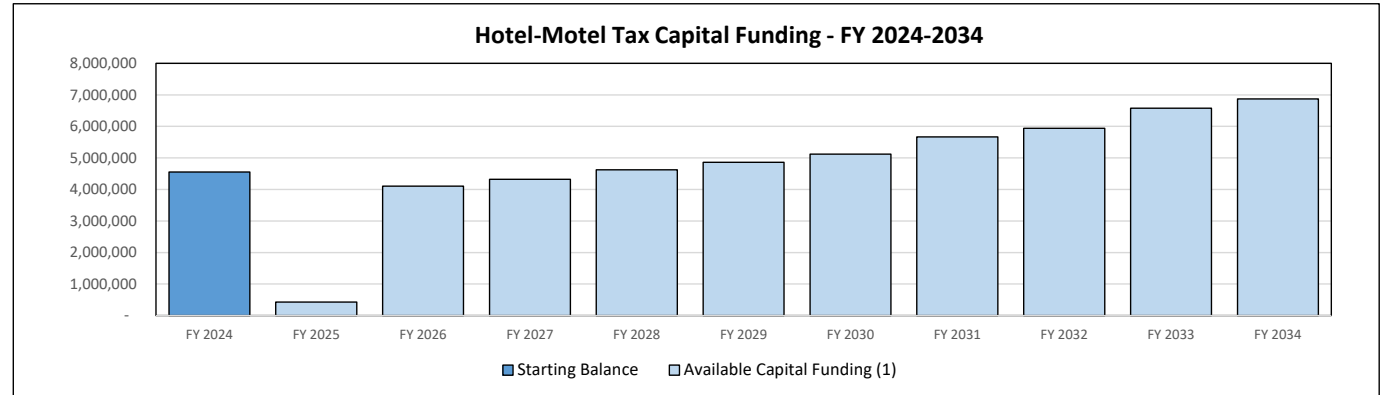
City of Franklin

FY 2025-2034 Capital Improvement Program Financing Model

Fund:	Hotel Motel Tax	Percent of Total CIP Revenues	15.7%
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Hotel Motel Tax: The Hotel/Motel Tax has been used in the past for those types of infrastructure projects which promote recreation and tourism. Specifically, these monies have been used for servicing debt related to the acquisition of the Carter's Hill Battlefield, Eastern Flank Battlefield and the Park at Harlinsdale Farm.

Future growth assumes continued growth from hotel & short-term rental stays annually, less all known costs (existing debt service and the City's contribution to the Williamson County Convention & Visitors Bureau). Debt significantly drops in FY 2033.



	Actual	Projections										Totals
	FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	FY 2034	
Starting Balance	4,552,100	-	-	-	-	-	-	-	-	-	-	4,552,100
Available Capital Funding (1)		428,997	4,105,273	4,319,568	4,622,848	4,861,497	5,122,614	5,663,703	5,936,648	6,575,918	6,872,050	48,509,114
Totals	\$ 4,552,100	\$ 428,997	\$ 4,105,273	\$ 4,319,568	\$ 4,622,848	\$ 4,861,497	\$ 5,122,614	\$ 5,663,703	\$ 5,936,648	\$ 6,575,918	\$ 6,872,050	\$ 53,061,215

Assumptions

(1) Available Capital Funding is annual anticipated collections less one-month reserve for State cash/fund balance requirements and allowance for operations.



City of Franklin

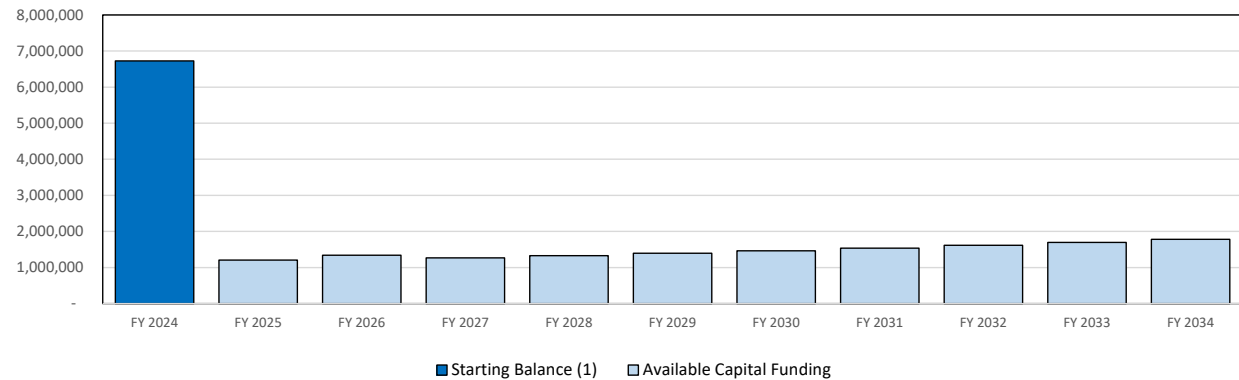
FY 2025-2034 Capital Improvement Program Financing Model

Fund:	Parkland Dedication	Percent of Total CIP Revenues	6.2%
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In Lieu of Parkland Fund: The In Lieu of Parkland Fund was created in FY 2015 for the purpose of satisfying requirements of Section 5.5.4 of the City of Franklin Zoning Ordinance for developers seeking alternatives to the development of green space within developments. Funds can be used only for the acquisition or development of public parks, greenways/blue ways, open space sites, and related facilities.

The important issue of concern with these funds is the nexus issue: funds can only be spent in the quadrant of the community in which they are collected. Although funds are likely to be generated annually in excess of a million dollars, they cannot be spent City-wide. This limits how much can be spent on a particular project.

Parkland Dedication Funding - FY 2024-2034



	Actual	Projections										Totals
	FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	FY 2034	
Starting Balance (1)	6,728,728	-	-	-	-	-	-	-	-	-	-	6,728,728
Quadrant 1 (2)	5,298,553											5,298,553
Quadrant 2 (2)	1,885,232											1,885,232
Quadrant 3 (2)	473,540											473,540
Quadrant 4 (2)	541,970											541,970
Misc./Interest Income/Transfers	(1,470,567)											(1,470,567)
Less one month reserve (1)	(560,727)											(560,727)
Available Capital Funding	-	1,208,674	1,340,463	1,268,823	1,331,514	1,397,339	1,466,456	1,539,029	1,615,231	1,695,242	1,779,254	14,642,025
Totals	\$ 6,168,001	\$ 1,208,674	\$ 1,340,463	\$ 1,268,823	\$ 1,331,514	\$ 1,397,339	\$ 1,466,456	\$ 1,539,029	\$ 1,615,231	\$ 1,695,242	\$ 1,779,254	\$ 20,810,026

Assumptions

- (1) Available Capital Funding is annual anticipated collections less one-month reserve for State cash/fund balance requirements.
- (2) Available balances in quadrants at end of FY 2024 inclusive of monies collected less those transferred to Capital Project Fund for various projects.



City of Franklin

FY 2025-2034 Capital Improvement Program Financing Model

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City of Franklin

FY 2025-2034 Capital Improvement Program Financing Model

Detailed Project Sheets



City of Franklin

FY 2025-2034 Capital Improvement Program Financing Model

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**Projects by Category****Completed**

<u>Project</u>		<u>Total Cost</u>
Franklin Road	\$	14,499,509
Major Road Resurfacing	\$	8,425,000
Fire Station 7	\$	8,160,909
FSSD (Freedom Middle/Poplar Grove)	\$	6,605,349
SR96W Trail	\$	5,890,103
Greenway & Bridge	\$	4,481,388
Sanitation Facility	\$	3,422,366
Hayes Home Restoration (Harlinsdale)	\$	1,672,350
100 Block Battle Avenue Drainage	\$	1,516,643
McEwen Drive Interchange Modifications	\$	807,792
Thompson Alley Neighborhood Park	\$	504,995
Maplewood Stormwater Project	\$	469,114
5th Avenue Parking Lot	\$	211,946
Eastern Flank Circle (Loop Road) Repair	\$	191,503

Total Spent - Completed Projects	\$	56,858,967
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Under Construction

<u>Project</u>		<u>Total Cost</u>
Bicentennial Park	\$	11,715,112
USACE - Home Raising Project	\$	11,610,367
Main Barn Restoration (Harlinsdale)	\$	4,000,004
Bundled Bridges Construction & Rehabilitation Contract	\$	3,863,035
Jordan Road	\$	3,541,764

Total Budgeted - Under Construction Projects	\$	34,730,282
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Right-of-Way/Acquisition/Bidding

<u>Project</u>		<u>Total Cost</u>
Southeast Municipal Complex - Ph.1	\$	64,884,584
East McEwen Drive - Phase 4	\$	55,356,108
Lockwood Glen Park	\$	15,628,284



City of Franklin

FY 2025-2034 Capital Improvement Program Financing Model

Revised Costs Late 2024

Projects by Category

Lewisburg Sidewalk - to Collins Farm	\$	4,156,145
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Total Budgeted - Right-of-Way/Acquisition/Bidding Projects	\$	140,025,121
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Design - Committed

<u>Project</u>		<u>Total Cost</u>
New City Hall	\$	102,066,695
Long Lane & Old Peytonsville	\$	28,200,000
McEwen Phase 5	\$	19,800,687
Liberty Park Improvements	\$	11,672,355

Total Budgeted - Committed	\$	161,739,737
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Design - Uncommitted

<u>Project</u>		<u>Total Cost</u>
Mallory/N Royal Oaks/Liberty	\$	21,723,895
Church Street	\$	16,532,450
Peytonsville Rd & Pratt Ln Int. Improvements	\$	8,000,000
Lewisburg Sidewalk - Collins Farm to Carriage Park Drive	\$	750,000
Greenway (Aspen Grove to Mack Hatcher)	\$	800,000
Greenway (Pinkerton Park to Franklin Road Bridge)	\$	350,000
Mack Hatcher Multiuse Trail (Franklin-Hillsboro)	\$	900,000
Lewisburg Sidewalk - Carriage Park Drive to Mack Hatcher	\$	1,700,000
Main St Sidewalk Repair Project	\$	3,013,164

Total Budgeted - Uncommitted	\$	53,769,509
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Total all Projects in the CIP - Completed and Remaining	\$	447,123,616
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- Less all Completed Projects	\$	(56,858,967)
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Total all Remaining Projects	\$	390,264,649
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City of Franklin

FY 2024-2033 Capital Improvement Program Financing Model

Project #: ST16009

Franklin Road Improvements & Streetscape

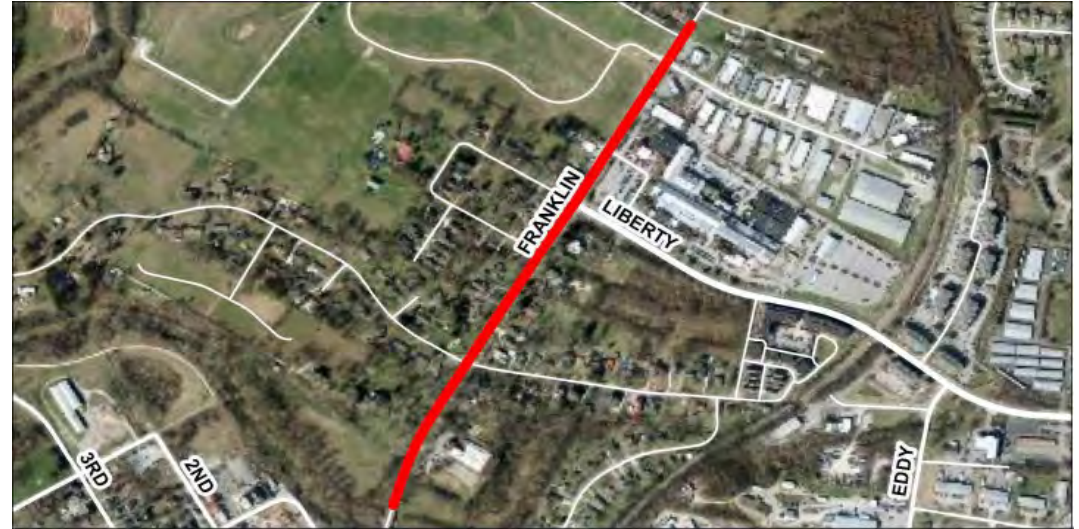
Board Priority:

☆☆☆☆

CIP:

FY 2017-2026

Improvement of Franklin Road, from the bridge at the Harpeth River to Hooper Lane. The project shall be constructed as a three (3) facility. Project shall include: curb & gutter, street lights, ITS Infrastructure, sidewalks, and typical streetscape elements. Approximate project length of 3,500 LF.



Expenditure Summary

Original Project Cost Estimate	\$	18,178,952
Current Project Cost Estimate	\$	15,000,000
Dollars Spent as of July 2023	\$	14,499,509

Project Status

Current Phase

Completed

Financing Summary

	Actual	Projected										Total Available
Franklin Road	thru FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	FY 2034	
Internal												
General - Cash	\$ 317,061	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 317,061
General - Bond Proceeds	\$ 11,780,825	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 11,780,825
Sanitation Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Road Impact Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Stormwater	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Facilities Tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Hotel Motel	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Parkland	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Water Funding	\$ 1,065,081	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,065,081
Sewer Funding	\$ 788,045	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 788,045
External												
MPO/TDOT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
County Facilities Tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Utility Reimbursements	\$ 548,497	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 548,497
Developer Agreements	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total	\$ 14,499,509	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 14,499,509

Final Cost: \$ 14,499,509

Remaining Funding Needed: \$ -



City of Franklin

FY 2024-2033 Capital Improvement Program Financing Model

Project #: ST16009

Major Road Resurfacing/Paving

Board Priority:

☆☆☆☆

CIP:

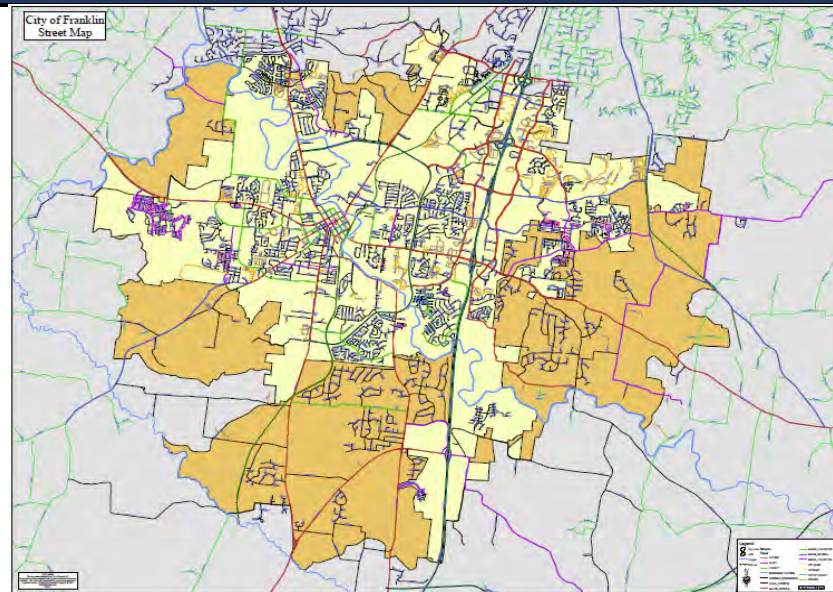
FY 2017-2026

The resurfacing (e.g. paving) of major roadways within the City are proposed to be included in the Capital Investment Plan (CIP) as follows:

2017 - Cool Springs Blvd, from Mack Hatcher Pkwy to East McEwen Dr.

2019 - Royal Oaks Blvd/Mallory Ln, from Mack Hatcher Pkwy to Cool Springs Blvd.

2021 - Mallory Ln, from Cool Springs Blvd to Moores Ln.



Expenditure Summary

Original Project Cost Estimate	\$	8,425,000
Current Project Cost Estimate	\$	8,425,000
Dollars Spent as of August 2021	\$	8,425,000

Project Status

Current Phase

Completed

Financing Summary

	Actual	Projected										Total Available
Major Road Resurfacing	thru FY 2023	FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	
Internal												
General - Cash	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
General - Bond Proceeds	\$ 8,425,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 8,425,000
Sanitation Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Road Impact Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Stormwater	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Facilities Tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Hotel Motel	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
In Lieu of Parkland	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Water Funding	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sewer Funding	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
External												
MPO/TDOT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
County Facilities Tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Developer Agreements	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total	\$ 8,425,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 8,425,000

Final Cost: \$ 8,425,000
Remaining Funding Needed: \$ -



City of Franklin

FY 2024-2033 Capital Improvement Program Financing Model

Project #: FD16001

Fire Station 7

Board Priority: ☆☆☆☆☆

CIP: FY 2017-2026

New Fire Station at the Williamson
County AG Complex



Expenditure Summary

Original Project Cost Estimate	\$	7,062,500
Final Cost	\$	8,160,909
Dollars Spent as of December 2023	\$	8,160,909

Project Status

Current Phase **Completed**

Financing Summary

	Actual	Projected										Total Available
Fire Station 7	thru FY 2023	FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	
Internal												
General - Cash	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
General - Bond Proceeds	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sanitation Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Road Impact Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Stormwater	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Facilities Tax	\$ 7,345,909	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Hotel Motel	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
In Lieu of Parkland	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Water Funding	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sewer Funding	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
External												
MPO/TDOT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
County	\$ 815,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
County Facilities Tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Developer Agreements	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total	\$ 8,160,909	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 8,160,909



City of Franklin

FY 2024-2033 Capital Improvement Program Financing Model

Project #: PK19001

FSSD (Freedom Middle/Poplar Grove)

Board Priority:

CIP:

FY 2017-2026

In 2017, the Board of Mayor and Alderman and the Franklin Special School District Board approved a concept master plan. The first phase will be a major renovation project to the existing baseball field, softball field, adding a batting cage to be shared by both boys and girls along with a concession stand/restroom facility that is much needed for the property. A Memorandum of Understanding for each phase will be completed to divide cost and maintenance/shared use responsibilities for each party. Located in Parkland Dedication Quadrant 4.



Expenditure Summary

Original Project Cost Estimate	\$	5,150,000
Current Project Cost Estimate	\$	7,051,300
Dollars Spent as of July 2023	\$	6,605,349

Project Status

Current Phase

Completed

Financing Summary

	Actual	Projected										Total Available
FSSD (Freedom Middle/Poplar Grove)	thru FY 2023	FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	
Internal												
General - Cash	\$ (1,740,908)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ (1,740,908)
General - Bond Proceeds	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sanitation Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Road Impact Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Stormwater	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Facilities Tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
County Facilities Tax	\$ 1,600,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,600,000
Hotel Motel	\$ 1,787,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,787,500
Parkland Dedication (Q4)	\$ 1,500,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,500,000
Water Funding	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sewer Funding	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
External												
MPO/TDOT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
FSSD	\$ 3,458,757	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,458,757
Total	\$ 6,605,349	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 6,605,349

Final Cost \$ 6,605,349
Remaining Funding Needed: \$ (0)



City of Franklin

FY 2024-2033 Capital Improvement Program Financing Model

Project #: ST16020

SR96W Multiuse Trail (Vera Valley Dr-5th Ave N)

Board Priority:

CIP: FY 2017-2026

Extend ten (10) foot multi-use trail from Vera Valley Drive to 9th Avenue in Downtown Franklin. Approximate project length is 5,800 LF.

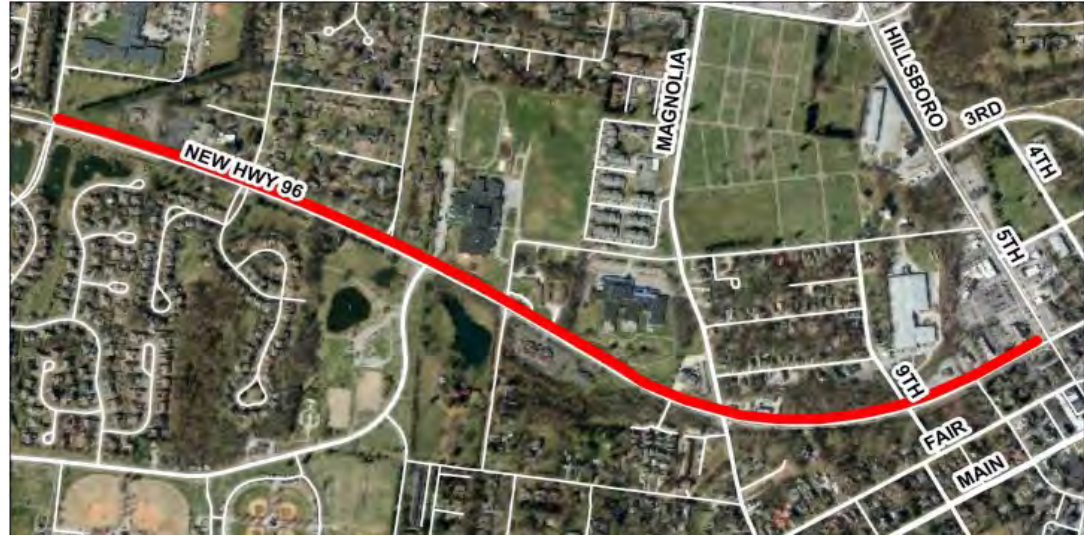
Expenditure Summary

Original Project Cost Estimate	\$	5,300,000
Final Cost	\$	5,890,103
Dollars Spent as of July 2023	\$	5,890,103

Project Status

Current Phase

Completed



Financing Summary

	Actual	Projected										Total Available
SR96W Trail	thru FY 2023	FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	
Internal												
General - Cash	\$ (1,579,572)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ (1,579,572)
General - Bond Proceeds	\$ 3,212,058	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,212,058
Sanitation Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Road Impact Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Stormwater	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Facilities Tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
County Facilities Tax	\$ 1,750,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,750,000
Hotel Motel	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Parkland	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Water Funding	\$ 591,592	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 591,592
Sewer Funding	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
External												
MPO/TDOT	\$ 1,800,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,800,000
Utility Reimbursements	\$ 116,025	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 116,025
Developer Agreements	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total	\$ 5,890,103	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 5,890,103



City of Franklin

FY 2025-2034 Capital Improvement Program Financing Model

Project #: PK16013

Greenway & Bridge (Harlinsdale to Chestnut Bend)

Board Priority:

CIP: FY 2019-2028

This trail segment connects large sections of existing trails located in the Chestnut Bend HOA through open space along the Harpeth to The park at Harlinsdale Farms. A bridge to connect the internal trails at the Park at Harlinsdale to the existing Chestnut Bend trails.

Located in Parkland Dedication Quadrant 4.

Expenditure Summary

Original Project Cost Estimate	\$	3,032,960
Current Project Cost Estimate	\$	4,481,388
Dollars Spent as of July 2023	\$	2,030,815

Project Status

Current Phase **Under Construction**

Park16013 – Greenway & Bridge (Harlinsdale to Chestnut Bend)



Financing Summary

	Actual	Projected										Total Available
	FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	FY 2034	
Greenway & Bridge												
Internal												
General - Cash	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
General - Bond Proceeds	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sanitation Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Road Impact Fund (Arterial)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Stormwater	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Facilities Tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Hotel Motel	\$ 2,481,388	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,481,388
Parkland	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Water Funding	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sewer Funding	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
External												
MPO/TDOT	\$ 2,000,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,000,000
County Facilities Tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Private Fundraising	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total	\$ 4,481,388	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,481,388



City of Franklin

FY 2024-2033 Capital Improvement Program Financing Model

Project #: FM19003

Sanitation Facility Improvements

Board Priority:

CIP: FY 2019-2028

The pavement at the Municipal Services Complex continues to fail and needs full depth pavement restoration. In addition, we need to make some modifications to the drainage system of the transfer station.

Expenditure Summary

Original Project Cost Estimate	\$	3,150,000
Current Project Cost Estimate	\$	3,422,366
Dollars Spent as of August 2021	\$	3,422,366

Project Status

Current Phase **Completed**



Financing Summary

	Actual	Projected										Total Available
Sanitation Facility	thru FY 2023	FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	
Internal												
General - Cash	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
General - Bond Proceeds	\$ 3,422,366	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,422,366
Sanitation Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Road Impact Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Stormwater	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Facilities Tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Hotel Motel	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
In Lieu of Parkland	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Water Funding	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sewer Funding	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
External												
MPO/TDOT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
County Facilities Tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Developer Agreements	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total	\$ 3,422,366	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 3,422,366



City of Franklin

FY 2024-2033 Capital Improvement Program Financing Model

Project #: PK16001

Hayes Home Restoration (Harlinsdale)

Board Priority:

CIP:

Restoration started on the exterior of the home in 2012 through receiving grants and utilizing funding from the Hotel/Motel fund for the stabilization of the foundation and specific features which included the porches, foundation, chimney, and gutter systems. The City of Franklin is partnering with the Friends of Franklin group to renovate the Hayes House located at the Park at Harlinsdale Farm. The house will be used for educational purposes (history of the farm), to host special events, and as offices to support The Park at Harlinsdale Farm.

Expenditure Summary

Original Project Cost Estimate	\$	482,870
Current Project Cost Estimate	\$	1,672,350
Dollars Spent as of July 2023	\$	222,271

Project Status

Current Phase **Under Construction**



Financing Summary

	Actual	Projected										Total Available
Hayes Home Restoration (Harlinsdale)	thru FY 2023	FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	
Internal												
General - Cash	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
General - Bond Proceeds	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sanitation Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Road Impact Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Stormwater	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Facilities Tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Hotel Motel	\$ -	\$ 100,274	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 100,274
Parkland Dedication	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Water Funding	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sewer Funding	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
External												
MPO/TDOT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Other Municipalities	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
County Facilities Tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Private Fundraising	\$ 222,271	\$ 849,805	\$ 500,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,572,076
Total	\$ 222,271	\$ 950,079	\$ 500,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,672,350



City of Franklin

FY 2024-2033 Capital Improvement Program Financing Model

Project #: SW16003

100 Block Battle Avenue Drainage Improvements

Board Priority:

CIP: FY 2019-2028

This project includes the construction of a regional detention pond located between 107 Battle Avenue and 101 Fairground Street. This project will include a design for a 100-year storm event and a new stormwater pump station.



Expenditure Summary

Original Project Cost Estimate	\$	2,500,000
Current Project Cost Estimate	\$	1,850,000
Dollars Spent as of August 2021	\$	1,516,643

Project Status

Current Phase **Completed**

Financing Summary

	Actual	Projected										Total Available
100 Block Battle Avenue Drainage	thru 2023	FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	
Internal												
General - Cash	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
General - Bond Proceeds	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sanitation Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Road Impact Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Stormwater	\$ 1,516,643	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,516,643
Facilities Tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Hotel Motel	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Parkland	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Water Funding	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sewer Funding	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
External												
MPO/TDOT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Other Municipalities	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
County Facilities Tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Developer Agreements	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total	\$ 1,516,643	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,516,643



City of Franklin

FY 2024-2033 Capital Improvement Program Financing Model

Project #: ST19004

McEwen Drive Interchange Modifications

Board Priority:

CIP: FY 2019-2028

Add an additional turn west to southbound turn lane to improve the capacity of the McEwen Interchange.

Expenditure Summary

Original Project Cost Estimate	\$	1,000,000
Current Project Cost Estimate	\$	1,002,749
Dollars Spent as of July 2023	\$	807,792

Project Status

Current Phase

Completed



Financing Summary

	Actual	Projected										Total Available
McEwen Drive Interchange Modification	FY 2023	FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	
Internal												
General - Cash	\$ (192,208)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ (192,208)
General - Bond Proceeds	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sanitation Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Road Impact Fund (Art.)	\$ 1,000,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,000,000
Stormwater	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Facilities Tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Hotel Motel	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Parkland Dedication	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Water Funding	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sewer Funding	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
External												
Federal Funding	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
MPO/TDOT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
County Facilities Tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Private Fundraising	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total	\$ 807,792	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 807,792



City of Franklin

FY 2024-2033 Capital Improvement Program Financing Model

Project #: PK19010

Thompson Alley Neighborhood Park

Board Priority:

CIP:

FY 2019-2028

Obtained post-flood 2010, the Parks Department maintains the vacant land on a weekly mowing basis. The Parks Master Plan identified the need in the study to identify and construct more neighborhood parks. Due to being a FEMA property, the Parks Department identified the existing seven FEMA properties as potential neighborhood parks. The purpose of this project is to create a small, neighborhood park on a small, city-owned property on Thompson Alley. The park will include amenities such as: a pergola-covered picnic area, outdoor foosball table, outdoor ping-pong table, outdoor chess table, and a grill.

Located in Parkland Dedication Quadrant 3.

Expenditure Summary

Original Project Cost Estimate	\$	220,000
Current Project Cost Estimate	\$	504,995
Dollars Spent as of July 2023	\$	5,000

Project Status

Current Phase

Under Construction



Financing Summary

	Actual	Projected										Total Available
Thompson Alley Neighborhood Park	FY 2023	FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	
Internal												
General - Cash	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
General - Bond Proceeds	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sanitation Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Road Impact Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Stormwater	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Facilities Tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Hotel Motel	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Parkland Dedication (Q3)	\$ 220,000	\$ 284,995	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 504,995
Water Funding	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sewer Funding	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
External												
MPO/TDOT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Other Municipalities	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
County Facilities Tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Private Fundraising	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total	\$ 220,000	\$ 284,995	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 504,995



City of Franklin

FY 2024-2033 Capital Improvement Program Financing Model

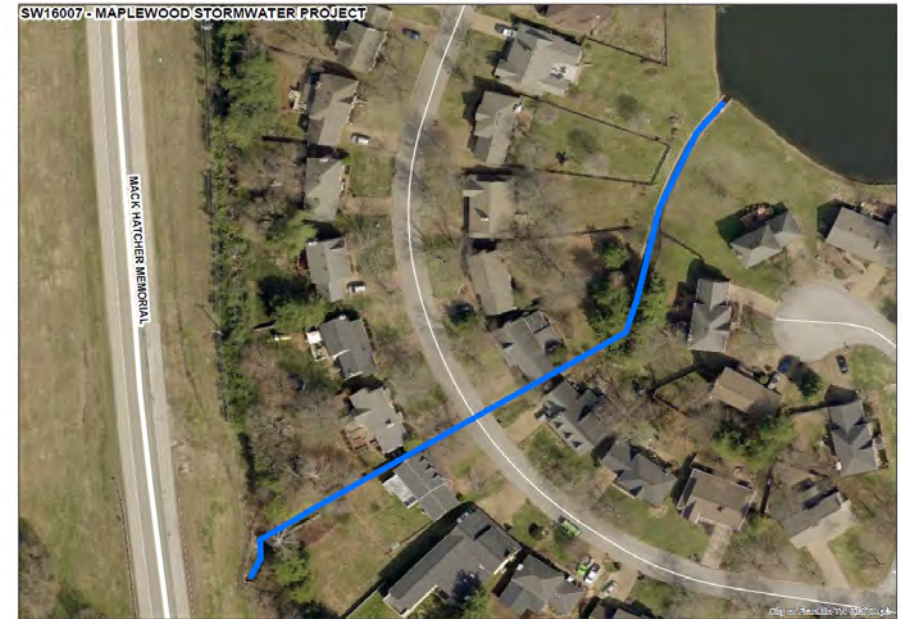
Project #: SW16007

Maplewood Stormwater Project

Board Priority:

CIP:

Replace failing 72" CMP within the Maplewood Subdivision.



Expenditure Summary

Original Project Cost Estimate	\$	530,000
Current Project Cost Estimate	\$	469,114
Dollars Spent as of July 2023	\$	469,114

Project Status

Current Phase

Completed

Financing Summary

	Actual	Projected										Total Available
Maplewood Stormwater Project	thru FY 2023	FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	
Internal												
General - Cash	\$ 469,114	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 469,114
General - Bond Proceeds	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sanitation Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Road Impact Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Stormwater	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Facilities Tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Hotel Motel	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
In Lieu of Parkland	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Water Funding	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sewer Funding	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
External												
MPO/TDOT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Other Municipalities	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
County Facilities Tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Developer Agreements	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total	\$ 469,114	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 469,114



City of Franklin

FY 2024-2033 Capital Improvement Program Financing Model

Project #: FM19001

5th Avenue Parking Lot

Board Priority:

CIP:

This project includes the construction of a regional detention pond located between 107 Battle Avenue and 101 Fairground Street. This project will include a design for a 100-year storm event and a new stormwater pump station.



Expenditure Summary

Original Project Cost Estimate	\$	500,000
Final Cost	\$	211,946
Dollars Spent as of July 2023	\$	211,946

Project Status

Current Phase

Completed

Financing Summary

	Actual	Projected										Total Available
	FY 2023	FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	
5th Avenue Parking Lot												
Internal												
General - Cash	\$ (38,054)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ (38,054)
General - Bond Proceeds	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sanitation Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Road Impact Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Stormwater	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Facilities Tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Hotel Motel	\$ 250,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 250,000
Parkland	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Water Funding	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sewer Funding	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
External												
MPO/TDOT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Other Municipalities	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
County Facilities Tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Developer Agreements	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total	\$ 211,946	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 211,946



City of Franklin

FY 2024-2033 Capital Improvement Program Financing Model

Project #: PK16018

Eastern Flank Circle (Loop Road) Repair

Board Priority:

CIP: FY 2019-2028

Cover existing DBST with West TN Mix.



Expenditure Summary

Original Project Cost Estimate	\$	175,000
Current Project Cost Estimate	\$	192,000
Dollars Spent as of July 2023	\$	191,503

Project Status

Current Phase **Completed**

Financing Summary

	Actual	Projected										Total
Eastern Flank Circle (Loop Road) Rep	thru FY 2023	FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	Available
Internal												
General - Cash	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
General - Bond Proceeds	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sanitation Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Road Impact Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Stormwater	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Facilities Tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Hotel Motel	\$ 191,503	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 191,503
Parkland Dedication	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Water Funding	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sewer Funding	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
External												
MPO/TDOT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Other Municipalities	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
County Facilities Tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Private Fundraising	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total	\$ 191,503	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 191,503



City of Franklin

FY 2024-2033 Capital Improvement Program Financing Model

Project #: PK16020

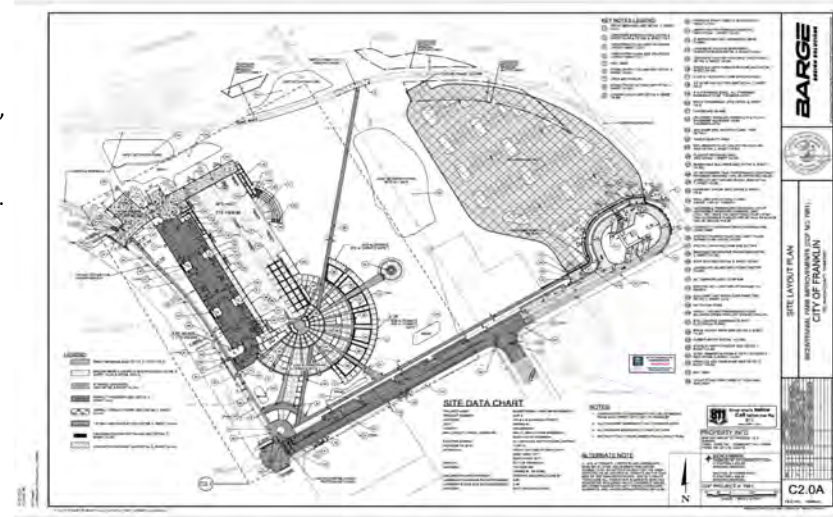
Bicentennial Park

Board Priority:

CIP:

FY 2019-2028

The Bicentennial Park Improvements project is located in the City of Franklin between 3rd Avenue North, North Margin Street, and the Harpeth River. It consists of approximately 10 acres. The project includes the construction of an open-air pavilion, development of the park, restroom facilities, and general upgrades to establish a new event space for the City. The intent and purpose of this park is to serve multiple uses by the City of Franklin Parks Department, including as an event venue for community performances or movies in the park. Located in Parkland Dedication Quadrant 4.



Expenditure Summary

Original Project Cost Estimate	\$	4,220,000
Current Project Cost Estimate	\$	11,715,112
Dollars Spent as of November 2024	\$	7,370,359

Project Status

Current Phase

Under Construction

Financing Summary

	Actual	Projected										Total Available
	Thru FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	FY 2034	
Bicentennial Park												
Internal												
General - Cash	\$ 3,067,095	\$ 1,019,939	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,087,034
General - Bond Proceeds	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sanitation Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Road Impact Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Stormwater	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Facilities Tax	\$ 3,000,000	\$ 3,000,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 6,000,000
Hotel Motel	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Parkland Dedication (#4)	\$ 1,500,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,500,000
Water Funding	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sewer Funding	\$ 128,078	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 128,078
External												
MPO/TDOT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
County Facilities Tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Grants	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total	\$ 7,695,173	\$ 4,019,939	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 11,715,112



City of Franklin

FY 2025-2034 Capital Improvement Program Financing Model

Project #: SW16003

USACE - Home Raising Project

Board Priority:

CIP:

FY 2019-2028

Voluntary Program for 35 home raising as identified by the USACE. The project is 65% funded by the USACE and 35% funded by either the City or the Homeowner.

Expenditure Summary

Original Project Cost Estimate	\$	4,000,000
Current Project Cost Estimate	\$	11,610,367
Dollars Spent as of November 2024	\$	3,533,445

Project Status

Current Phase

Under Construction



Financing Summary

	Actual	Projected										Total Available
USACE - Home Raising Project	thru FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	FY 2034	
Internal												
General - Cash	\$ 700,000	\$ 332,953	\$ 332,953	\$ 332,954	\$ 332,954	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,031,814
General - Bond Proceeds	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sanitation Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Road Impact Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Stormwater	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Facilities Tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Hotel Motel	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Parkland Dedication	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Water Funding	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sewer Funding	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
External												
Federal Funding	\$ 2,121,872	\$ 1,356,216	\$ 1,356,216	\$ 1,356,216	\$ 1,356,218	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 7,546,739
MPO/TDOT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
County Facilities Tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Private Fundraising	\$ 571,273	\$ 365,135	\$ 365,135	\$ 365,135	\$ 365,135	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,031,814
Total	\$ 3,393,145	\$ 2,054,305	\$ 2,054,305	\$ 2,054,306	\$ 2,054,308	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 11,610,367



City of Franklin

FY 2025-2034 Capital Improvement Program Financing Model

Project #: PK16002

Main Barn Restoration (Harlinsdale)

Board Priority:

CIP: FY 2019-2028

In 2005, a master plan was completed by Archimania, but was more of an overview of the site. The objective of the updated master plan is to evaluate specific structures and develop concepts that broaden their usefulness. In FY19, the Parks Department has budgeted for a master plan update for architectural services to include the Main Barn. The master plan will identify the history/current use; proposed programming/use, HVAC/Sprinkler (dry system) and existing conditions which will result in concept drawings. The consultant will provide a conceptual opinion of probable cost for the total restoration project.

Expenditure Summary

Original Project Cost Estimate	\$	1,809,070
Current Project Cost Estimate	\$	4,000,004
Dollars Spent as of November 2024	\$	2,060,009

Project Status

Current Phase **Under Construction**



Financing Summary

	Actual	Projected										Total Available
Main Barn Restoration (Harlinsdale)	thru FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	FY 2034	
Internal												
General - Cash	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
General - Bond Proceeds	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sanitation Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Road Impact Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Stormwater	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Facilities Tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Hotel Motel	\$ 2,417,870	\$ 1,182,134	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,600,004
Parkland Dedication	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Water Funding	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sewer Funding	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
External												
MPO/TDOT	\$ 100,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 100,000
Other Municipalities	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
County Facilities Tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Private Fundraising	\$ 300,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 300,000
Total	\$ 2,817,870	\$ 1,182,134	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,000,004



City of Franklin

FY 2025-2034 Capital Improvement Program Financing Model

Project #: ST16005B

Bundled Bridges Construction & Rehabilitation Contract

Board Priority:

CIP:

This project includes repairs, widening, and/or replacement of 5 (five) separate bridges across the City: 1) West Main Street (SR-246) Bridge Widening, 2) Pratt Lane Bridge Demolition and Reconstruction, 3) Spencer Creek Road Pipe Removal and Box Culvert Construction, 4) Bakers Bridge Avenue Repairs and 5) Mallory Lane Bridge Repairs.

Expenditure Summary

Original Project Cost Estimate	\$	2,700,000
Current Project Cost Estimate	\$	3,863,035
Dollars Spent as of November 2024	\$	1,242,552

Project Status

Current Phase

Under Construction

Financing Summary

	Actual	Projected										Total Available	
Bundled Bridges Construction & Rehabilitation Contract	thru FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	FY 2034		
Internal													
General - Cash	\$ 3,863,035	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,863,035	
General - Bond Proceeds	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Sanitation Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Road Impact Fund (SA2)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Stormwater	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Facilities Tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Hotel Motel	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Parkland Dedication	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Water Funding	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Sewer Funding	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
External													
Federal Funding	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
MPO/TDOT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
County Facilities Tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Private Fundraising	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Total	\$ 3,863,035	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,863,035	



City of Franklin

FY 2025-2034 Capital Improvement Program Financing Model

Project #: ST160006

Jordan Road (Aspen Grove Dr-Mallory Ln)

Board Priority:

CIP: FY 2019-2028

Improvement of Jordan Road, from Aspen Grove Road to Mallory Lane. Reconstruction of Jordan Road to City standard two (2) lane facility with turn lanes as required. Project shall include: curb & gutter, ITS Infrastructure, and accommodations for pedestrians and bicycles. Approximate project length of 1,700 LF.

Project located in Collector Service Area 1.



Expenditure Summary

Original Project Cost Estimate	\$	4,670,480
Current Project Cost Estimate	\$	3,541,764
Dollars Spent as of November 2024	\$	2,187,582

Project Status

Current Phase **Under Construction**

Financing Summary

	Actual	Projected										Total Available
Jordan Road	thru FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	FY 2034	
Internal												
General - Cash	\$ -	\$ 2,000,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,000,000
General - Bond Proceeds	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sanitation Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Road Impact Fund (CA1)	\$ 300,000	\$ 1,241,764	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,541,764
Stormwater	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Facilities Tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Hotel Motel	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Parkland	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Water Funding	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sewer Funding	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
External												
MPO/TDOT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
County Facilities Tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Developer Agreements	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total	\$ 300,000	\$ 3,241,764	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,541,764



City of Franklin

FY 2025-2034 Capital Improvement Program Financing Model

Project #: PK16014

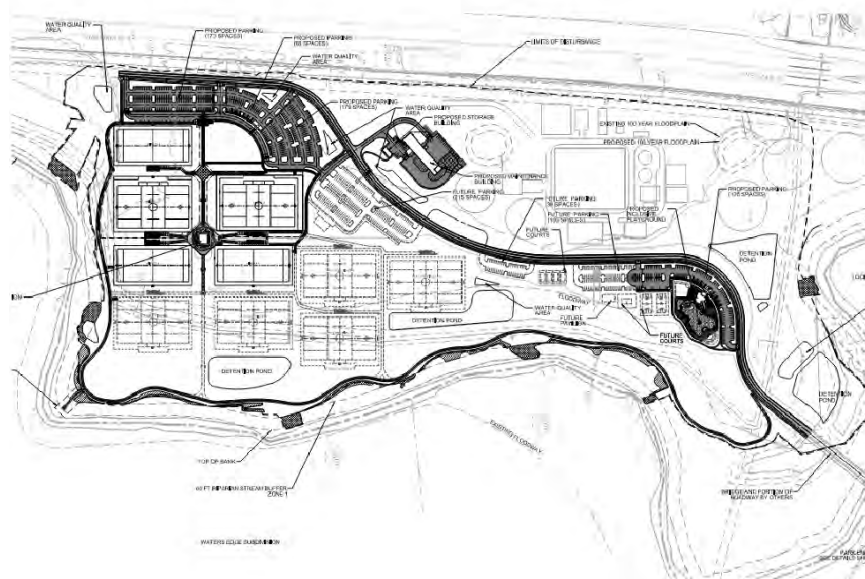
Southeast Municipal Complex Phase I

Board Priority:

CIP: FY 2019-2028

PK16014 - Southeast Park 2023

This new park would be built on the City-owned parcel 180 acres in size located between I-65 and the Harpeth River just south of Robinson Lake. The parcel is planned to be used as the site of a future City wastewater treatment plant. The park master plan has been adopted by the Board of Mayor and Aldermen.



Expenditure Summary

Original Project Cost Estimate	\$	31,200,000
Current Project Cost Estimate	\$	64,884,584
Dollars Spent as of November 2024	\$	12,089,403

Project Status

Current Phase - Bridge

Under Construction

Current Phase - Main Park

Under Construction

Financing Summary

	Actual	Projected										Total Available
Southeast Municipal Complex - Ph.1	thru FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	FY 2034	
Internal												
General - Cash	\$ -	\$ 3,494,417	\$ 884,584	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,379,001
General - Bond Proceeds	\$ 9,464,436	\$ 30,000,000	\$ 5,000,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 44,464,436
Sanitation Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Road Impact Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Stormwater	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Facilities Tax	\$ 3,381,642	\$ 8,000,000	\$ 801,618	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 12,183,260
Hotel Motel	\$ 500,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 500,000
Parkland Dedication (Q2+Misc.)	\$ 418,358	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 418,358
Water Funding	\$ 1,015,794	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,015,794
Sewer Funding	\$ 423,735	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 423,735
External												
MPO/TDOT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
County	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
County Facilities Tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Private Fundraising	\$ -	\$ 1,500,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,500,000
Total	\$ 15,203,965	\$ 42,994,417	\$ 6,686,202	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 64,884,584



City of Franklin

FY 2025-2034 Capital Improvement Program Financing Model

Project #: ST16007

East McEwen Drive - Phase 4

Board Priority:

CIP: FY 2019-2028

Improvement of East McEwen Drive, from 800 feet east of the roundabout at Cool Springs Boulevard/Oxford Glen Drive to Wilson Pike (SR-252). The project shall be constructed as a four (4) lane, median divided facility with turn lanes as required. Project shall include: access management (as allowable), curb & gutter, street lights, ITS Infrastructure, and accommodations for pedestrians and bicycles. Approximate project length

Expenditure Summary

Original Project Cost Estimate	\$	34,057,000
Current Project Cost Estimate	\$	55,356,108
Dollars Spent as of November 2024	\$	4,938,319

Project Status

Current Phase **ROW/Bidding**



Financing Summary

	Actual	Projected										Total Available
East McEwen Drive - Phase 4	thru FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	FY 2034	
Internal												
General - Cash	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
General - Bond Proceeds	\$ 4,291,838	\$ 5,000,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 9,291,838
Sanitation Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Road Impact Fund	\$ 3,000,000	\$ 483,807	\$ 1,000,000	\$ 9,613,258	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 14,097,065
Stormwater	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Facilities Tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Hotel Motel	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Parkland	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Water Funding	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sewer Funding	\$ -	\$ 333,333	\$ 333,333	\$ 333,334	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,000,000
External												
MPO/TDOT	\$ 4,500,000	\$ 7,500,000	\$ 7,500,000	\$ 10,740,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 30,240,000
Utility Reimbursements	\$ -	\$ 727,205	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 727,205
County Facilities Tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Developer Agreements	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total	\$ 11,791,838	\$ 14,044,345	\$ 8,833,333	\$ 20,686,592	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 55,356,108



City of Franklin

FY 2025-2034 Capital Improvement Program Financing Model

Project #: PK16016

Robinson Lake Dam & Park Project

Board Priority:

CIP:

FY 2019-2028

In 2015, the City entered into a Professional Service Agreement with Edge Planning Landscape Architecture & Urban Design to provide design services for the approximately 80 acre Lockwood Glen Park. Edge will be providing a final master plan for the park as the City of Franklin and Crescent Communities assume responsibility in for the total cost of the master plan. The goal is to develop a working plan that can be considered a passive public park in the near future. Located adjacent to the Carothers's South Parkway. Part of the plan will include programming the 12-acre lake, public parking areas, public restrooms and walking trails around the Harpeth and the property.

Located in Parkland Dedication Quadrant 2.



Expenditure Summary

Original Project Cost Estimate	\$	5,530,000
Current Project Cost Estimate	\$	15,628,284
Dollars Spent as of November 2024	\$	1,187,873

Project Status

Current Phase

ROW/Bidding

Financing Summary

	Actual	Projected										Total Available
Lockwood Glen Park	FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	FY 2034	
Internal												
General - Cash	\$ -	\$ 1,340,411	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,340,411
General - Bond Proceeds	\$ -	\$ -	\$ 10,000,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 10,000,000
Sanitation Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Road Impact Fund (Arterial)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Stormwater	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Facilities Tax	\$ 2,602,300	\$ 1,685,573	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,287,873
Hotel Motel	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Parkland Dedication (Q2)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Water Funding	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sewer Funding	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
External												
MPO/TDOT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
County Facilities Tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Private Fundraising	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total	\$ 2,602,300	\$ 3,025,984	\$ 10,000,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 15,628,284



City of Franklin

FY 2025-2034 Capital Improvement Program Financing Model

Project #: ST16030

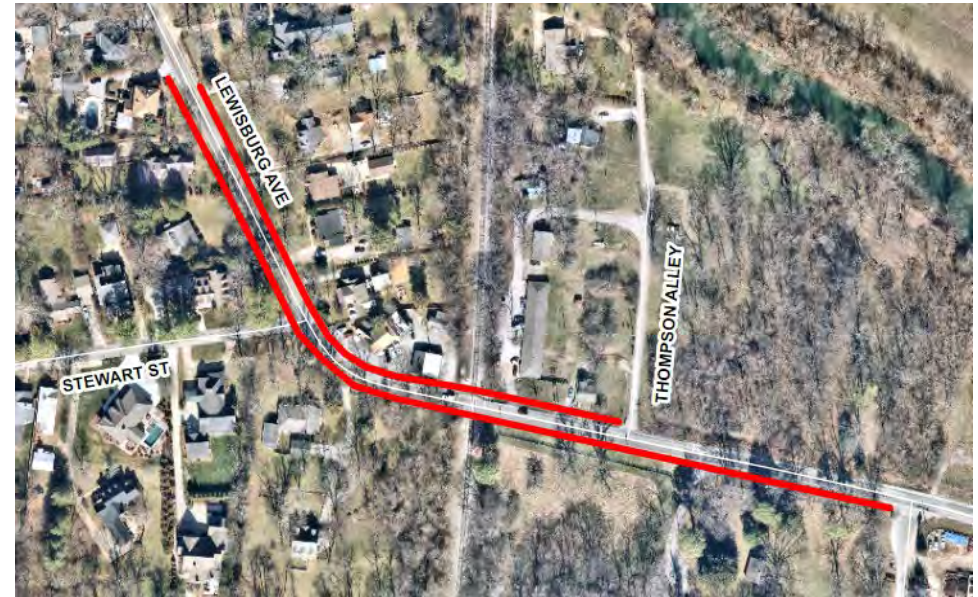
Lewisburg Ave Sidewalk to Collins Farm

Board Priority:

CIP: FY 2019-2028

The purpose of this project is to improve pedestrian access within our historic downtown. The project includes sidewalks and trails from Collins Farm to West of Stewart St.

The project will include: roadway construction, utility upgrades/relocations, curb & gutter, and accommodations for pedestrians and bicycles. Approximate project length of 1,379 LF.



Expenditure Summary

Original Project Cost Estimate	\$	1,162,160
Current Project Cost Estimate	\$	4,156,145
Dollars Spent as of November 2024	\$	438,534

Project Status

Current Phase **ROW/Bidding**

Financing Summary

	Actual	Projected										Total Available
	thru FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	FY 2034	
Lewisburg Sidewalk												
Internal												
General - Cash	\$ 426,380	\$ 879,765	\$ 2,250,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,556,145
General - Bond Proceeds	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sanitation Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Road Impact Fund Arterial	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Stormwater	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Facilities Tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Hotel Motel	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Parkland	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Water Funding	\$ -	\$ -	\$ 300,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 300,000
Sewer Funding	\$ -	\$ -	\$ 300,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 300,000
External												
MPO/TDOT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
County Facilities Tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Utility Reimbursements	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Developer Agreements	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total	\$ 426,380	\$ 879,765	\$ 2,850,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,156,145



City of Franklin

FY 2025-2034 Capital Improvement Program Financing Model

Project #: FM16001

New City Hall Plaza

Board Priority:

CIP: FY 2019-2028

New City Hall Plaza. Redevelopment of existing site, including new City Hall, 200 space underground parking, streetscape along 3rd Avenue, limited expansion of retail space along 3rd Avenue and 1 ac. Park at corner of 3rd and Church.



Expenditure Summary

Current Project Cost Estimate \$ 102,066,695
Dollars Spent as of November 2024 \$ 5,176,817

Project Status

Current Phase **Design-Committed**

Financing Summary

	Actual	Projected										Total Available
New City Hall	thru FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	FY 2034	
Internal												
General - Cash	\$ 1,636,010	\$ 4,000,000	\$ 5,000,000	\$ 6,430,685	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 17,066,695
General - Bond Proceeds	\$ -	\$ -	\$ 60,000,000	\$ 25,000,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 85,000,000
Sanitation Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Road Impact Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Stormwater	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Facilities Tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Hotel Motel	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Parkland	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Water Funding	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sewer Funding	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
External												
MPO/TDOT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
County Facilities Tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Developer Agreements	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total	\$ 1,636,010	\$ 4,000,000	\$ 65,000,000	\$ 31,430,685	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 102,066,695



City of Franklin

FY 2025-2034 Capital Improvement Program Financing Model

Project #: ST16017

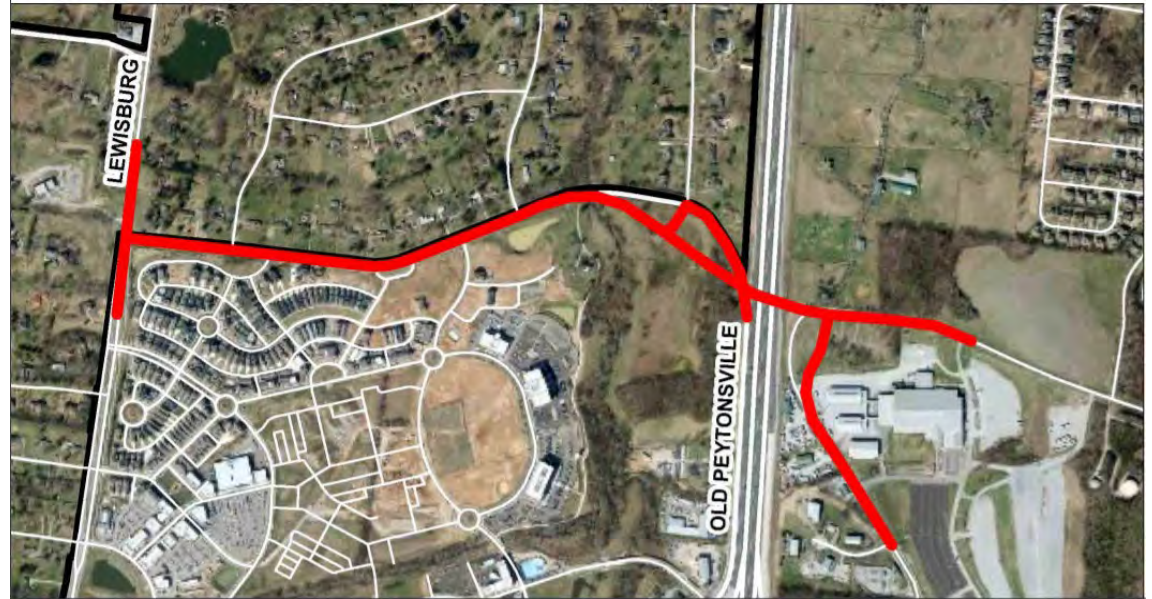
Long Ln and Old Peytonsville Rd Connector

Board Priority:

CIP: FY 2019-2028

Included in the update to the Major Thoroughfare Plan are 2 crossings of I-65. This project is one of those crossings as is intended to connect Old Peytonsville Road with Long Lane. The main advantage of this crossing is to allow for traffic interconnectivity across I-65 without having to use Goose Creek By-Pass or Highway 96. Limits of construction are from Five Mile Creek Bridge to 500 feet east of Baskin Property. Approximately 2,500 LF.

Project located in Collector Service Area 2.



Expenditure Summary

Original Project Cost Estimate	\$	22,288,800
Current Project Cost Estimate	\$	28,200,000
Dollars Spent as of November 2024	\$	9,528,501

Project Status

Current Phase **Design-Committed**

Financing Summary

	Actual	Projected										Total Available
Long Lane & Old Peytonsville	thru FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	FY 2034	
Internal												
General - Cash	\$ 2,500,000	\$ -	\$ -	\$ -	\$ 1,431,087	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,931,087
General - Bond Proceeds	\$ -	\$ -	\$ -	\$ -	\$ 11,000,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 11,000,000
Sanitation Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Road Impact Fund (Coll.SA 2)	\$ 3,755,213	\$ 1,500,000	\$ 1,500,000	\$ 1,500,000	\$ 4,000,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 12,255,213
Stormwater	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Facilities Tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Hotel Motel	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
In Lieu of Parkland	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Water Funding	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sewer Funding	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
External												
MPO/TDOT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
County Facilities Tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Utility Reimbursements	\$ -	\$ -	\$ -	\$ -	\$ 1,013,700	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,013,700
Developer Agreements	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total	\$ 6,255,213	\$ 1,500,000	\$ 1,500,000	\$ 1,500,000	\$ 17,444,787	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 28,200,000



City of Franklin

FY 2025-2034 Capital Improvement Program Financing Model

Project #: ST16022

E McEwen Dr. Ext. (Wilson Pike to City Limits)

Board Priority:

CIP: FY 2019-2028

Extension of East McEwen Drive from Wilson Pike (SR-252) to the Franklin/Brentwood City Limits. This project shall be constructed as a two (2) lane facility with earthwork to support a future expansion to a four (4) lane, median divided facility. This project shall include: access management (as possible), curb & gutter, ITS Infrastructure, and accommodations for pedestrians and bicycles.

Approximate project length is 5,300 LF.



Expenditure Summary

Original Project Cost Estimate	\$	19,634,800
Current Project Cost Estimate***	\$	19,800,687
Dollars Spent as of November 2024	\$	1,356,309

Project Status

Current Phase **Design-Committed**

Financing Summary

	Actual	Projected										Total Available
McEwen Phase 5	thru FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	FY 2034	
Internal												
General - Cash	\$ 250,000	\$ 500,000	\$ 500,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,250,000
General - Bond Proceeds	\$ 570,544	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 570,544
Sanitation Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Road Impact Fund	\$ 1,000,000	\$ 500,000	\$ 500,000	\$ 1,000,000	\$ 1,417,249	\$ 1,500,000	\$ 1,012,635	\$ -	\$ -	\$ -	\$ -	\$ 6,929,884
Stormwater	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Facilities Tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Hotel Motel	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
In Lieu of Parkland	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Water Funding	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sewer Funding	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
External												
MPO/TDOT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Other Municipalities	\$ 1,000,000	\$ 1,000,000	\$ 2,000,000	\$ 500,000	\$ 500,000	\$ 3,000,000	\$ 3,050,259	\$ -	\$ -	\$ -	\$ -	\$ 11,050,259
County Facilities Tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Developer Agreements	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total	\$ 2,820,544	\$ 2,000,000	\$ 3,000,000	\$ 1,500,000	\$ 1,917,249	\$ 4,500,000	\$ 4,062,894	\$ -	\$ -	\$ -	\$ -	\$ 19,800,687



City of Franklin

FY 2025-2034 Capital Improvement Program Financing Model

Project #: PK16009

Liberty Park Improvements

Board Priority:

CIP: FY 2019-2028

Liberty Park Improvements: The first phase of Liberty Park was completed in 2003 with the second phase completed in 2008. The proposed project would complete the park by adding two parking areas, tennis courts or pickle ball, basketball courts, a lighted multipurpose field, mountain biking trails and a restroom/pavilion combination facility.



Expenditure Summary

Original Project Cost Estimate	\$	5,400,000
Current Project Cost Estimate	\$	11,672,355
Dollars Spent as of November 2024	\$	616,296

Project Status

Current Phase **Design-Committed**

Financing Summary

	Actual	Projected										Total Available
Liberty Park Improvements	thru FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	FY 2034	
Internal												
General - Cash	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
General - Bond Proceeds	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sanitation Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Road Impact Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Stormwater	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Facilities Tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Hotel Motel	\$ -	\$ 2,000,000	\$ 2,000,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,000,000
Parkland Dedication (Q1)	\$ 3,750,000	\$ 2,000,000	\$ 1,922,355	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 7,672,355
Water Funding	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sewer Funding	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
External												
MPO/TDOT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Other Municipalities	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
County Facilities Tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Developer Agreements	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total	\$ 3,750,000	\$ 4,000,000	\$ 3,922,355	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 11,672,355



City of Franklin

FY 2025-2034 Capital Improvement Program Financing Model

Project #: ST16014

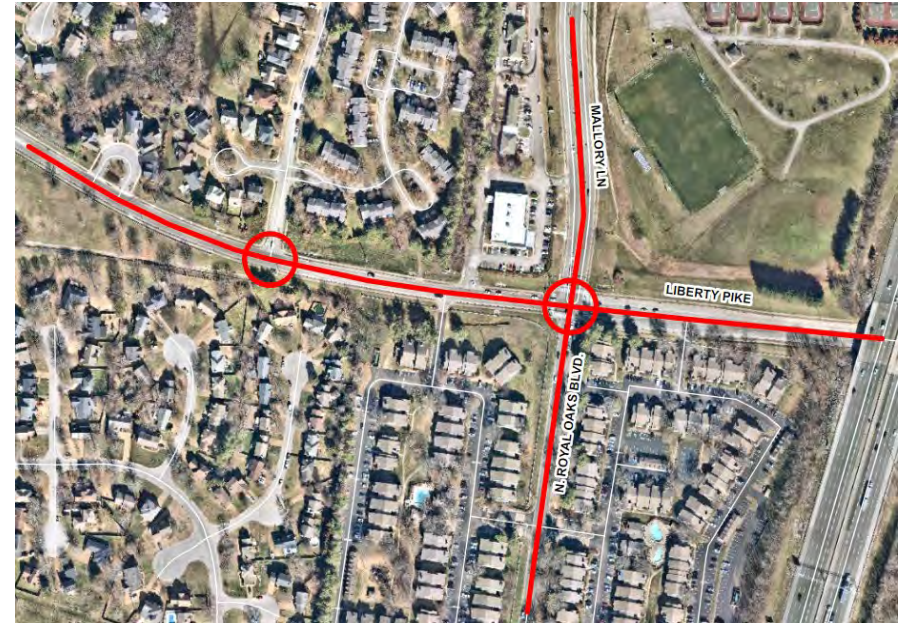
Mallory/N Royal Oaks & Liberty Int. Imp.

Board Priority:

CIP: FY 2019-2028

This project includes Improvements to Mallory Ln, North Royal Oaks Boulevard and Liberty Pike . This section of roadway is projected to be at a failure level in the next 3-4 years based on the proposed development along Mallory Lane and Carothers Parkway. If this project is not completed, there will be significant delays along these sections of roadway.

The project will include roadway construction, access management (as allowed), utility upgrades/relocations, curb & gutter, bridge construction, and accommodations for pedestrians and bicycles. Approximate project length of 4,652 LF.



Expenditure Summary

Original Project Cost Estimate	\$	15,000,000
Current Project Cost Estimate	\$	21,723,895
Dollars Spent as of November 2024	\$	723,895

Project Status

Current Phase **Design - Uncommitted**

Financing Summary

	Actual	Projected										Total Available
Mallory/N Royal Oaks/Liberty	thru FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	FY 2034	
Internal												
General - Cash	\$ 323,895	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 323,895
General - Bond Proceeds	\$ -	\$ -	\$ -	\$ -	\$ 9,000,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 9,000,000
Sanitation Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Road Impact Fund	\$ 475,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 475,000
Stormwater	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Facilities Tax - City	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Facilities Tax - County	\$ -	\$ -	\$ 2,000,000	\$ -	\$ 9,025,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 11,025,000
Hotel Motel	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Parkland	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Water Funding	\$ -	\$ -	\$ -	\$ -	\$ 400,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 400,000
Sewer Funding	\$ -	\$ -	\$ -	\$ -	\$ 500,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 500,000
External												
MPO/TDOT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
County Facilities Tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Utility Reimbursements	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Developer Agreements	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total	\$ 798,895	\$ -	\$ 2,000,000	\$ -	\$ 18,925,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 21,723,895



City of Franklin

FY 2025-2034 Capital Improvement Program Financing Model

Project #: ST19006

Church Street

Board Priority:

CIP:

FY 2019-2028

This project is to upgrade Sanitary Sewer, Water and Stormwater infrastructure in our historic downtown area. We are having issues with all utilities along this corridor and they are in need of upgrades and replacement.

The existing stormwater system needs to be upgraded to provide service to the Parkview area. This area has been a problem since the early 80's with no improvements made. The roadways lack drainage infrastructure. This infrastructure is needed to help protect localized flooding during heavy rain events. This project would also include the install of a water quality feature at the Harpeth River. The goal is to extend infrastructure into the Parkview Area to address localized flooding.

Project located in Collector Service Area 1 and 2.



Expenditure Summary

Original Project Cost Estimate	\$	11,231,644
Current Project Cost Estimate	\$	16,532,450
Dollars Spent as of November 2024	\$	625,685

Project Status

Current Phase

Design - Uncommitted

Financing Summary

	Actual	Projected										Total Available
Church Street	thru FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	FY 2034	
Internal												
General - Cash	\$ -	\$ -	\$ 600,000	\$ 600,000	\$ 624,535	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,824,535
General - Bond Proceeds	\$ -	\$ -	\$ -	\$ 6,000,000	\$ 6,000,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 12,000,000
Sanitation Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Road Impact Fund (SA1)	\$ 303,957	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 303,957
Road Impact Fund (SA2)	\$ 303,958	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 303,958
Stormwater	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Facilities Tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Hotel Motel	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Parkland Dedication	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Water Funding	\$ -	\$ -	\$ -	\$ 350,000	\$ 350,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 700,000
Sewer Funding	\$ -	\$ -	\$ -	\$ 700,000	\$ 700,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,400,000
External												
Federal Funding	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
MPO/TDOT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
County Facilities Tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Utility Reimbursements	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Private Fundraising	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total	\$ 607,915	\$ -	\$ 600,000	\$ 7,650,000	\$ 7,674,535	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 16,532,450



City of Franklin

FY 2025-2034 Capital Improvement Program Financing Model

Project #: ST16005A

Peytonsville Rd & Pratt Ln Int. Improvements

Board Priority:

CIP:

Reconstruction of the intersection of Peytonsville Road and Pratt lane to a conventional T-intersection. The included section Old Peytonsville Road shall be reconstruction as a four (4) lane, median divided facility, while the included section of Pratt Lane shall be reconstructed as a two (2) lane facility. Both streets shall have turn lanes as required. Project shall include: access management (as allowable), curb & gutter, ITS Infrastructure, and accommodations for pedestrians and bicycles. Approximate project length of 2,300 LF. Project located in Collector Service Area 3.

Expenditure Summary

Original Project Cost Estimate	\$	9,913,416
Current Project Cost Estimate	\$	8,000,000
Dollars Spent as of November 2024	\$	-

Project Status

Current Phase

Design - Uncommitted



Financing Summary

	Actual	Projected										Total Available
Peytonsville Rd & Pratt Ln Int. Impro	thru FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	FY 2034	
Internal												
General - Cash	\$ -	\$ -	\$ 1,500,000	\$ 1,500,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,000,000
General - Bond Proceeds	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sanitation Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Road Impact Fund (SA2)	\$ -	\$ -	\$ 4,000,000	\$ 500,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,500,000
Stormwater	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Facilities Tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Hotel Motel	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Parkland Dedication	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Water Funding	\$ -	\$ -	\$ -	\$ 500,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 500,000
Sewer Funding	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
External												
Federal Funding	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
MPO/TDOT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
County Facilities Tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Utility Reimbursements	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Private Fundraising	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total	\$ -	\$ -	\$ 5,500,000	\$ 2,500,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 8,000,000



City of Franklin

FY 2025-2034 Capital Improvement Program Financing Model

Project #: ST16030

Lewisburg Ave Trail Carriage Park Dr. to Mack Hatcher (SR-397)

Board Priority:

CIP:

This project includes the construction of multi purpose trail along the south side of Lewisburg Pike. Staff is working on the design and will try to obtain future federal funding to help move this project forward.

The project will include utility upgrades/relocations, curb & gutter, bridge construction/rehabilitation, and accommodations for pedestrians and bicycles. Approximate project length of 4,266 LF



Expenditure Summary

Original Project Cost Estimate	\$	1,162,160
Current Project Cost Estimate	\$	750,000
Dollars Spent as of November 2024	\$	-

Project Status

Current Phase

Design - Uncommitted

Financing Summary

	Actual	Projected											Total Available
Lewisburg Sidewalk	thru FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	FY 2034		
Internal													
General - Cash	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
General - Bond Proceeds	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Sanitation Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Road Impact Fund Arterial	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Stormwater	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Facilities Tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Hotel Motel	\$ -	\$ -	\$ -	\$ -	\$ 375,000	\$ 375,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 750,000	
Parkland	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Water Funding	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Sewer Funding	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
External													
MPO/TDOT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
County Facilities Tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Utility Reimbursements	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Developer Agreements	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Total	\$ -	\$ -	\$ -	\$ -	\$ 375,000	\$ 375,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 750,000	



City of Franklin

FY 2025-2034 Capital Improvement Program Financing Model

Project #: PK16011

Greenway (Aspen Grove to Mack Hatcher)

Board Priority:

CIP:

Aspen Grove Trail Connection is identified in the Parks Master Plan as 1/2-mile trail~greenway connection that will link pedestrians from the Cool Springs area to the Mack Hatcher trailhead and multipurpose pathway located on Mack Hatcher Parkway. The existing multipurpose pathway is connected to Harlinsdale Farm and ultimately to the historic downtown. Land acquisition and construction will be part of constructing the missing link.

Located in Parkland Dedication Quadrant 1.

Expenditure Summary

Original Project Cost Estimate	\$	1,555,000
Current Project Cost Estimate	\$	800,000
Dollars Spent as of November 2024	\$	83,353

Project Status

Current Phase **Design - Uncommitted**



Financing Summary

	Actual	Projected										Total Available
Greenway (Aspen Grove to Mack Hatcher)	thru FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	FY 2034	
Internal												
General - Cash	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
General - Bond Proceeds	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sanitation Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Road Impact Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Stormwater	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Facilities Tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Hotel Motel	\$ -	\$ -	\$ 725,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 725,000
Parkland Dedication	\$ 75,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 75,000
Water Funding	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sewer Funding	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
External												
MPO/TDOT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Other Municipalities	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
County Facilities Tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Private Fundraising	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total	\$ 75,000	\$ -	\$ 725,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 800,000



City of Franklin

FY 2025-2034 Capital Improvement Program Financing Model

Project #: PK19007

Greenway (Pinkerton Park to Franklin Road Bridge)

Board Priority:

CIP:

From the existing trail inside Pinkerton Park, the greenway would head north and west along the banks of the Harpeth, this time hugging a small shelf below Fort Granger as the trail approaches Downtown Franklin and would connect under the Franklin Road Bridge leading to the new sidewalk toward the Park at Harlinsdale Farm or south into downtown Franklin. **Dependent upon the bridge on franklin Road.**

Located in Parkland Dedication Quadrant 1 and 4.

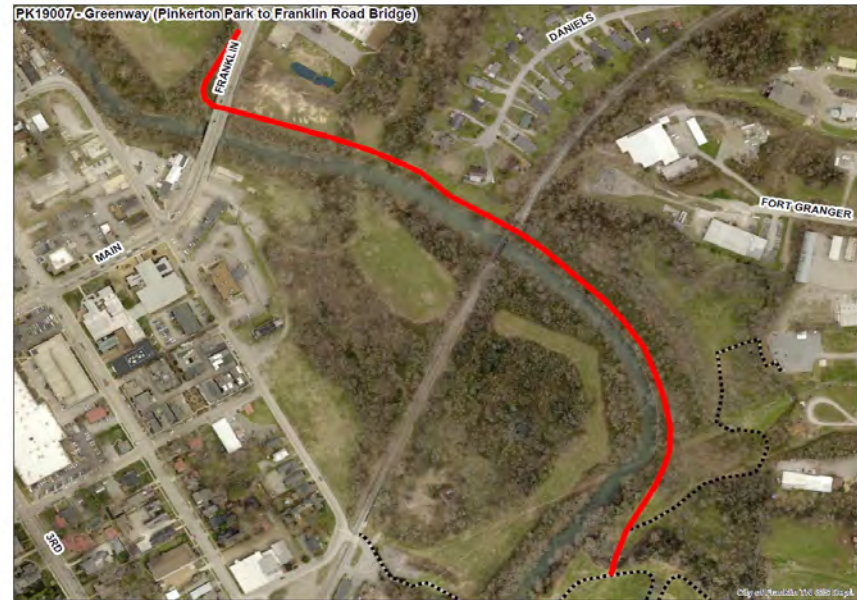
Expenditure Summary

Original Project Cost Estimate	\$	5,328,400
Current Project Cost Estimate	\$	350,000
Dollars Spent as of November 2024	\$	-

Project Status

Current Phase

Design - Uncommitted



Financing Summary

	Actual	Projected										Total Available
Greenway (Pinkerton Park to Franklin Road Bridge)	thru FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	FY 2034	
Internal												
General - Cash	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
General - Bond Proceeds	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sanitation Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Road Impact Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Stormwater	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Facilities Tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Hotel Motel	\$ -	\$ -	\$ 350,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 350,000
Parkland Dedication (1)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Water Funding	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sewer Funding	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
External												
MPO/TDOT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Other Municipalities	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
County Facilities Tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Private Fundraising	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total	\$ -	\$ -	\$ 350,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 350,000



City of Franklin

FY 2025-2034 Capital Improvement Program Financing Model

Project #: ST16024

Mack Hatcher Multiuse Trail (Franklin-Hillsboro)

Board Priority:

CIP:

The Mack Hatcher Parkway (SR-397) has been designed with a multi-use path on the south side of the road. A 12' multi-use path exists from Franklin Road to Daniel McMahon Lane.

Expenditure Summary

Original Project Cost Estimate	\$	3,600,000
Current Project Cost Estimate	\$	900,000
Dollars Spent as of November 2024	\$	-

Project Status

Current Phase

Design - Uncommitted



Financing Summary

	Actual	Projected											Total Available
Mack Hatcher Multiuse Trail (Franklin-Hillsboro)	thru FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	FY 2034		
Internal													
General - Cash	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
General - Bond Proceeds	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sanitation Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Road Impact Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Stormwater	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Facilities Tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	450,000	450,000	\$ -	\$ -	\$ -	\$ -	900,000
Hotel Motel	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Parkland Dedication	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Water Funding	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sewer Funding	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
External													
Federal Funding	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
MPO/TDOT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
County Facilities Tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Private Fundraising	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 450,000	\$ 450,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 900,000



City of Franklin

FY 2025-2034 Capital Improvement Program Financing Model

Project #: ST16030

Lewisburg Ave Trail Collins to Carriage Park Dr.

Board Priority:

CIP:

This project includes the construction of multi purpose trail along the south side of Lewisburg Pike. Staff is working on the design and will try to obtain future federal funding to help move this project forward.

The project will include utility upgrades/relocations, curb & gutter, bridge construction/rehabilitation, and accommodations for pedestrians and bicycles. Approximate project length of 4,000 LF



Expenditure Summary

Original Project Cost Estimate	\$	1,162,160
Current Project Cost Estimate	\$	1,700,000
Dollars Spent as of November 2024	\$	-

Project Status

Current Phase

Design - Uncommitted

Financing Summary

	Actual	Projected										Total Available
	thru FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	FY 2034	
Lewisburg Sidewalk												
Internal												
General - Cash	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
General - Bond Proceeds	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sanitation Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Road Impact Fund Arterial	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Stormwater	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Facilities Tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Hotel Motel	\$ -	\$ -	\$ -	\$ -	\$ 150,000	\$ 550,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 700,000
Parkland	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Water Funding	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sewer Funding	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
External												
MPO/TDOT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,000,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,000,000
County Facilities Tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Utility Reimbursements	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Developer Agreements	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total	\$ -	\$ -	\$ -	\$ -	\$ 150,000	\$ 1,550,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,700,000



City of Franklin

FY 2025-2034 Capital Improvement Program Financing Model

Project #: ST19001

Main St Sidewalk Repair Project

Board Priority:

CIP: FY 2019-2028

Main Streets Streetscape project was completed in the early 90's. The existing brick pavers are faded and uneven creating numerous ADA issues along our main street. In addition, the tree grates need to be replaced. Staff is proposing to replace all the brick pavers and crosswalks to bring Main Street up to current standards.



Expenditure Summary

Original Project Cost Estimate	\$	2,200,000
Current Project Cost Estimate	\$	3,013,164
Dollars Spent as of November 2024	\$	13,164

Project Status

Current Phase **Design - Uncommitted**

Financing Summary

	Actual	Projected										Total Available
Main St Sidewalk Repair Project	Thru FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	FY 2034	
Internal												
General - Cash	\$ 250,000	\$ -	\$ 690,791	\$ 690,791	\$ 690,791	\$ 690,791	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,013,164
General - Bond Proceeds	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sanitation Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Road Impact Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Stormwater	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Facilities Tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Hotel Motel	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Parkland Dedication	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Water Funding	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sewer Funding	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
External												
Federal Funding	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
MPO/TDOT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
County Facilities Tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Private Fundraising	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total	\$ 250,000	\$ -	\$ 690,791	\$ 690,791	\$ 690,791	\$ 690,791	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,013,164

Current Project Cost Estimate:

\$ 3,013,164

Remaining Funding Needed:

\$ -



City of Franklin, Tennessee

FY 2026 Operating Budget

Appendices: Capital

Appendix B: CAPITAL PROJECTS FINANCING & *Invest Franklin*

Invest Franklin 2.0: In June 2016, the BOMA approved the Invest Franklin initiative as part of approving the FY 2017 budget and setting the property tax rate. The initiative dedicated \$.07 of the total property tax rate (at the time \$.07 on .4165/\$100 of assessed value, currently \$.3261/\$100 of assessed value) for capital projects (primarily infrastructure & transportation related).

The FY 2026 budget proposes to renew this initiative in the form of Invest Franklin 2.0. Approximately \$7,100,000 annually (or 6.79 cents of the new Property Tax rate) will be dedicated to partnership opportunities with the Tennessee Department of Transportation to complete widening of Mack Hatcher SE and NW.



City of Franklin, Tennessee

FY 2026 Operating Budget

Appendices: Capital

Appendix C: Impact of Capital Improvements on the 2026 Operating Budget

Major capital investment projects are presented to the City's Capital Investment Committee and approved by the Board of Mayor & Aldermen after the committee's input. Appendix C will illustrate the increasing, nominal, and decreasing annual operating budget impacts for approved capital projects in the FY 2026 budget once the Property Tax Rate is set and formal contributions to Capital assets and projects are fully determined.

In addition, the City of Franklin monitors operating impacts of certain financing sources for capital improvements:

Capital Improvements Utilizing Bond Funds

As part of the ongoing Capital Improvement Process and the construction of a future Capital Improvement Budget, issuing new bonds to finance necessary capital projects will continue to happen. Future debt issuance will depend wholly upon the capacity of the City to service the debt, and that is governed by the City's Debt Service Policy, which can be found in Appendix E.

The operating impact of these projects is varied – while it is true that newer facilities will lead to efficiencies, the greatest impact will be to improve the road network around our growing city. There will be a negative impact to maintenance budgets as the City builds more and more roads, but that cost is undetermined at this time.

Capital Improvements Utilizing Federal and State Funding

Like many jurisdictions, the City utilized stimulus funding when it was available. This allowed the City to undertake improvements to its Traffic Operations Center that would not have been available likely for several years. The City's Transit Fund also benefited from access to these funds in acquiring vehicles and software needed to maintain transit operations. Additional assets in these areas will require future maintenance and insurance coverage.



City of Franklin, Tennessee
FY 2026 Operating Budget

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City of Franklin, Tennessee

FY 2026 Operating Budget

APPENDICES: Policies

The City has adopted financial policies related to investments, General Fund reserves, debt management, utilization of reserve funds, and cash receipting. The investment policy, updated in April 2021, provides for the primary objectives, in order of priority, of investment activities of non-pension funds shall be safety, liquidity, and return. The reserve policy established an emergency and cash flow reserve of a minimum of 33% of budgeted General Fund expenditures (which is forecast to be \$42.27 million in FY 2026). As of September 2014, the reserve policy also includes a capital funding reserve for fund balance in excess of 45% of budgeted General Fund expenditures (which is forecast to be over \$30.0 million in FY 2026). The debt policy provides written guidance and restrictions for the amount and type of debt the City will issue, the issuance process, and the management of the debt portfolio. In August 2012, the City adopted a policy for the utilization and replacement of committed funds. In October 2014, the City adopted a pension funding policy. The City also adopted a cash receipting policy in November 2014. The City adopted documentation of internal controls in April 2015. Most recently, the City has adopted a Disbursements Policy.

The City continues to explore adopting additional best practice financial policies including budgeting, revenues, economic development, enterprise risk management, capital improvements, and reserves for funds other than the General Fund.

The policies included herein in these appendices are those which most pertain to the budget process.

Under this section is:

- **Policies**
 - **Appendix D - General Fund - Fund Balance Policy**
 - **Appendix E - Debt Management Policy**
 - **Appendix F - Capital Assets Policy**
 - **Appendix G - Investments Policy**



City of Franklin, Tennessee
FY 2026 Operating Budget

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Appendix D – Policies: General Fund - Fund Balance

CITY OF FRANKLIN

T E N N E S S E E

General Fund Fund Balance Policy

Adopted by Board of Mayor & Aldermen, May 12, 2009

Addendum Adopted by Board of Mayor & Aldermen, August 28, 2012

Policy Update Adopted by Board of Mayor & Aldermen, September 23, 2014



City of Franklin, Tennessee

FY 2026 Operating Budget

Appendix D – Policies: General Fund - Fund Balance

City of Franklin General Fund Fund Balance Policy

Objectives for Establishing the Fund Balance Policy

The Fund Balance Policy is intended to provide guidelines during the preparation of and deliberations on the annual budget to ensure that sufficient reserves are maintained for unanticipated expenditures or revenue shortfalls and to preserve flexibility throughout the fiscal year to make adjustments in funding for programs approved in connection with the annual budget. The Fund Balance Policy should be established based upon a long-term perspective recognizing that stated thresholds are considered minimum balances. The objective of establishing and maintaining a Fund Balance Policy is for the City to be in a strong fiscal position that will be better able to weather negative economic trends. Factors for maintaining sufficient Fund Balance include the ability to:

- Maintain covenants of third party agreements;
- Provide funds for enacted Ordinances and Resolutions of the Board of Mayor and Aldermen;
- Mitigate State budget actions that may reduce City revenue;
- Absorb liability settlements;
- Mitigate economic downturns that the City may face in the future;
- Front-fund or completely fund, if necessary, disaster costs or costs associated with emergencies.
- Fund the City's expenditures and debt service payments during the first few months of the year before traditional revenues are realized;
- Fund non-recurring expenses identified as necessary by the Board of Mayor and Alderman
- Fund one-time capital expenses identified as necessary by the Board of Mayor and Alderman

The Fund Balance will consist of three funds: the Reserve Fund, the Designated Fund, and the Undesignated/Unreserved Fund:

- **The Reserve Fund** consists of funds that are mandated by a third party through laws, regulations, and other legal requirements to be used for a specific purpose. There is no minimum percentage requirement for this account. *(For the purposes of compliance with Governmental Accounting Standards Board Statement No. 54, all non-spendable and restricted components of fund balance are included within the Reserve Fund).*



City of Franklin, Tennessee

FY 2026 Operating Budget

Appendix D – Policies: General Fund - Fund Balance

- **The Designated Fund** consists of funds set aside by the Board of Mayor and Aldermen by ordinances or resolutions for specific purposes. There is no minimum percentage requirement for this account. *(For the purposes of compliance with Governmental Accounting Standards Board Statement No. 54, all committed, and some assigned components of fund balance are included within the Designated Fund).*
- **The Undesignated/Unreserved Fund** consists of three accounts: the Capital Funding Account, the Financial Stabilization Account, and the Surplus Account.
 - The Capital Funding Account as set forth in this policy will consist of amounts in excess of 45% of General Fund budgeted expenditures.
 - **The Financial Stabilization Account** as set forth in this policy will consist of 33% of General Fund budgeted expenditures.
 - **The Supplemental Reserve Account** should be used for new programs or positions desired outside of the current and established budget or for one-time capital investments upon approval by the Board of Mayor and Alderman. There is no minimum percentage requirement for this account. All additional net revenues, after establishing that all other components of the General Fund Balance are sufficient, may flow into this account.

(For the purposes of compliance with Governmental Accounting Standards Board Statement No. 54, some assigned and all unassigned components of fund balance are included within the Undesignated/Unreserved Fund).

General Fund Replenishment Priorities (Priority order):

1. Appropriate funds deposited into the Reserve Fund Account to meet all third party mandated requirements.
2. Funds set aside by the Board of Mayor and Aldermen by ordinances or resolutions for specific purposes.
3. Thirty-three [33%] percent of the General Fund budgeted expenditures should be maintained in the Financial Stabilization Fund Account of the Undesignated/Unreserved Fund.
4. Funds in excess of forty-five [45%] percent of General Fund budgeted expenditures would be maintained in the *Capital Funding Account of the Undesignated/Unreserved Fund*.
5. All remaining funds other than those identified in 1 through 4 above shall flow to the Supplemental Reserve Account of the Undesignated/Unreserved Fund.



City of Franklin, Tennessee

FY 2026 Operating Budget

Appendix D – Policies: General Fund - Fund Balance

Objectives for Establishing the Funding Levels of the Financial Stabilization Account of the Undesignated/Unreserved Fund

Maintaining a Financial Stabilization Account is not only a prudent fiscal management tool, but also an important factor in the analysis of financial stability. Governments should maintain a prudent level of financial resources to protect against service reductions or tax increases because of temporary revenue shortfalls or unanticipated one-time expenditures. A financial reserve may be used to address unanticipated revenue shortfalls or unforeseen expenditures, providing resources to avoid deficit spending and helping to maintain liquidity when budgeted overages become inevitable.

Maintaining a Financial Stabilization Account is among the most effective practices a government can apply to maintain a favorable credit rating. Fund balance reserve policy/cash flow reserves are among the most frequently implemented best financial management practices for governmental issuers. The accumulation of prudent reserves in more favorable economic times could be a resource to sustain the City in inevitable economic downturns or unforeseen/emergency expenditures. Such reserves assist the City in maintaining a stable credit outlook.

Financial Stabilization Fund Subaccounts

The Financial Stabilization Fund Account shall include six subaccounts: the Contingency Subaccount, the Emergency Subaccount, the Cash Flow Stabilization Subaccount, the Debt Service Subaccount and the Property/Casualty/Health Insurance Subaccount and the Other Post-Employment Benefits (OPEB) Subaccount.

A. Contingency Subaccount

The Contingency Subaccount is intended for unanticipated expenses or revenue shortfalls impacting programs already approved in conjunction with the current year's budget. The Contingency Subaccount shall not be used to fund new programs or positions added outside of the current year budget.

Funds in the Contingency Subaccount may be used towards expenses outside of the budget only as follows:

1. Prior year budget for a specific item that lapsed before the purchase.
2. A change in legislation creating an unfunded mandate.
3. Large unexpected retirement payouts
4. A technical correction of the original budget.

B. Emergency Subaccount

The Emergency Subaccount is intended for unforeseen urgent events. To utilize funds from the Emergency Subaccount, a finding by the Mayor, with confirmation by the Board of Alderman, of "urgent economic necessity" will be required, as well as a determination that no other viable sources of funds are available. A finding of urgent economic necessity would be based on a significant event, for example, a natural disaster or catastrophe.



City of Franklin, Tennessee

FY 2026 Operating Budget

Appendix D – Policies: General Fund - Fund Balance

C. Cash Flow Stabilization Subaccount

The Cash Flow Stabilization Subaccount is intended to provide reserves to mitigate deficiencies caused by the timing of cash inflows and cash outflows.

D. Debt Service Subaccount

The Debt Service Subaccount is intended to provide reserve funds for shortfalls in budgeted revenues intended for general obligation debt service payments or unexpected and unbudgeted expenditures related to general obligation debt service as well as any unbudgeted expenses related to the service and maintenance of the City's debt liabilities.

E. Property/Casualty/Health Insurance Subaccount

The City maintains insurance for property and employee/ retiree health insurance. This subaccount shall be established to meet the unanticipated Property/Casualty/Health Insurance claims of the city.

F. Other Post Employment Benefits Obligation (OPEB) Subaccount

The City records a liability related to the Other Post Employment Benefits Obligation (OPEB). This subaccount shall be established to meet the level of unfunded liability as determined by the City administrators. If a Trust Fund is later established pursuant to the OPEB liability, the OPEB Subaccount can be extinguished from the Financial Stabilization Fund Account.

Sizing of Financial Stabilization Fund Account and Subaccounts

The Financial Stabilization Fund Account shall be thirty-three [33%] percent of the General Fund budgeted expenditures. The amount placed in each of the subaccounts shall be determined as follows:

1. Contingency Subaccount shall be set at a minimum of five (5) percent of the General Fund budgeted expenditures.
2. Emergency Subaccount shall be set at a minimum of five (5) percent of the General Fund budgeted expenditures.
3. Cash Flow Stabilization Subaccount shall be set at a minimum of fourteen (14) percent of the General Fund budgeted expenditures.
4. Debt Service Subaccount shall be set at a minimum of three (3) percent of the General Fund budgeted expenditures.
5. The Property/Casualty/Health Insurance Subaccount shall be set at a minimum of four (4) percent of the General Fund budgeted expenditures.
6. The Other Post Employment Benefits Obligation (OPEB) Subaccount shall be set at a minimum of two (2) percent of the General Fund budgeted expenditures. If a Trust Fund is later established pursuant to the OPEB liability, the OPEB Subaccount can be



City of Franklin, Tennessee

FY 2026 Operating Budget

Appendix D – Policies: General Fund - Fund Balance

extinguished from the Financial Stabilization Fund Account.

Use of Financial Stabilization Fund Account

The Financial Stabilization Account reserves should only be used to provide a short-term solution to maintaining services until projected revenue growth or necessary expenditure reductions are achieved to balance the budget. The City must evaluate the length and severity of the economic conditions and their impact on future revenue projections to determine the extent of expenditure reductions or revenue increases that are required to achieve structural balance.

Restoration of the Financial Stabilization Account and Subaccounts

In fiscal years where it becomes necessary for the City to draw monies from the Financial Stabilization subaccounts wherein the subaccount(s) drops below the level stated above, the City will develop a plan to replenish these accounts to the required levels from net revenue surpluses in the subsequent year(s) until the balance is restored to the required level.

Transfer of Additional Financial Stabilization Fund Account Funds

Any funds in addition to the established minimum requirement at the end of each fiscal year shall be deposited into the Supplemental Reserve Account of the Undesignated/Unreserved Fund provided the financial requirements of the subaccounts are met and additional funds are not required.

Use of the Capital Funding Account

The Capital Funding Account should only be used to provide additional capital funding for projects included in the City's Capital Investment Plan (CIP). These funds would typically be transferred from the General Fund to a capital projects fund where project payments would be made.

Restoration of the Capital Funding Account

The Capital Funding Account would exist only as funds are available and not subject to formal restoration.



City of Franklin, Tennessee

FY 2026 Operating Budget

Appendix D – Policies: General Fund - Fund Balance

Fund Balance Policy Adoption

The City's Fund Balance Policy shall be adopted by resolution by the Board of Mayor and Aldermen. The policy shall be reviewed by the approving authority and the same authority must approve any modifications. It is recommended that the policy be reviewed every four years, preferably during a non-election year and 6 months following the budget process. This policy will be managed and monitored by the Finance Department and report on the current and projected level of the reserve funds in conjunction with the budget process. If necessary, the Finance Director will present recommendations for any amendments, deletions, additions, improvements or clarification.



City of Franklin, Tennessee

FY 2026 Operating Budget

Appendix D – Policies: General Fund - Fund Balance

General Fund Fund Balance Policy Addendum Order of Use of Funds

Stabilization Funds

Maintaining a Financial Stabilization Account is a necessity for sound financial management and fiscal accountability. The City's governing body has the authority to establish a Financial Stabilization Account that will be a **Committed Fund Balance**.

A Financial Stabilization Account is established for the purpose of providing funds for an urgent event that affects the safety of the general public (e.g. flood, tornado, etc.) or financial stability.

For FY 2026 the City of Franklin projects to have \$42,273,489 in its stabilization account as follows:

Urgent Event	Percent of Total 33%	Amount
Contingency	5%	\$ 6,405,074
Emergency	5%	\$ 6,405,074
Cash Flow Stabilization	14%	\$17,934,208
Debt Service	3%	\$ 3,843,044
Property/Liability/Health Insurance	4%	\$ 5,124,059
Other Post Employment Benefits	2%	\$ 2,562,030
	33%	\$42,273,489

Authority to Commit Funds

The Board of Mayor and Aldermen has the authority to set aside funds for a specific purpose. Any funds set aside as Committed Fund Balance requires the passage of a resolution by a simple majority vote. The passage of a resolution must take place prior to June 30th of the applicable fiscal year. If the actual amount of the commitment is not available by June 30th, the resolution must state the process or formula necessary to calculate the actual amount as soon as information is available.

Default Order of Use of Funds

By default, when both restricted (by outside parties) and unrestricted funds are available for expenditure, restricted funds should be spent first unless legal requirements disallow it. When **committed (by the Board)**, assigned (usually by management) and unassigned funds are available for expenditure, committed funds should be spent first, assigned funds second, and unassigned funds last.

Potential Use of Funds Resolution

The recognition of an urgent event must be established by the Board of Mayor and Aldermen or their designee (e.g. City Administrator). If established by the Board's designee, the specific urgent event must be reported to the governing body at their next meeting.

Potential urgent events are:

1. Disaster (flood, tornado, etc.) that funds must be expended prior to any potential reimbursement.
2. Health claims or other specific expenditures included within the stabilization fund exceeding a specified threshold. This would allow the stabilization funds in the General Fund to be used in cases



City of Franklin, Tennessee

FY 2026 Operating Budget

Appendix D – Policies: General Fund - Fund Balance

when the specific expenditures exceed 10% of budgeted amount, or a specific amount such as \$100,000.

If due to an urgent event, funds are needed from the stabilization fund in excess of funds currently budgeted:

1. Anticipated funds in excess of budgeted funds will be temporarily deducted from the Stabilization fund.
2. After actual expenditures used are determined, a budget amendment will be submitted to the City's governing body to amend the budget for the excess funds used if unassigned funds are available.
3. In the event that unassigned funds are not available, the Board will replenish the Financial Stabilization Account balance to the established minimum level within four years in equal increments unless otherwise provided.

Date last reviewed: September 23, 2014

Updated numbers: May 2025



City of Franklin, Tennessee
FY 2026 Operating Budget

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City of Franklin, Tennessee **FY 2026 Operating Budget**

Appendix E – Debt Management Policy

The City of Franklin has had an adopted debt management policy since June 2009. Over the ensuing seven years, this policy has been revised and amended to keep pace with changing economic and fiscal conditions. The policy attached on the ensuing pages is the most recent version reviewed and revised by the Board of Mayor and Alderman in December 2017.

CITY OF FRANKLIN

T E N N E S S E E

Debt Management Policy

Prepared by
Public Financial Management, Inc.
Originally Adopted on June 23, 2009
Revised and Adopted by Finance Committee, March 10, 2016
Revised and Adopted by Board of Mayor & Aldermen, April 12, 2016
Revised and Proposed by Staff, November 30, 2017

Table of Contents

Introduction.....	i
Policy Statement	1
Goals and Objectives	1
Issuance Process.....	1
Credit Quality and Credit Enhancement	2
Debt Affordability.....	2
Bond Structure	3
Types of Debt.....	4
Use of Synthetic Debt	6
Refinancing Outstanding Debt.....	6
Methods of Issuance	7
Underwriter Selection	8
Consultants.....	9
Disclosure	11
Debt Policy Review	12

Introduction

Debt management policies are written guidelines and restrictions that affect the amount and type of debt issued by a state or local government, the issuance process, and the management of a debt portfolio. A debt management policy improves the quality of decisions, provides justification for the structure of debt issuance, identifies policy goals, and demonstrates a commitment to long-term financial planning, including a multi-year capital plan. Adherence to a debt management policy signals to rating agencies and the capital markets that a government is well managed and should meet its obligations in a timely manner.

Debt levels and their related annual costs are important long-term obligations that must be managed within available resources. An effective debt management policy provides guidelines for a government to manage its debt program in line with those resources.

Since the guidelines contained in the Policy require regular updating in order to maintain relevance and to respond to the changes inherent in the capital markets, the City plans to revisit the Policy from time to time.

City of Franklin

Debt Management Policy

I. Policy Statement

In managing its debt, it is the City's policy to:

- Achieve the lowest cost of capital
- Ensure high credit quality
- Assure access to the capital credit markets
- Preserve financial flexibility
- Manage interest rate risk exposure

II. Goals & Objectives

Debt policies and procedures are tools that ensure that financial resources are adequate to meet the City's long-term planning objectives. In addition, the Debt Management Policy ("Policy") helps to ensure that financings undertaken by the City satisfy certain clear objective standards which allow the City to protect its financial resources in order to meet its long-term capital needs. The adoption of clear and comprehensive financial policies enhances the internal financial management of the City.

The Policy formally establishes parameters for issuing debt and managing a debt portfolio which considers the City's specific capital improvement needs; ability to repay financial obligations; the existing legal, economic, and financial and debt market conditions. Specifically, the policies outlined in this document are intended to assist in the following:

- To guide the City and its managers in policy and debt issuance decisions
- To maintain appropriate capital assets for present and future needs
- To promote sound financial management
- To protect the City's credit rating
- To ensure the legal use of City's debt issuance authority
- To promote cooperation and coordination with other stakeholders in the financing and delivery of services
- To evaluate debt issuance options

III. Issuance Process

The City charter, which was approved by private Act of the Tennessee Legislature as Chapter 126 in 1967, as amended, authorizes the City to issue general obligation bonds subject to the adoption of a bond resolution by the Board of Mayor and Aldermen. Other sections of the Tennessee Code Annotated and the Federal Tax Code may govern the issuance or structure of the City's bonds.

These provisions serve as a basis for the City's affordability guidelines described later in this policy.

IV. Credit Quality and Credit Enhancement

The City's debt management activities will be conducted to receive the highest credit ratings possible, consistent with the City's financing objectives. The Finance Director will be responsible for maintaining relationships and communicating with the rating agencies that assign ratings to the City's debt. The Finance Director will provide the rating agencies with periodic updates of the general financial condition of the City. Full disclosure of operations and open lines of communication shall be maintained with the rating agencies. The City, together with the Financial Advisor, shall prepare presentations to the rating agencies to assist credit analysts in making an informed decision. The Finance Director shall be responsible for determining whether or not a rating shall be requested on a particular financing, and which of the major rating agencies will be asked to provide such rating.

The City will make an annual credit presentation to the Board of Mayor and Aldermen, explaining the City's current rating, rating agency views on the City's performance and current items which may positively or adversely affect the City's General Obligation credit rating.

The City will consider the use of credit enhancements on a case-by-case basis, evaluating the economic benefit versus cost for each case. Only when clearly demonstrable savings can be shown shall an enhancement be considered. The City will consider each of the following enhancements as alternatives by evaluating the cost and benefit of such enhancements:

1. Bond Insurance

The City may purchase bond insurance when such purchase is deemed prudent and advantageous for negotiated sales. The predominant determination shall be based on such insurance being less costly than the present value of the difference in the interest on insured bonds versus uninsured bonds. For competitive sales, the purchaser of the bonds will determine whether bond insurance will be used.

The City will solicit quotes for bond insurance from interested providers, or in the case of a competitive sale, allow bidders to request bond insurance. In a negotiated sale, the City will select a provider whose bid is most cost effective and whose terms and conditions governing the guarantee are satisfactory to the City. The winning bidder in a competitive sale will determine the provider of bond insurance.

2. Letters of Credit

The City may enter into a letter-of-credit (LOC) agreement when such an agreement is deemed prudent and advantageous. The City will prepare and distribute a request for qualifications to qualified banks or other qualified financial institutions which includes terms and conditions that are acceptable to the City.

V. Debt Affordability

The ratios and standards identified below are intended to provide guidelines which permit and facilitate long-term access to capital while ensuring that financial leveraging decisions do not negatively impact the City's annual operations. The City shall consider the ability to repay debt as it relates to the total budget resources and the property tax base:

Total Budget Resources

- Net Direct Debt divided by Operating Revenues $\leq 3.00X$

As defined by Moody's US Local Government General Obligation Debt report dated January 15, 2014.

- Total Governmental Funds Debt Service as a percent of Expenditures $\leq 25\%$

As defined by Standard & Poor's U.S. Local Governments General Obligation Ratings: Methodology and Assumptions dated September 12, 2013.

Property Tax Base

- Net Direct Debt as a percent of Full Value (Market or Taxable Value) $\leq 1.75\%$

As defined by Moody's US Local Government General Obligation Debt report dated January 15, 2014.

As part of the City's effort to manage these metrics and the impact such have on the City's credit rating, the City, along with its Financial Advisor, will calculate the indicative ratings per Moody's and S&P's applicable local government criteria.

VI. Bond Structure

The City shall establish all terms and conditions relating to the issuance of bonds and will invest all bond proceeds pursuant to the terms of the City's Investment Policy. Unless otherwise authorized by the City, the following shall serve as the Policy for determining structure:

1. Term

All capital improvements financed through the issuance of debt will be financed for a period not to exceed the useful life of the improvements, and in consideration of the ability of the City to absorb the additional debt service expense within the debt affordability guidelines, but in no event will the term exceed thirty (30) years.

2. Capitalized Interest

From time to time certain financings may require the use of capitalized interest from the issuance date until the City has beneficial use and/or occupancy of the financed project. Interest may be financial (capitalized) through a period permitted by federal law and State statute if it is determined that doing so is beneficial to the financing by the Finance Director.

3. Debt Service Structure

General Obligation debt issuance shall be planned to achieve relatively net level debt service or level principal amortization considering the City's outstanding debt obligations, while matching debt service to the useful life of facilities. The City shall avoid the use of bullet or balloon maturities, absent sinking fund requirements, except in those instances where these maturities serve to make existing overall debt service level or to match a specific income stream. Debt which is supported by project revenues and is intended to be self-supporting will be structured to achieve level proportional coverage to expected available revenues.

4. Call Provisions

In general, the City's securities will include a call feature no later than ten (10) years from the date of delivery of the bonds. The City will avoid the sale of long-term non-callable bonds absent careful evaluation by the City's Finance Director with respect to the value of the call option.

5. Original Issuance Discount/Premium

Bonds with original issuance discount/premium will be permitted.

6. Deep Discount Bonds

Deep discount bonds may provide a lower cost of borrowing in certain capital markets. The City's Finance Director will carefully consider their value and effect on any future refinancing as a result of the lower-than-market coupon.

7. Structured Products

The determination of the City to consider the use of structured products as a hedge against interest rate risk or a method to lower its cost of borrowing will be made by the Finance Director. The City will comply with state guidelines and will be able to quantify and understand the potential risks or to achieve fixed and/or variable rate exposure targets. The City will not use structured products for speculative purposes.

VII. Types of Debt

When the City determines that the use of debt is appropriate, the following criteria will be utilized to evaluate the type of debt to be issued.

Security Structure

1. General Obligation Indebtedness

The City may issue general obligation indebtedness supported by the full faith and credit of the City. General Obligation indebtedness shall be used to finance capital projects that do not have independent creditworthiness and significant ongoing revenue streams. The City may also use its General Obligation pledge or other tax-revenue pledge to support other revenue-supported debt, if such support improves the economics of the revenue-supported debt issue (including pledges required to participate in a debt program) and is used in accordance with these guidelines. (For example, the City may borrow from the State of Tennessee Revolving Loan Fund Program ("SRF Program") for funding of capital improvements for the Water & Wastewater Utility. The SRF Program often requires the City's full faith and credit pledge and a supporting pledge of the City's state shared revenues in addition to a revenue pledge.)

2. Revenue Indebtedness

The City may issue revenue indebtedness, where repayment of the debt service obligations of said indebtedness will be made through revenues generated from specifically designated sources. Revenue indebtedness will typically be issued for capital projects which can be supported from project or enterprise-related revenues.

3. Capital Leases

The City may use capital leases to finance short-term projects.

Duration

1. Long-Term Debt (maturing after 3 years)

The City may issue long-term debt where it is deemed that capital improvements should not be financed from current revenues or short-term borrowings. Long-term borrowing will not be used to finance current operations or normal maintenance. Long-term debt will be self-supporting and structured such that financial obligations do not exceed the expected useful life of the project(s).

- a) *Serial and Term Bonds* may be issued in either fixed or variable rate modes to finance capital infrastructure projects with an expected life of three years or greater.
- b) *Capital Outlay Notes* may be issued to finance capital infrastructure projects with an expected life of three to seven years.

2. Short-Term Debt (maturing within three years)

Short-term borrowing may be utilized for the construction period of a long-term project or for the temporary funding of operational cash flow deficits or anticipated revenues (defined as an assured source with the anticipated amount based on conservative estimates) subject to the following policies:

- a) *Bond Anticipation Notes (BANs)*, including commercial paper notes issued as BANs, may be issued instead of capitalizing interest to reduce the debt service during the construction period of a project or facility. The BANs shall not mature more than 2 years from the date of issuance. BANs can be rolled in accordance with federal law and State statute. BANs shall mature within 6 months after substantial completion of the financed facility.
- b) *Revenue Anticipation Notes (RANs) and Tax Anticipation Notes (TANs)* shall be issued only to meet cash flow needs consistent with a finding by bond counsel that the sizing of the issue fully conforms to Federal IRS and state requirements and limitations.
- c) *Lines of Credit* shall be considered as an alternative to other short-term borrowing options. A *line* of credit shall be structured to limit concerns as to the Internal Revenue Code.
- d) *Intrafund Loans* shall only be used to fund operational deficiencies among accounts or for capital projects to be paid from current fiscal year revenues. Such intrafund loans shall in no event extend beyond twelve (12) months and shall only be issued in compliance with state regulations and limitations.
- e) *Other Short-Term Debt*, including commercial paper notes, may be used when it provides an interest rate advantage or as interim financing until market conditions are more favorable to issue debt in a fixed rate mode. The City will determine and utilize the least costly method for short-term borrowing. The City may issue short-term debt when there is a defined repayment source or amortization of principal.

Interest Rate Modes

Fixed Rate Debt

To maintain a predictable debt service burden, the City may give preference to debt that carries a fixed interest rate.

Variable Rate Debt

The percentage of net variable rate debt outstanding (excluding (1) debt which has been converted to synthetic fixed rate debt and (2) an amount of debt considered to be naturally hedged to short-term assets in the Unreserved Fund Balance) shall not exceed 20% of the City's total outstanding debt and will take into consideration the amount and investment strategy of the City's operating cash.

1. The following circumstances may result in the consideration of issuing variable rate debt:
 - a) *Asset-Liability Matching*
 - b) *Construction Period Funding*
 - c) *High Interest Rates.* Interest rates are above historic averages.
 - d) *Variable Revenue Stream.* The revenue stream for repayment is variable, and is anticipated to move in the same direction as market-generated variable interest rates, or the dedication of revenues allows capacity for variability.
 - e) *Adequate Safeguards Against Risk.* Financing structure and budgetary safeguards are in place to prevent adverse impacts from interest rate shifts; such structures could include, but are not limited to, interest rate caps and short-term cash investments in the City's General Fund.
 - f) *Financial Advisor Analysis.* An analysis from the City's Financial Advisor evaluating and quantifying the risks and returns involved in the variable rate financing and recommending variable rate as the lowest cost option.
 - g) *As a Component to Synthetic Fixed Rate Debt.* Variable rate bonds may be used in conjunction with a financial strategy, which results in synthetic fixed rate debt. Prior to using synthetic fixed rate debt, the City shall certify that present value savings of at least 3% results from issuing synthetic fixed rate debt relative to traditional fixed rate debt.

VIII. Use of Synthetic Debt

The Finance Director will determine whether the use of synthetic debt is appropriate and will comply with the state statutes regulating the use of synthetic debt.

Swaps are appropriate to use when they achieve a specific objective consistent with overall financial policy. Swaps may be used, for example, to lock-in a current market fixed rate or create additional variable rate exposure. Swaps may be used to produce interest rate savings, alter the pattern of debt service payments, or for asset/liability matching purposes. Swaps may be used to cap, limit or hedge variable rate payments.

Options granting the right to commence or cancel an underlying swap may be used to the extent the swap itself is otherwise consistent with these guidelines; however, the Finance Director must determine if the use of any such option is appropriate and warranted given the potential benefit, risks, and objectives of the City.

IX. Refinancing Outstanding Debt

The Finance Director with assistance from the City's Financial Advisor shall have the responsibility to analyze outstanding bond issues for refunding opportunities. The Finance Director will consider the following issues when analyzing possible refunding opportunities:

1. Debt Service Savings

Absent other compelling considerations such as the opportunity to eliminate onerous or restrictive covenants contained in existing debt documents, the Finance Director establishes a minimum present value savings threshold of 3.0% of the advanced refunded bond principal amount. The present value savings will be net of all costs related to the refinancing. If present value savings is less than 3.0%, the Finance Director may consider the option value captured as a percent of total savings. If the option value exceeds 70% and present value savings is less than 3.0%, the Finance Director may opt to complete a refunding. If the present value savings per maturity is at least 3.0% but less than 70% of the option value, the Finance Director may opt to complete a refunding. The decision to take savings on an upfront or deferred basis must be explicitly approved by the Board of Mayor and Alderman. Current refunding opportunities will be considered by the Finance Director if the refunding generates positive present value savings.

2. Restructuring for economic purposes

The City will refund debt when it is in the best financial interest of the City to do so. Such refunding will be limited to restructuring to meet unanticipated revenue expectations, achieve cost savings, mitigate irregular debt service payments, release reserve funds or remove unduly restrictive bond covenants.

3. Term of Refunding Issues

The City will refund bonds within the term of the originally issued debt. However, the Finance Director may consider maturity extension, when necessary to achieve a desired outcome, provided that such extension is legally permissible. The Finance Director may also consider shortening the term of the originally issued debt to realize greater savings. The remaining useful life of the financed facility and the concept of inter-generational equity should guide this decision.

4. Escrow Structuring

The City shall utilize the least costly securities available in structuring refunding escrows. In the case of open market securities, a certificate will be provided by a third party agent, who is not a broker-dealer stating that the securities were procured through an arms-length, competitive bid process, that such securities were more cost effective than State and Local Government Obligations (SLGS), and that the price paid for the securities was reasonable within Federal guidelines. Under no circumstances shall an underwriter, agent or financial advisor sell escrow securities to the City from its own account.

5. Arbitrage

The City shall take all necessary steps to optimize escrows and to avoid negative arbitrage in its refunding subject to the City's investment policies. Any positive arbitrage will be rebated as necessary according to Federal guidelines.

X. Methods of Issuance

The City or its designee will determine the method of issuance on a case-by-case basis.

1. Competitive Sale

In a competitive sale, the City's bonds shall be awarded to the bidder providing the lowest true interest cost as long as the bid adheres to the requirements set forth in the official notice of sale.

The City's Financial Advisor shall not be permitted to bid on the City's competitive bond sale.

2. Negotiated Sale

While the City prefers the use of a competitive process, the City recognizes that some securities are best sold through negotiation. In its consideration of a negotiated sale, the City shall assess the following circumstances:

- a. State prohibitions against negotiated sales,
- b. A structure which may require a strong pre-marketing effort such as a complex transaction or a "story" bond,
- c. Size of the issue which may limit the number of potential bidders,
- d. Market volatility is such that the City would be better served by flexibility in timing a sale,
- e. Whether the Bonds are issued as variable rate demand obligations,
- f. Whether an idea or financing structure is a proprietary product of a single firm.

The City's Financial Advisor shall not be permitted to serve as the underwriter on the City's negotiated bond sale.

3. Private Placement

From time to time the City may elect to privately place its debt. Such placement shall only be considered if this method is demonstrated to result in a cost savings to the City relative to other methods of debt issuance.

The City's Financial Advisor shall not be permitted to purchase the City's debt through a private placement.

XI. Underwriter Selection (Negotiated Transaction)

Senior Manager Selection

The Board of Mayor and Alderman or its designee shall select the senior manager for a proposed negotiated sale. The selection criteria shall include but not be limited to the following:

- The firm's ability and experience in managing complex transactions
- Prior knowledge and experience with the City
- The firm's willingness to risk capital and demonstration of such risk
- Quality and experience of personnel assigned to the City's engagement
- Financing ideas presented
- Underwriting fees

Co-Manager Selection

Co-managers will be selected on the same basis as the senior manager. In addition to their qualifications, co-managers appointed to specific transactions will be a function of transaction size and the necessity to ensure maximum distribution of the City's bonds.

Selling Groups

The City may use selling groups in certain transactions. To the extent that selling groups are used, the Finance Director at his or her discretion may make appointments to selling groups as the transaction dictates.

Underwriter's Counsel

In any negotiated sale of City debt in which legal counsel is required to represent the underwriter, the appointment will be made by the Senior Manager with input from the City.

Underwriter's Discount

The Finance Director will evaluate the proposed underwriter's discount against comparable issues in the market. If there are multiple underwriters in the transaction, the Finance Director will determine the allocation of fees with respect to the management fee, if any. The determination will be based upon participation in the structuring phase of the transaction.

All fees and allocation of the management fee will be determined prior to the sale date; a cap on management fee, expenses and underwriter's counsel will be established and communicated to all parties by the Finance Director. The senior manager shall submit an itemized list of expenses charged to members of the underwriting group. Any additional expenses must be substantiated.

Evaluation of Underwriter Performance

The Finance Director with assistance of an independent Financial Advisor will evaluate each bond sale after completion to assess the following: costs of issuance including underwriters' compensation, pricing of the bonds in terms of the overall interest cost and on a maturity-by-maturity basis, and the distribution of bonds and sales credits.

Following each sale, the Finance Director shall provide a report to the Board of Mayor and Aldermen on the results of the sale.

Syndicate Policies

For each negotiated transaction, the Finance Director will prepare syndicate policies that will describe the designation policies governing the upcoming sale. The Finance Director shall ensure receipt of each member's acknowledgement of the syndicate policies for the upcoming sale prior to the sale date.

Designation Policies

To encourage the pre-marketing efforts of each member of the underwriting team, orders for the City's bonds will be net designated, unless otherwise expressly stated. The City shall require the senior manager to:

- Equitably allocate bonds to other managers and the selling group
- Comply with Municipal Securities Rulemaking Board (MSRB) regulations governing the priority of orders and allocations
- Within 10 working days after the sale date, submit to the Finance Director a detail of orders, allocations and other relevant information pertaining to the City's sale

XII. Consultants

Financial Advisor

The City shall select a financial advisor (or advisors) to assist in its debt issuance and debt administration processes. Selection of the City's financial advisor(s) shall be based on, but not limited to, the following criteria:

- Overall quality of the firm's proposal as an indicator of its probability for success.
- Relevant Financial Advisor experience with municipal government issuers and the public sector.
- Indication that the firm has a broadly based background and is therefore capable of balancing the City's overall needs for continuity and innovation in capital planning and debt financing.
- Experience and demonstrated success as indicated by its listing of current major clients.
- The firm's professional reputation for integrity and compliance with state and federal law.
- Independence from municipal bond underwriting, trading, or other clients, activities, or events which could result in a conflict of interest.
- Professional qualifications and experience of principal employees who will work for the City.
- Commitment to fair and equitable employment practices.
- Consideration will be given to the proposed fee structure and estimated costs, but price will not be the sole determining factor.

Financial Advisory Services

Financial advisory services provided to the City shall include, but shall not be limited to the following:

- Advise the City on financial matters relating to proposed capital financing projects.
- Analyze the current debt profile and recommend appropriate changes to ensure correct mix of fixed rate debt, variable rate debt and structured products to accomplish the City's immediate and long-term fiscal objectives.
- Working with the City staff and their legal advisors, prepare Preliminary Official Statement, Official Statement, Notice of Bond Sale and other related documents.
- Advise and assist in presentations to rating agencies.
- Assist the City in obtaining competitive bids from bond underwriters, trustees, paying agents/registrars, printers and escrow verification agents, as necessary.
- In the event the City undertakes negotiated underwritings, the Financial Advisor shall represent the City's interests in all aspects of the negotiated transaction, including underwriter selection, revenue and transaction structuring, credit enhancement and pricing scales.
- Arrange for electronic disclosure and bidding services.
- Develop five and ten year debt strategies that incorporate the City's capital financing plans and revenue constraints. Discuss funding alternatives and cost benefits of proposed

strategies. Determine the City's debt or bonding capacity and the revenue impact of capital projects.

- Assist the City in identifying and obtaining new sources of funding for capital needs such as new revenues, asset sales, state and/or federal grants or incentive programs.
- Assess use of swaps and other structured products, and propose strategies, to meet the City's financing objectives.
- Develop a formal written debt policy, which incorporates the City's financial and operational objectives.
- Perform annual credit/scorecard calculations using the applicable local government criteria as provided by Moody's and Standard & Poor's.
- Perform bi-annual review of the City's credit/scorecard calculations in comparison to peer cities.
- Conduct necessary analysis and feasibility studies relating to financing of City projects, including cash flows, sources and uses, and sensitivity analysis of variables in a financing, such as interest rate, maturities, and rate of principal redemption.
- Propose innovative financing techniques, which may assist the City in minimizing costs, simplifying debt financing or achieving the City's objectives.
- Provide consultation and research on tax issues faced by the City relative to the financing of public infrastructure.
- Advise the City in complying with and preparing continuing disclosure information pursuant to Security and Exchange Commission rules.
- Cooperate and confer with the City's Bond Counsel and other advisors retained by the City.
- Review all financing documents and advise the City's Finance Director accordingly.
- Undertake such additional actions as will lead to the prompt and successful delivery of the proceeds and the production and availability of bonds.
- Make recommendations on legislation, as requested, which may significantly affect the bond's cost of financing.

Conflict of Interest

The City requires that its consultants and advisors provide objective advice and analysis, maintain the confidentiality of City financial plans, and be free from any conflicts of interest. Specifically, underwriters shall clearly identify itself in writing as an underwriter and not a financial advisor from the earliest stages of its relationship with the City. The underwriter must clarify its primary role as a purchaser of securities in an arms-length commercial transaction and that it has financial and other interests that differ from those of the City.

Bond Counsel

The City shall enter into an engagement letter agreement with the legal counsel representing the City in a debt transaction. City debt will include a written opinion by legal counsel affirming that the City is authorized to issue the proposed debt, that the City has met all legal requirements necessary for issuance, and a determination of the proposed debt's federal income tax status.

The approving opinion and other documents relating to the issuance of debt will be prepared by counsel with extensive experience in public finance and tax issues.

Disclosure by Financing Team Members

All financing team members, and their associated costs to perform such services, either on an on-time or continued basis, will be required to provide full and complete disclosure to the City and its governing body. Any and all Financing Team Members shall also disclose agreements with other financing team members and outside parties. The extent of disclosure may vary depending on the nature of the transaction. However, in general terms, no agreements shall be permitted which could compromise the firm's ability to provide independent advice which is solely in the City's best interests or which could reasonably be perceived as a conflict of interest.

XIII. Disclosure

The City will provide annual financial and economic information to the Electronic Municipal Market Access facility of the Municipal Securities Rulemaking Board. The City will also notify the MSRB of any of the following material events:

- Principal and interest payment delinquencies
- Nonpayment-related defaults
- Unscheduled draws on bond-related reserves
- Unscheduled draws on credit enhancements
- Substitution of credit or liquidity providers or the failure of performance on the part of a liquidity provider
- Adverse tax opinions or events affecting the tax-exempt status of any bonds
- Modifications to rights of bond holders
- Bond calls
- Defeasances
- Matters affecting collateral
- Rating changes

The City will also maintain a system of record keeping and reporting which complies with the arbitrage rebate compliance requirements of the federal tax code.

XIV. Debt Policy Review

The debt policy guidelines outlined herein are only intended to provide general direction regarding the future use and execution of debt, interest rate swaps and options. The City maintains the right to modify these guidelines and may make exceptions to any of them at any time to the extent that the execution of such debt, swap or option achieves City goals.

This policy will be reviewed no less frequently than annually. At that time the Finance Director will consider any recommendations for any amendments, deletions, additions, improvements or clarification.



City of Franklin, Tennessee **FY 2026 Operating Budget**

Appendix F – Capital Assets Policy

The City of Franklin has recently adopted a capital assets policy. The policy attached on the ensuing pages was reviewed and approved by the Board of Mayor and Alderman in June 2019. It will be reviewed again in June 2023.



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CAPITAL ASSETS POLICY

CITY OF FRANKLIN, TENNESSEE
Capital Assets Policy

Table of Contents

1. General Policy	1
2. Capital Assets Tracking from Acquisition to Disposal	1
2A. Capital Assets Defined	1
2B. Assets Other Than Capital Assets Defined	1
2C. Non-City Assets Defined	2
2D. Capital Asset Thresholds	2
2E. Capital Asset Responsibilities	2
2F. Capital Asset Categories	3
2G. Capital Asset Costs	5
2H. Non-Capital Assets Costs	7
2I. Capital Asset Coding	9
3. Capital Assets Reporting in the Finance Statements	10
3A. Depreciation	10
3B. Estimated Life of Capital Assets	11
3C. Other Capital Asset Considerations	12
3D. Capital Asset Reductions	13
4. Procedures	13
5. Exceptions to Policy/Reporting of Exceptions	13

CITY OF FRANKLIN, TENNESSEE
Capital Assets Policy

1. General Policy

The purpose of this policy is to provide guidance regarding capital assets:

- (1) tracking from acquisition to disposal, and
- (2) reporting in the financial statements in accordance with standards established by the Governmental Accounting Standards Board (GASB). Capital assets represent the most significant amounts on the balance sheet in the City's Comprehensive Annual Finance Report (CAFR).

2. Capital Assets Tracking from Acquisition to Disposal

2A. Capital Assets Defined

The City has various assets. To be a capital asset, three (3) criteria must be met:

- (1) Either a tangible asset owned by the City or an intangible asset in which the City has rights but not ownership. (For examples of intangible assets, please see page 12)
- (2) An asset with an initial, individual cost of more than the capital asset threshold (see Capital Asset Thresholds) for the asset type, and
- (3) An asset with an estimated useful life of three (3) or more years.

2B. Assets Other Than Capital Assets Defined

All assets are not capital assets. The City has two (2) other asset classifications not included in capital assets:

- (1) **Departmental Non-Capital Assets.** These are items in use (equipment, furniture, fire hydrants, etc.) that individually do not meet the capital asset criteria. At the discretion of the City's Comptroller, if an asset inventory purchase total exceeds the Capital Asset Threshold the purchase will be reviewed as necessary for potential depreciation as a capital asset.
- (2) **Financial Inventory.** These are items held in inventory (stored parts or supplies) that comprise \$25,000 or more in total within a department. Generally, these departments have included Water/Wastewater, Streets-Traffic, Streets-Fleet, Police (ammunition), and SES (waste containers). Departments perform a minimum of an annual count of financial inventory. Finance performs a spot check review of financial inventory usually after the department count. Other spot checks may be done more than annually.

CITY OF FRANKLIN, TENNESSEE
Capital Assets Policy

2C. Non-City Assets Defined

If another government owns a capital asset, the other government reports the capital asset even if the City is responsible for its maintenance. Maintenance responsibility should be used only when ownership is unclear.

2D. Capital Asset Thresholds

Assets purchased, constructed, or received through capital lease or donation must be uniformly grouped into capital asset types. The following table summarizes the capitalization thresholds for the city's capital asset types. Amounts are capitalized when the cost or value equals or exceeds the applicable threshold amount. Projects will remain open for twelve (12) months after construction is complete to capture any late occurring costs. The threshold normally is applied to individual items in a group of similar items, rather than to the group as a whole. (Ex. fire hydrants, etc.)

Type	Threshold Amount
Land	Purchase Price
Buildings	\$100,000
Improvements	\$100,000
Infrastructure	\$100,000
Equipment	\$25,000

For assets funded with federal grants, the federal thresholds will be used in place of the above amounts to determine capitalization.

2E. Capital Assets Responsibilities

To ensure best practices, the following capital assets responsibilities are in place:

- a. **Capital Investment Planning.** Departments should include estimates by asset type (street portion, streetscape portion, traffic signal portion, etc.) of capital investment projects.
- b. **Budgeting.** Departments should strive to itemize capital asset acquisitions in their budgets by asset type (land, building, equipment, etc.).
- c. **Tracking.** Departments should maintain a list of its capital assets from acquisition to disposal. The preferred method of tracking is within a computer database. This list should include:
 - (a) Asset description
 - (b) Asset identifier (address, VIN, Serial ID, tag number if applicable, etc.)
 - (c) Date of acquisition
 - (d) Asset cost or value when acquired
 - (e) Estimated useful life
 - (f) Date of disposal (in the fiscal year the asset is disposed. The asset would be removed from the list in the following fiscal year.)

2

CITY OF FRANKLIN, TENNESSEE
Capital Assets Policy

- d. **Acquisitions.** Acquisitions should strive to be shown by each asset (if 10 vehicles meeting the capital asset criteria are purchased, there should be 10 transactions with each having an asset identifier).
- e. **Disposals.** Report any assets deemed to be surplus and unneeded by the department so that proper transfer or disposal can proceed. Theft or loss of property should be reported immediately. A police report should be obtained on all losses suspected of being stolen.
- f. **Reporting.** At least annually, departments shall provide their lists to Risk Management (HR) and Finance. All departments are required to prepare and maintain an annual inventory of all assets assigned to their respective department. A second inventory listing of only assets with cost basis that are over the capitalization threshold for financial reporting should be prepared and submitted to Finance. Department directors are responsible for the inventories of their respective department.
- g. **Review.** At least annually, Finance will spot check capital assets. Depending on the capital asset, Finance may recommend tagging capital assets to enhance tracking.

2F. Capital Asset Categories

The City reports five (5) categories of capital assets: Land, Buildings, Improvements, Infrastructure, and Equipment. Each category is further identified by type.

Land. Land is the surface or crust of the earth, which may be used to support structures. Land improvements consist of betterments, site preparation and site improvements (other than buildings) of a permanent nature that ready the land for its intended use. The costs associated with improvements to land are added to the cost of the land. Land and land improvements are inexhaustible assets and do not depreciate over time. For financial reporting, infrastructure right-of-way (ROW) or easements are reported in the land classification

The City reports two (2) types of capital assets as land:

- (1) **Land Acquired (including right of way).** Expenditures for the purchase of land, including right-of-way. This includes land the City has ownership.
- (2) **Easements Acquired.** Expenditures for the purchase of easements. This includes property the City has rights but not ownership. Temporary easements are at the discretion of the City's Comptroller, since it depends on length of the temporary acquisition.

Buildings. A building is a structure that is permanently attached to the land and is not intended to be transportable or moveable. Building improvements are capital events that materially extend the useful life of a building, increase the value of a building or both. A building improvement should be capitalized and recorded as an increase to the value of the existing building if the cost of the improvement meets or exceeds the capitalization threshold and increases the estimated useful life.

CITY OF FRANKLIN, TENNESSEE
Capital Assets Policy

The City reports three (3) types of capital assets as buildings:

- (1) **Buildings Acquired.** Expenditures for acquiring existing buildings.
- (2) **Building Design and Construction.** Expenditures for design and construction of new buildings. This includes parking garages.
- (3) **Building Improvements.** Expenditures for improvements made to existing buildings. Improvements means any expenditure greater than the asset type threshold that adds new capacity to an existing building or extends the estimated useful life of an existing building. This includes an addition, a new roof, or a new HVAC system.

Improvements. Improvements other than buildings include depreciable improvements and betterments made to land of a permanent nature, other than buildings that add value to land, but do not have an indefinite useful life.

The City reports two (2) types of capital asset as improvements:

- (1) **Parks and Recreation Facilities.** Cost of acquisition and improvements to City parks.
- (2) **Distribution and Collection Systems.** Cost of acquisition and improvements to City's water, sewer, and reclaimed distribution systems.

Infrastructure. Infrastructure assets are capitalized. The city has elected to apply depreciation expense for these assets. Costs for both maintenance and preservation of these assets are expensed in the period incurred.

Additions and improvements to existing infrastructure assets that increase capacity or efficiency are capitalized. Examples of additions and improvements that increase capacity or efficiency include adding a new lane or widening the lanes of an existing road, or alignment improvements.

For purposes of infrastructure accounting and reporting, the city has determined that roads will consist of lane miles of roadways and dissimilar assets such as drainage systems, lighting, and signalization are recorded separately.

Infrastructure is overseen by Engineering, Street Department, IT, or the Water Management Department.

The City reports eight (8) types of capital assets as infrastructure:

- (1) **Drainage.** Cost of improving drainage.
- (2) **Streets.** Cost of adding or improving streets.
- (3) **Curb and Gutter.** Cost of adding or improving curb and gutter.
- (4) **Gateway Enhancement and Streetscape.** Cost designated for adding or improving gateway enhancement and streetscape.
- (5) **Bridges and Tunnels.** Cost of adding or improving bridges and tunnels.
- (6) **Sidewalks.** Cost of adding or improving sidewalks.
- (7) **Traffic Signals.** Cost of acquiring and installing traffic signals.
- (8) **Streetlights.** Cost of installing or improving streetlights.

CITY OF FRANKLIN, TENNESSEE
Capital Assets Policy

Equipment. Machinery and equipment is an apparatus, tool, or conglomeration of pieces to form a tool, or purchased equipment, used in operations. These items can be fixed or movable tangible assets. They will stand alone and not become a part of a basic structure or building.

The City reports fives (5) types of capital assets as equipment:

- (1) **Furniture and Fixtures.** Expenditures for furniture and fixtures, including office furniture and building fixtures, with a unit cost more than the capital asset type threshold. Normally, such items would be indoors and would not require power to operate. Examples include chairs, tables, bookcases, and office cubicles.
- (2) **Vehicles.** Expenditures for on-road rolling stock with a unit cost in excess of the capital asset type threshold each, used to transport persons or objects. May include expenditures for permanent improvements to new vehicles prior to placing the vehicle in service for the first time, regardless of cost (e.g., permanent attachments, pickup truck bed covers and bed liners, patrol car light bars, window tinting, etc.). Examples of vehicles include trailers, motorcycles, automobiles (e.g., sedans, pick-up trucks, SUVs) and on-road trucks to which the City affixes a license plate. Does NOT include off-road rolling stock to which the City does NOT affix a license plate.
- (3) **Machinery and Equipment.** Expenditures for machinery and equipment with a unit cost in excess of the capital asset type threshold each, usually composed of a complex combination of parts. Examples include copiers, electronics, power tools, self-contained breathing apparatus, off-road rolling stock to which the City does NOT affix a license plate, traffic controllers and monitors, and radio equipment. Does NOT include computer hardware and vehicles to which the City affixes a license plate.
- (4) **Computer Hardware.** Computer hardware with a unit cost over the capital asset type threshold.
- (5) **Computer Software.** Non-recurring cost of computer software with a unit cost over the capital asset type threshold. For internally generated computer software, only costs incurred during the application development stage are considered capital assets.

2G. Capital Asset Costs

Capital assets are stated at historical cost or, in some instances, estimated historical cost. Donated capital assets, donated works of art and similar items, and any capital assets received in service concession arrangements are reported at acquisition value. Major outlays for capital assets and improvements are capitalized as projects are constructed. The cost of normal maintenance and repairs that do not add to the value of an asset or materially extend the asset's life is not capitalized.

Capital assets, except for land, land improvements and intangible assets with an indefinite useful life are depreciated over their estimated useful lives.

Land

Costs to include as land include:

- Original purchase price or estimated acquisition value at time of donation
- Professional fees (closing fees, title searches, architect, legal, engineering, appraisal, surveying, environmental assessments, etc.)
- Land excavation, fill, grading, drainage, and clearing

5

CITY OF FRANKLIN, TENNESSEE
Capital Assets Policy

- Demolition of existing buildings and improvements (less salvage)
- Removal, relocation, or reconstruction of property of others (railroad, telephone and power lines)
- Water wells (including the initial cost for drilling, the pump and its casing)
- Accrued and unpaid taxes at date of acquisition

Buildings Acquired

Costs to include for buildings acquired include:

- Original purchase price
- Expenses for remodeling, reconditioning or altering the structure of a purchased building to make it ready to use for the purpose for which it was acquired (including internal payroll and payroll-related costs of employees directly involved in the activity)
- Environmental compliance costs (i.e., asbestos abatement)
- Professional fees (legal, architect, inspections, title searches, etc.)
- Payment of unpaid or accrued taxes on the building to date of purchase
- Cancellation or buyout costs of existing leases
- Other costs required to place the asset into operation

Buildings Designed and Constructed

Costs to be capitalized for buildings designed and constructed include:

- Completed structure costs
- Expenses incurred for the preparation of plans, specifications, blueprints, etc.
- Cost of building permits
- Professional fees (architectural, engineering, legal, management fees for design and supervision, etc.)
- Cost of permanently attached fixtures or machinery that cannot be removed without impairing the use of the building

Building Improvements

Costs to be capitalized for building improvements include:

- Similar costs included above in constructed buildings but rather associated with additions to buildings (expansions, extensions, or enlargements)
- Conversion of areas including attics, basements, etc., to usable space
- Structures attached to the building such as covered patios, sunrooms, garages, carports, enclosed stairwells, etc.
- Installation or upgrade of heating and cooling systems
- Installation/upgrade of wall or ceiling covering such as carpeting, tiles, paneling, or parquet
- Structural changes such as reinforcement of floors or walls, installation or replacement of beams, rafters, joists, steel grids, or other interior framing
- Installation or upgrade of window or door frames, upgrading of windows or doors, built-in closet and cabinets

6

CITY OF FRANKLIN, TENNESSEE
Capital Assets Policy

- Interior renovation associated with casings, baseboards, light fixtures, ceiling trim, etc.
- Installation or upgrade of plumbing and electrical wiring
- Installation or upgrade of phone or closed-circuit television systems, networks, fiber optic cable or wiring required in the installation of equipment (that will remain in the building)

Improvements

Costs to be capitalized as improvements include:

- Park buildings
- Park fencing and gates, parking lots, driveways, parking barriers (would not include restriping or resurfacing of existing lots and driveways)
- Outside sprinkler systems
- Recreation areas and athletic fields (including bleachers)
- Paths and trails
- Water and wastewater lines
- Lift Stations, Booster Stations, Water Tanks, Treatment Facilities
- Swimming pools, tennis courts, basketball courts
- Fountains

Equipment

Costs to be included as equipment include:

- Acquisition cost, which is the net invoice price of the equipment including the cost of modifications, site preparation, assembly, attachments accessories, or auxiliary apparatus necessary to make the equipment operable.
- Separately invoiced associated charges such as the cost of installation transportation, or protective in-transit insurance, must also be included in determining the acquisition cost
- If a group of smaller items is acquired, and all items are needed to make the equipment operational for its intended purpose, all must be included when determining whether the purchase is classified as a capital asset or not
- A reduction for any trade-in value of a prior owned asset

2H. Non-Capital Assets Costs

The costs of normal maintenance and repairs that do not add to the value or materially extend the useful life of the asset are not capitalized. Repairs or replacements that are merely costs to retain an asset in its normal capacity are not to be capitalized. Repairs or replacements that have an effect on a capital asset's functionality (effectiveness or efficiency) or materially extends a capital asset's expected useful life should be capitalized.

Costs that are not included in capital assets:

- Assets the City does not own or have rights
- Assets not meeting the asset type threshold amount
- Assets not having an estimated useful life of three (3) years or more
- Adding, removing and/or moving walls in conjunction with renovation projects that are not considered major rehabilitation projects and that do not increase the value of

CITY OF FRANKLIN, TENNESSEE
Capital Assets Policy

- the building
- Improvement projects of minimal or no added life expectancy and/or value to the building
- Plumbing or electrical repairs
- Cleaning, pest extermination, or other periodic maintenance
- Interior decoration, such as draperies, blinds, curtain rods, wallpaper
- Exterior decoration, such as detachable awnings, uncovered porches, decorative fences, etc.
- Maintenance-type interior renovation, such as repainting, touch-up plastering, replacement of carpet, tile, or panel sections, sink and fixture refinishing, etc.
- Maintenance-type exterior renovation such as repainting, replacement of deteriorated siding, roof, or masonry sections
- Replacement of a part or component of a building with a new part of the same type and performance capabilities, such as replacement of an old boiler with a new one of the same type and performance capabilities
- Any other maintenance-related expenditure which does not increase the value or useful life of the building
- Repairs and maintenance—retain value rather than provide additional value to an asset. The cost of normal maintenance and repairs that do not add to the value of an asset or materially extend the asset's life is not capitalized
- Replacement machinery and equipment—must be evaluated as a stand-alone purchase using the capital asset criteria
- Modifications and upgrades of existing machinery and equipment— should be evaluated on a case-by-case basis. Equipment modification and upgrade costs will be capitalized when they materially extend the useful life, increase the capacity, or improve the efficiency of the original asset and meet, or exceed the city's capitalization threshold. The expenditures are capitalized and reported as a child asset of the existing machinery and equipment. The asset value and useful life of the original piece of equipment are not modified.
- Costs of extended warranties and/or maintenance agreements, which can be separately identified from the cost of the equipment, should not be capitalized.
- Training costs, which can be separately identified from the cost of the equipment, should not be capitalized.
- Items acquired for resale
- Feasibility studies
- Capitalized Interest, which is interest incurred on debt during the construction period of a capital asset

CITY OF FRANKLIN, TENNESSEE
Capital Assets Policy

2I. Capital Asset Coding

Like other costs, capital asset costs are expensed in all funds. (However, at fiscal year-end, in proprietary funds (water and wastewater), the expense is changed to capital assets and depreciated in the general ledger.)

The fund and department that owns or has rights to the asset should also be used with the expenditure codes below.

The following expenditure codes should be used for capital and non-capital asset acquisitions:

Asset Type	Capital Asset	Non-Capital Asset
LAND		
Land Acquired	89110	n/a
Easements Acquired	89120	85170
BUILDINGS		
Buildings Acquired	89210	85180
Building Design & Construction	89220	85182
Building Improvements	89230	85184
IMPROVEMENTS		
Parks & Recreation Facilities	89310	83710
Distribution Systems	89320	83720
INFRASTRUCTURE		
Drainage	89410	83810
Streets	89420	83820
Curb & Gutter	89430	83830
Gateway Enhancement & Streetscape	89440	83840
Bridges & Tunnels	89450	83850
Sidewalks	89460	83860
Traffic Signals	89470	83870
Streetlights	89480	83880
EQUIPMENT		
Furniture, Fixtures	89510	83510
Vehicles	89520	83520
Machinery & Equipment	89530	83530
Computer Hardware	89540	83540
Computer Software	89550	83560

If capital assets are sold, proceeds from the sale should be recorded to the revenue account (36800). The fund used would be the one with ownership of the asset.

CITY OF FRANKLIN, TENNESSEE
Capital Assets Policy

3. Capital Assets Reporting in the Financial Statements

3A. Depreciation

Although capital assets are expensed for budget purposes, they are shown as capital assets in the government-wide balance sheet of the financial statements. They are reclassified to capital assets through fiscal year-end worksheet adjustments. Depreciation of these assets are also done by worksheet adjustments. However, in proprietary funds (water and wastewater), the expenses are changed at fiscal year-end to capital assets accounts and depreciated.

Depreciation is the systematic and rational allocation of net cost (cost less estimated residual value) over the depreciable asset's estimated useful life. The City calculates depreciation on a straight-line basis over the estimated useful life. The City begins depreciation in the first month of use for a full month, or if the starting month is not known, depreciation is assumed for ½ of the fiscal year of implementation.

Residual value is the estimate of what an asset may be sold for at the end of its service life. The City utilizes capital assets until they are deemed worthless, so a residual value of zero (0) is assigned to all capital assets.

For infrastructure, the city elected to depreciate infrastructure costs in lieu of using the modified approach. Under the modified approach, depreciation expense would not have been recorded for infrastructure capital assets that met certain condition requirements.

Land acquired, easements acquired, and drainage are not depreciated.

CITY OF FRANKLIN, TENNESSEE
Capital Assets Policy

3B. Estimated Life of Capital Assets

The City uses straight-line depreciation over the estimated useful life of the capital asset. Estimated life may vary between asset type. Unless material, the City does not adjust depreciation where actual life differs from estimated life.

The City uses the following estimated life schedule for its capital assets:

Capital Asset Type	Estimated Life (years)
LAND	
Land Acquired	Not depreciated
Easements Acquired	Not depreciated
BUILDINGS	
Buildings Acquired	50 less years since built
Building Design & Construction	50
Building Improvements	25
IMPROVEMENTS	
Parks & Recreation Facilities	10-50
Distribution Systems	10-50
INFRASTRUCTURE	
Drainage	Not depreciated
Streets	50
Curb & Gutter	40
Gateway Enhancement & Streetscape	20
Bridges & Tunnels (road bridges)	40
Bridges & Tunnels (pedestrian bridges)	30
Sidewalks	30
Traffic Signals	20
Streetlights	20
EQUIPMENT	
Furniture, Fixtures	3-10
Vehicles *	5-10 yrs (based on warranty)
Machinery & Equipment	3-10 yrs (based on warranty)
Computer Hardware	3-10
Computer Software	3-10

*Fire Apparatus Expected Life is up to 15 years

CITY OF FRANKLIN, TENNESSEE
Capital Assets Policy

3C. Other Capital Asset Considerations

Intangible Assets

An asset that possesses lack of physical substance, nonfinancial nature, and initial useful life extending beyond three (3) or more reporting periods. Computer software is the most commonly known type of intangible. Other items could include easements, land use rights, patents, trademarks, etc. For example, the City may receive rights to use land that another government has ownership.

Trade-Ins

When the purchase of a new capital asset includes the trade-in of a similar old asset, the expenditure is the amount paid. For CAFR reporting, the book value of the old asset is added to the amount paid to reflect the acquisition cost of the new asset. No gain or loss is recorded. (For example, if a copier costs \$25,000 with a \$3,000 trade-in allowance for an old copier that has a book value of \$8,000, the asset cost of the new copier is \$30,000. This is the book value of the old asset \$8,000 + the cost paid for the new copier \$22,000.)

Installment Purchases

Some capital assets are acquired and owned by the City but the full acquisition price may not be immediately paid in full. The payments may occur over multiple years. For these types of purchases, each payment will be expensed. Then, for financial reporting, the capital asset will be reported at its total value along with a deferred outflow for the outstanding payments due.

Construction in Progress

Construction in Progress (CIP) is an asset account that represents the temporary accumulation of costs, such as labor, materials, equipment, and any ancillary charges directly attributable to the construction of the project. The accumulation of costs continues in the CIP account until the project is complete. Once the asset is complete and placed into service, the costs are transferred from CIP to the appropriate capital asset category. This concept would be the same for buildings, infrastructure, or internally generated assets.

Impairments

A capital asset is impaired when its service utility has permanently declined significantly and unexpectedly. Events or changes in circumstances that may be indicative of impairment include evidence of physical damage, changes in legal or environmental factors, technological changes or evidence of obsolescence, changes in the manner or duration of use of a capital asset, and construction stoppage.

Generally, an asset would be considered impaired if both:

- The expenses associated with the potentially impaired asset (i.e., continued operation and maintenance, including depreciation, or cost associated with restoration) are significant compared to its useable capacity.
- The event or change in circumstances was outside the normal life cycle of the asset.

CITY OF FRANKLIN, TENNESSEE
Capital Assets Policy

When a department learns of a capital asset impairment, or other type of loss (other than from sales) it should contact HR Risk Management and the Finance Department.

In the event a capital asset is impaired, there are two options for reporting the impairment:

- If the asset will no longer be used then the book value of the asset should be written down to the lower of carrying value or fair market value
- If the asset will continue to be used then the book value of the asset should be adjusted by the net of the impairment loss and restoration costs.

Estimated impairment losses will be evaluated and recorded based on the above considerations. Losses should be recorded as a direct expense to the business function that owned the asset.

3D. Capital Asset Reductions

Capital Assets no longer owned or in possession of the City shall be removed from the capital asset records.

1. Sold and/or Retired – These assets will be removed from the capital asset records upon formal notification from the responsible party of such disposition. City policy regarding the sale/disposal of surplus equipment will be followed.
2. Transferred Assets – Assets that are transferred to proprietary (business-type) funds will be accounted for separately from the governmental activities of the City and will be removed from the capital asset records (in relation to governmental activities) upon transfer to a proprietary fund (i.e. the asset will be accounted for in the proprietary fund).
3. Missing – Assets not seen for two consecutive annual periods will be classified as missing and will be removed from the capital asset records upon formal notification to inventory control. These assets no longer will be searched for in regular annual inventories. However, if an asset is located at some time in the future, it will be reactivated in the system.

4. Procedures

The Finance Department will implement procedures that are in accordance with this policy. Each department is responsible for reviewing their business practices and processes for capital assets and determine where risks exist and where and how controls can be established to mitigate these risks.

5. Exceptions to Policy/Reporting of Exceptions

If a capital assets situation arises that is not covered within this policy, the City Administrator may authorize the method of handling. The capital assets exception will be reported at the next available Board of Mayor and Aldermen (BOMA) meeting as an action on behalf of the Board by the City Administrator.



City of Franklin, Tennessee **FY 2026 Operating Budget**

Appendix G – Investments Policy

The City of Franklin has adopted an investments policy. The policy attached on the ensuing pages was reviewed, updated and approved by the Board of Mayor and Alderman in April 2021. It will be reviewed again in June 2025 or as needed.



HISTORIC
FRANKLIN
TENNESSEE

Investment Policy

3/26/2021

Policy Statement

It is the policy of the City of Franklin to invest its funds in a manner which will provide for the safety of principal with a market rate investment return, while meeting daily cash flow requirements, and conforming to all state statutes governing the investment of funds under control of the City.

Table of Contents

1.0 Introduction	3
2.0 Governing Authority	3
3.0 Scope	3
4.0 Objectives	3
• Safety	
• Liquidity	
• Return on Investment	
• Legal Considerations	
5.0 Standards of Care.....	4
• Delegation of Authority	
• Prudence	
• Ethics and Conflict of Interest	
6.0 Authorized Counterparty Institutions	5
7.0 Safekeeping, Custody, and Controls	6
• Delivery vs. Payment	
• Third Party Safekeeping	
• Internal Controls	
8.0 Suitable and Authorized Investments	6
9.0 Investing Parameters.....	9
10.0 Maturity Constraint	10
11.0 Reporting and Performance Measurement.....	10
• Reporting	
• Performance Measurement	
12.0 Policy Adoption	11
GLOSSARY OF TERMS	12

1.0 Introduction

This Investment Policy defines the parameters to which funds are to be invested by the City of Franklin (City). These guidelines are intended to be broad enough to allow designated investment staff to function properly within the parameters of responsibility and authority, yet specific enough to safeguard the investment assets adequately. This policy applies to all activities related to the prudent investing of its financial assets.

2.0 Governing Authority

The City of Franklin's investment program shall be operated in conformance with federal, state, and other legal requirements, including TCA 6-56-106, titled Suitable and Authorized Investments, which governs the investment of public funds by cities and towns.

3.0 Scope

This policy applies to the investment of all funds of the City of Franklin, excluding the retirement funds. Retirement funds and proceeds from certain bond issues, as well as separate foundation or endowment assets, are covered by separate policies.

- **Pooling of funds:** Except for cash in certain restricted and special funds, the City will consolidate cash and reserve balances from all funds to maximize investment earnings and to increase efficiencies with regard to investment pricing, safekeeping and administration. Investment income will be allocated to the various funds based on their respective participation and in accordance with generally accepted accounting principles.
- **Special Funds:** Those funds that are considered restricted and special funds are: City of Franklin Employee retirement Fund, Adequate Facilities Tax Fund, Road Impact Fund, Stormwater Fund, and retainage accounts.

4.0 Objectives

All the City's investment activity will be conducted in a manner that emphasizes attainment of the following four (4) controlling objectives:

- **Safety:** Safety of principal is the most foremost objective of the investment program. Investments shall be undertaken in a manner that seeks to ensure the preservation of capital in the overall portfolio. The objective will be to mitigate credit risk and interest rate risk.
 - **Credit Risk:** The City will minimize credit risk, which is the risk of loss due to the failure of the security issuer or backer, by:
 - Limiting investments to the types of securities listed in this Investment Policy;
 - Pre-qualifying the financial institutions, broker/dealers, intermediaries, and advisers with which the City will do business;
 - Diversifying the investment portfolio so that the impact of potential losses from any one type of security or from any one individual issuer will be minimized.

- **Interest Rate Risk:** The City will minimize interest rate risk, which is the risk that the market value of securities in the portfolio will fall due to changes in market interest rates, by:

Structuring the investment portfolio so that securities mature to meet cash requirements for ongoing operations, thereby avoiding the need to sell securities on the open market prior to maturity;

Investing operating funds primarily in shorter-term securities, money market mutual funds, or similar investment pools and limiting the average maturity of the portfolio in accordance with this policy.

- **Liquidity:** The investment portfolio shall remain sufficiently liquid to meet all operating requirements that may be reasonably anticipated. This is accomplished by structuring the portfolio so that securities mature concurrent with cash needs to meet anticipated demands (static liquidity). Furthermore, since all possible cash demands cannot be anticipated, the portfolio should consist largely of securities with active secondary or resale markets (dynamic liquidity). Alternatively, a portion of the portfolio may be placed in money market mutual funds, bank repurchase agreements, or local government investment pools, which offer same-day liquidity for short-term funds.
- **Return:** The investment portfolio shall be designed with the objective of attaining a market rate of return throughout budgetary and economic cycles, taking into account the investment risk constraints and liquidity needs. Return on investment is of secondary importance compared to the safety and liquidity objectives described above. The core of investments is limited to relatively low risk securities in anticipation of earning a fair return relative to the risk being assumed. Securities shall generally be held until maturity with the following exceptions:
 - A security with declining credit may be sold early to minimize loss of principal;
 - A security swap would improve the quality, yield, or target duration in the portfolio; Liquidity needs of the portfolio require that the security be sold.
- **Local Considerations:** The City of Franklin seeks to promote local economic development through various programs and activities. Included is a program of rewarding local financial institutions that increase their commitments to private economic growth and local housing investment.

The City may accept a proposal from an eligible institution that provides for a reduced rate of interest provided that such institution documents the use of deposited funds for community development projects.

The Board of Mayor and Aldermen recognizes that a Linked Deposit Program might diminish short-term investment yields by up to 10 basis points in exchange for potential expansion of the tax base.

5.0 Standards of Care

- **Delegation of Authority:**

Governing Body: The Board of Mayor and Aldermen will retain ultimate fiduciary responsibility for the portfolios and have the authority to direct the management of the investment program.

Chief Financial Officer: Authority to manage the investment program is granted to the Chief Financial officer, hereinafter referred to as Investment Officer. The investment officer shall establish written procedures for the operation of the investment program, consistent with this

investment policy. The investment officer shall be responsible for all transactions undertaken and shall establish a system of controls to regulate all activities of the program.

Investment Adviser: The City may engage the services of an external non-discretionary investment adviser to assist with the management of the City's investment portfolio in a manner that is consistent with the City's objectives and this policy. Such advisers shall provide recommendation and advices regarding the City's investment program including but not limited to advice related to the purchase and sale of investments in accordance with this Investment Policy.

The investment adviser's responsibilities include the following:

- Determine the targeted risk profile and allocation among allowable investments
- Determine the number, type and structure of investments within the confines set forth by and reflected in this Investment Policy.

- **Prudence:**

The standard of prudence to be used in the context of managing the overall portfolio is the prudent person rule which states:

Investments will be made with judgment and care, under circumstances then prevailing, which persons of prudence, discretion and intelligence exercise in the management of their own affairs not in regard to speculation but in regard to the permanent disposition of the funds considering the probable income as well as the probable safety of the capital.

- **Ethics and Conflict of Interest:**

City of Franklin employees involved in the investment process shall refrain from personal business activity that could conflict with proper execution and management of the investment program or which could impair their ability to make impartial investment decisions. They shall disclose any material financial interests and any large personal financial / investment positions that could be related to the performance of the City's portfolio.

6.0 Authorized Counterparty Institutions

- **Broker/Dealers:** The Investment Officer shall maintain and review annually a list of all authorized broker/dealers that are approved to transact with the City for investment purposes.

The Investment Officer or designee may utilize the investment advisor's approved broker/dealer list in lieu of the City's own approved list. The advisor must submit the approved list to the City annually and provide updates throughout the year as they occur. The advisor must maintain documentation of appropriate license, professional credentials and financial statements of broker/dealers on the list.

Annual review must include the following documentation:

- Proof of FINRA Registration
- Proof of State Registration
- Financial Review
- Broker Check for Violations

- **Financial Institution Depositories:** All financial institutions who desire to become depositories must meet the statute requirements to maintain deposits in the State of Tennessee and must provide the following:

- Audited financial statements demonstrating compliance with state and federal capital adequacy guidelines
 - Proof of state registration
 - Evidence of adequate insurance coverage
- **Investment Advisers:** The City may engage the services of an external investment adviser, with the approval of the Board of Mayor & Aldermen, to assist with the management of its investment portfolio in a manner that is consistent with the City's controlling objectives. Such advisers may be granted the authority to purchase and sell investments in accordance with this Investment Policy, and the adviser may only provide non-discretionary management services, which requires prior authorization from the City on all transactions.

Such Advisers must be registered under the Investment Advisers Act of 1940, with the Securities and Exchange Commission, and their performance will be periodically reviewed by City management. Investment advisory services will be acquired through a competitive bidding process.

- **Minority and Community Financial Institutions:** From time to time, the investment officer may choose to invest in instruments offered by minority and community financial institutions. All terms and relationships will be fully disclosed prior to purchase, will be reported to the Budget and Finance Committee on a regular basis, and should be consistent with state or local law.

7.0 Safekeeping, Custody, and Controls

- **Delivery vs. Payment:**

All trades of marketable securities will be executed (cleared and settled) on a delivery vs. payment (DVP) basis to ensure that securities are deposited in the City's safekeeping institution prior to the release of funds.

- **Third Party Safekeeping:**

The investment officer shall designate all safekeeping arrangements and an agreement of the terms shall be executed in writing. The third-party custodian shall be required to provide a statement to the City listing, at a minimum, each specific security, book yield, description, maturity date, market value, par value, purchase date, and CUSIP number. All securities pledged to the City for certificates of deposit or demand deposits shall be held in a segregated account at the issuing financial institution.

- **Internal Controls:**

Management will establish and maintain internal controls designed to provide reasonable assurance that the assets of the City are protected from loss, theft or misuse. The concept of reasonable assurance recognizes that the cost of a control should not exceed the benefits likely to be derived.

8.0 Suitable and Authorized Investments

All investments of the City are limited by the Tennessee Code Annotated 6-56-106 Statute.

This policy recognizes S&P, Moody's and Fitch as the major Nationally Recognized Statistical Ratings Organizations (NRSRO).

In the case of split ratings, where the major NRSROs issue different ratings, at least two must have the AA- or its equivalent.

Minimum credit ratings and percentage limitations apply to the time of purchase.

Idle Funds of the City:

- 1) **U. S. Treasury Obligations:** Bonds, notes or treasury bills of the United States;
- 2) **GSE – Primary Agency Obligations:** Government Sponsored Enterprises (GSEs) – Non-convertible debt securities of the following federal government: Federal Home Loan Banks (FHLB); Federal National Mortgage Association (FNMA), the Federal Farm Credit Bureau (FFCB). and the Federal Home Loan Mortgage Corporation (FHLMC),
- 3) **GSE – Secondary Agency Obligations:** Any other obligations not listed as primary agency, that are guaranteed as to principal and interest by the United States or any of its agencies. They include but are not limited to: Private Export Funding Corporation (PEFCO), Tennessee Valley Authority (TVA), Financing Corporation (FICO) and Federal Agricultural Mortgage Corporation, (Farmer Mac). Securities must be rated.
- 4) **Certificates of deposit and other evidences of deposit at state and federally chartered banks and savings and loan associations:** Certificates of deposit, including negotiable and non-negotiable at state and federally chartered banks and savings and loan associations. Notwithstanding any other public or private act to the contrary, all investments made shall be secured by collateral in the same manner under the same conditions as state deposits, or as provided in a collateral pool created.
- 5) **Bank Deposits** at state and federally chartered banks and savings and loan associations. Notwithstanding any other public or private act to the contrary, all investments made shall be secured by collateral in the same manner under the same conditions as state deposits, or as provided in a collateral pool created.
- 6) **Repurchase Agreements:** Obligations of the United States or its agencies under a repurchase agreement for a shorter time than the maturity date of the security itself if the market value of the security itself is more than the amount of funds invested; provided, that municipalities may invest in repurchase agreements only if the comptroller of the treasury or the comptroller's designee approves repurchase agreements as an authorized investment, and if such investments are made in accordance with procedures established by the state funding board;
- 7) **Local Government Investment Pool:** Part of the State Pooled Investment Fund administered by the Tennessee Department of Treasury.
- 8) **Bankers' Acceptances:** prime bankers' acceptances that are eligible for purchase by the federal reserve. Required A1+
- 9) **Money Market Mutual Funds:** Institutional share class of money market mutual funds investing ONLY in government obligations and rated AA+ or equivalent by at least one nationally recognized rating agency (NRSRO).

- 10) Commercial Paper:** Prime commercial paper that is rated at least A1+ or equivalent by at least two (2) nationally recognized rating services;
- 11) Municipal Debt Obligations of the City:** The City's own bonds or notes issued in accordance with title 9, chapter 21.
- 12) Investment in the instruments or any type of investment authorized pursuant to a municipality's charter that is of a type that is not included in this part shall require the following:**
- a. The municipality's legislative body must authorize the investment by ordinance; and
 - b. The legislative body must adopt a written enforceable investment policy by ordinance to govern the use of investments, with the policies being no less restrictive than those established by the state funding board to govern state investments in these types of instruments.

Investment in instruments allowable in the section are prohibited until the legislative body has adopted written policies to govern the use of the investments or an ordinance has been passed to authorize the investment.

Bond Proceeds Only:

Proceeds of bonds, notes and other obligations issued by municipalities, reserves held in connection therewith and the investment income therefrom, may be invested in obligations that:

- 1) Ratings:** Are rated in either of the two (2) highest rated categories by a nationally recognized rating agency of such obligation (AA- S&P, Aa3, Moody's or AA- by Moody's).
- 2) US Treasury or Agency Bonds** that are direct general obligations of a state of the United States,
- 3) Municipal Bonds:** a political subdivision or instrumentality thereof, having general taxing powers; and
- 4) Maturity:** Have a final maturity on the date of investment of not to exceed forty-eight (48) months or that may be tendered by the holder to the issuer thereof, or an agent of the issuer, at not less than forty-eight-month interval.

Collateralization:

In accordance with State law (TCA 9-4-105) full collateralization will be required on all demand deposit accounts, including checking accounts, negotiable certificates of deposit, and non-negotiable certificates of deposit, except when the institution issuing the certificate of deposit belongs to the Tennessee Bank Collateral Pool.

9.0 Investing Parameters

Diversification:

The City will diversify the investment of all funds in accordance with the following table:

Table of Constraints on the Portfolio

Issue Type	Maximum % Holdings	Maximum % per Issuer	Collateral Required	Ratings S&P	Ratings Moody's
US Treasury Obligations	100%	None	N/A	N/A	N/A
US Agency Primary Securities FHLB, FNMA, FHLMC, FFCB	100%	35%	N/A	N/A	N/A
US Agency Secondary Securities FICO, FARMER MAC etc.	10%	5%	N/A	AA-	Aa3
Certificates of Deposit and other evidences of deposits, CDARS and ICS Funds	25%	10%	Fully Collateralized or other evidences of deposit under section 6-56-106 (a)(4)	N/A	N/A
Bank Deposits	50%	None	Fully Collateralized or other evidences of deposit under section 6-56-106 (a)(4)	N/A	N/A
Repurchase Agreements	10%	None	Fully Collateralized US Treasury or Agency Securities	N/A	N/A
Local Government Investment pool	30%	None	Participant	N/A	N/A
Money Market Funds - Govt Only	10%	N/A	N/A	AAAm	AAA
Bankers Acceptance	10%	5%	N/A	A1+	P1
Commercial Paper (Must be rated by two rating agencies and under 90 days)	20%	5%	N/A	A1+	P1
City of Franklin Notes or Bonds	10%	N/A	N/A	N/A	N/A

10.0 Maturity Constraint

Total Portfolio Maturity Constraints:

Maturity Constraints	Minimum % of Total Portfolio
Under 30 days	10%
Under 2 year	50%
Under 4 years	100%
Maturity Constraints	Maximum in Years
Weighted Average Maturity	2
Security Structure Constraint	Maximum % of Total Portfolio
Callable Agency Securities	25%

11.0 Reporting and Performance Measurement

- **Reporting:**

The Investment Officer shall prepare an investment report at least quarterly, including a management summary that provides an analysis of the status of the current investment portfolio and the individual transactions executed over the last quarter. This management summary will be prepared in a manner which will allow the City to ascertain whether investment activities during the reporting period have confirmed to the investment policy. The report should be provided to the City Administrator and to the Finance Committee. The report will include the following:

- An asset listing of individual securities showing par value, cost and accurate and complete market value of each security, type of investment, issuer, and interest rate
- Average maturity of the portfolio and modified duration of the portfolio
- Maturity distribution of the portfolio
- Average portfolio credit quality
- Time-weighted total rate of return for the portfolio for the prior one month, three months, twelve months, year-to-date, and since inception compared to the Benchmark Index returns for the same periods
- Average weighted yield to maturity of the portfolio on investments as compared to applicable benchmarks
- Distribution by type of investment
- Compliance report

- **Performance Reporting:**

The investment portfolio will be managed in accordance with the parameters specified within this policy. The portfolio should obtain a market average rate of return over interest rate cycles. A market benchmark shall be established for the investment component of the portfolio and a comparison of the benchmark risk and return characteristics will be made to the investment portfolio.

The City's cash management portfolio shall be designed with the objective of regularly meeting or exceeding a performance benchmark such as a U.S. Treasury Indices. The selected benchmark will be used for low risk investment transactions and therefore comprise a minimum standard for the cash portfolio's rate of return. The investment program shall seek to augment returns above this threshold, consistent with the risk limitations identified herein and prudent investment principles.

12.0 Policy Adoption

This Investment Policy is formally approved and adopted by the Board of Mayor & Aldermen.

Executive Board Chairperson

Date

GLOSSARY OF TERMS

- **Agency Securities:** Government sponsored enterprises of the US Government.
- **Bond:** An interest-bearing security issued by a corporation, government, governmental agency, or other body. It is a form of debt with an interest rate, maturity, and face value, and specific assets sometimes secure it. Most bonds have a maturity of greater than one year and generally pay interest semiannually. See Debenture.
- **Broker:** An intermediary who brings buyers and sellers together and handles their orders, generally charging a commission for this service. In contrast to a principal or a dealer, the broker does not own or take a position in securities.
- **Collateral:** Securities or other property that a borrower pledges as security for the repayment of a loan. Also refers to securities pledged by a bank to secure deposits of public monies.
- **Commercial Paper:** Short-term, unsecured, negotiable promissory notes issued by corporations.
- **Current Maturity:** The amount of time left until an obligation matures. For example, a one- year bill issued nine months ago has a current maturity of three months.
- **CUSIP:** A CUSIP number identifies securities. CUSIP stands for Committee on Uniform Security Identification Procedures, which was established to develop a uniform method of identifying municipal, U.S. government, and corporate securities.
- **Dealer:** An individual or firm that ordinarily acts as a principal in security transactions. Typically, dealers buy for their own account and sell to a customer from their inventory.
- **Delivery:** Either of two methods of delivering securities: delivery vs. payment and delivery vs. receipt (also called “free”). Delivery vs. payment is delivery of securities with an exchange of money for the securities.
- **Duration:** A measure used to calculate the price sensitivity of a bond or portfolio of bonds to changes in interest rates. This equals the sum of the present value of future cash flows.
- **General Obligation Bonds (GOs):** Bonds secured by the pledge of the municipal issuer’s full faith and credit, which usually includes unlimited taxing power.
- **Government Bonds:** Securities issued by the federal government; they are obligations of the U.S. Treasury; also known as “government.”
- **Investment Securities:** Securities purchased for an investment portfolio, as opposed to those purchased for resale to customers.
- **Liquidity:** The ease at which a security can be bought or sold (converted to cash) in the market. A large number of buyers and sellers and a high volume of trading activity are important components of liquidity.
- **Mark to Market:** Adjustment of an account or portfolio to reflect actual market price rather than book price, purchase price or some other valuation.
- **Prudent Person Rule:** A long-standing common-law rule that requires a trustee who is investing for another to behave in the same way as a prudent individual of reasonable discretion and intelligence who is seeking a reasonable income and preservation of capital.
- **Treasury Bill (T-Bill):** An obligation of the U.S. government with a maturity of one year or less. T-bills bear no interest but are sold at a discount.
- **Treasury Bonds and Notes:** Obligations of the U.S. government that bear interest. Notes have maturities of one to ten years; bonds have longer maturities.
- **Yield:** The annual rate of return on an investment, expressed as a percentage of the investment.
- **Yield to Maturity:** The average annual yield on a security, assuming it is held to maturity; equals to the rate at which all principal and interest payments would be discounted to produce a present value equal to the purchase price of the bond.



City of Franklin, Tennessee
FY 2026 Operating Budget

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City of Franklin, Tennessee

FY 2026 Operating Budget

APPENDICES: Operating Budget

Under this section is:

- **Operating Budget - Supplemental Information**
 - **Appendix H - Program Enhancement Requests – Recommended for Funding**
 - **Appendix I - Program Enhancement Requests – BOMA Prioritization**
 - **Appendix J - Pay Structure**
 - **Appendix K - Strategic Plan**



City of Franklin, Tennessee
FY 2026 Operating Budget

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City of Franklin, Tennessee

FY 2026 Operating Budget Request

Indicates selection was BOMA Top 15 PER Selection -

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Program Enhancement Summary

Priority	Request	Compensation	Benefits	Operating	Capital	Total	★	Funded
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Governance & Management

Administration

1	Development Services Navigator	\$ 60,407	\$ 24,994	\$ -	\$ -	\$ 85,401		
Total		\$ 60,407	\$ 24,994	\$ -	\$ -	\$ 85,401		\$ -

FTE Add 1

Public Safety

Fire

1	Reclassify 3 Shift Personnel to Engineers	\$ 12,963	\$ 1,944	\$ 8,800	\$ -	\$ 23,707	7	\$ 23,707
2	Add 3 Shift Personnel Firefighters and District Captains Pilot Pr	\$ 312,094	\$ 94,141	\$ 48,200	\$ -	\$ 454,435	1	\$ 454,435
3	Add One (1) Training Instructor/Coordinator (FAC)	\$ 87,356	\$ 28,804	\$ 14,850	\$ -	\$ 131,010		
4	Add 1 Administrative Captain	\$ 89,304	\$ 29,098	\$ 14,550	\$ -	\$ 132,952		
5	Add 1 Payroll Specialist	\$ 63,427	\$ 25,197	\$ 2,650	\$ -	\$ 91,274		
6	Add 1 Part-Time Fire Inspector	\$ 43,678	\$ 6,584	\$ 2,000	\$ -	\$ 52,262		
7	Lexipol Software for SOG's	\$ -	\$ -	\$ 30,919	\$ -	\$ 30,919		
8	Air Compressor Station 5	\$ -	\$ -	\$ 2,500	\$ 115,500	\$ 118,000		
9	Equipment Washer Station 7 (City Facilities Tax)	\$ -	\$ -	\$ 2,500	\$ 45,000	\$ 47,500		\$ 47,500
10	Outfitting of Mobile Drone Response Vehicle	\$ -	\$ -	\$ 56,500	\$ -	\$ 56,500		
11	Replace Chassis on Air 7	\$ -	\$ -	\$ 2,500	\$ 125,000	\$ 127,500		
12	Air/Light Response Vehicle (FAC)	\$ -	\$ -	\$ 13,000	\$ 1,300,000	\$ 1,313,000		
13	Replacement of Brush Truck	\$ -	\$ -	\$ 7,000	\$ 280,550	\$ 287,550		
14	PPE for Firefighters	\$ -	\$ -	\$ 270,000	\$ -	\$ 270,000		
15	Annual Health Screening for Retirees	\$ -	\$ -	\$ 8,500	\$ -	\$ 8,500		
16	Tower 7 (FAC) - FY2028	\$ -	\$ -	\$ 14,000	\$ 2,415,000	\$ 2,429,000		
17	Add 12 Shift Personnel FFs (FAC) - FY2028	\$ 756,101	\$ 323,933	\$ 285,600	\$ -	\$ 1,365,634		
18	Engine 9 (FAC) - FY2028	\$ -	\$ -	\$ 14,000	\$ 1,372,000	\$ 1,386,000		
19	Add 12 Shift Personnel FFs (FAC) - FY2028	\$ 756,101	\$ 323,933	\$ 285,600	\$ -	\$ 1,365,634		
Total		\$ 608,822	\$ 185,768	\$ 484,469	\$ 1,866,050	\$ 3,145,109		\$ 525,642

FTE Add 7

3

Police

*	3 Additional Police Officers (Vehicles paid out of City Facilities T	\$ 205,419	\$ 77,873	\$ 60,510	\$ 186,000	\$ 529,802		\$ 529,802
1	Training Room Carpet	\$ -	\$ -	\$ 20,000	\$ -	\$ 20,000	10	\$ 20,000
2	Training Sergeant	\$ 90,749	\$ 29,232	\$ 44,076	\$ -	\$ 164,057		
3	CID - Victim Support Counselor (funded at 9 months)	\$ 70,000	\$ 26,188	\$ 10,593	\$ -	\$ 106,781	6	\$ 85,000
4	Evidence Tech	\$ 65,066	\$ 25,444	\$ 10,333	\$ -	\$ 100,843		
5	Dive Team Face Masks	\$ -	\$ -	\$ 4,000	\$ -	\$ 4,000		\$ 4,000
6	SWAT Tactical Camera	\$ -	\$ -	\$ 17,100	\$ -	\$ 17,100		\$ 17,100
7	Patrol - Drone	\$ -	\$ -	\$ 12,910	\$ -	\$ 12,910		\$ 12,910
8	ICV Upgrades / Repairs	\$ -	\$ -	\$ 13,300	\$ -	\$ 13,300		\$ 13,300
9	Glock 22P Practice Pistols	\$ -	\$ -	\$ 5,050	\$ -	\$ 5,050		\$ 5,050
10	CID - Facial Recognition	\$ -	\$ -	\$ 15,255	\$ -	\$ 15,255		
11	Training - Virtual Reality	\$ -	\$ -	\$ 44,000	\$ -	\$ 44,000		
12	Traffic Management Software	\$ -	\$ -	\$ 42,500	\$ -	\$ 42,500		
13	Range Improvements	\$ -	\$ -	\$ 54,300	\$ -	\$ 54,300		
14	Crime Analyst	\$ 70,000	\$ 26,188	\$ 7,022	\$ -	\$ 103,210		
Total		\$ 295,815	\$ 107,052	\$ 300,439	\$ -	\$ 1,233,108		\$ 687,162

FTE Add 7

4



City of Franklin, Tennessee

FY 2026 Operating Budget Request

Indicates selection was BOMA Top 15 PER Selection -

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Program Enhancement Summary

Priority	Request	Compensation	Benefits	Operating	Capital	Total	★	Funded
Finance & Administration								
City Court								
1	Deputy Court Clerk	\$ 47,729	\$ 22,831	\$ -	\$ -	\$ 70,560		
Total		\$ 47,729	\$ 22,831	\$ -	\$ -	\$ 70,560		\$ -
FTE Add 1								
Finance								
1	New Financial Accounting/Purchasing Software	\$ -	\$ -	\$ -	\$ 1,000,000	\$ 1,000,000	12	\$ 1,000,000
		\$ -	\$ -	\$ -	\$ 1,000,000	\$ 1,000,000		\$ 1,000,000
FTE Add 0								
Human Resources								
1	Leadership and Management Development	\$ -	\$ -	\$ 108,000	\$ -	\$ 108,000		
2	Human Resources Generalist	\$ 60,407	\$ 24,742	\$ -	\$ -	\$ 85,149		
3	Upgrade Employee Relations Specialist to Empl. Relations Super	\$ 12,000	\$ 1,809	\$ -	\$ -	\$ 13,809		
4	Add Benefits Manager - FY2028	\$ 96,762	\$ 14,586	\$ -	\$ -	\$ 111,348		
Total		\$ 72,407	\$ 26,551	\$ 108,000	\$ -	\$ 206,958		\$ -
FTE Add 1								
Information Technology								
1	IS Developer I Position (funded for 6 months)	\$ 90,230	\$ 28,933			\$ 119,163	14	\$ 59,582
2	Data Center Solution			\$ 43,000	\$ 755,000	\$ 798,000		\$ 755,000
3	EDGE INTELLIGENCE FOR TRAFFIC OPERATIONS AND PREEMPTION				\$ 320,000	\$ 320,000	15	\$ 160,000
Total		\$ 90,230	\$ 28,933	\$ 43,000	\$ 1,075,000	\$ 1,237,163		\$ 974,582
FTE Add 1 1								
Project and Facilities Management								
1	Foundation Repairs Under St. 6	\$ -	\$ -	\$ 77,485	\$ -	\$ 77,485		\$ 77,485
2	Generator Full Load Banking Test	\$ -	\$ -	\$ 18,500	\$ -	\$ 18,500		\$ 18,500
3	Mack Hatcher Pavilion Roof	\$ -	\$ -	\$ 13,650	\$ -	\$ 13,650		\$ 13,650
4	Station 5 Bathroom Remodel	\$ -	\$ -	\$ 39,000	\$ -	\$ 39,000		\$ 39,000
5	Station 2 Kitchen Remodel	\$ -	\$ -	\$ 65,000	\$ -	\$ 65,000		
6	Station 5 Kitchen Remodel	\$ -	\$ -	\$ 60,000	\$ -	\$ 60,000		
7	Station 4 Replacement Bay Door Units	\$ -	\$ -	\$ 185,000	\$ -	\$ 185,000		
8	Station 4 Window Replacements	\$ -	\$ -	\$ 215,000	\$ -	\$ 215,000		
Total		\$ -	\$ -	\$ 673,635	\$ -	\$ 673,635		\$ 148,635
FTE Add 0								
Public Works								
Emergency Management								
1	Vehicle Barrier System Archer Trailer Kit	\$ -	\$ -	\$ -	\$ 441,927	\$ 441,927	3	\$ 441,927
Total		\$ -	\$ -	\$ -	\$ 441,927	\$ 441,927		\$ 441,927
FTE Add 0								
Parks								
1	Retrofit Existing Sports Field Lighting to LED	\$ -	\$ -	\$ -	\$ 490,000	\$ 490,000	8	\$ 490,000
2	Playground Surfacing at Liberty Park	\$ -	\$ -	\$ -	\$ 93,102	\$ 93,102		\$ 93,102
3	Replacement Skid Steer	\$ -	\$ -	\$ -	\$ 77,800	\$ 77,800		
4	Replacement Reel Mower	\$ -	\$ -	\$ -	\$ 53,500	\$ 53,500		
5	New Mini Skid Steer	\$ -	\$ -	\$ -	\$ 38,567	\$ 38,567		
Total		\$ -	\$ -	\$ -	\$ 752,969	\$ 752,969		\$ 583,102
FTE Add 0								
Streets								
1	New Brine Making Facility	\$ -	\$ -	\$ -	\$ 145,000	\$ 145,000	9	\$ 145,000
3	Tracked Skid Steer	\$ -	\$ -	\$ -	\$ 80,000	\$ 80,000		
4	Mobile Lifts	\$ -	\$ -	\$ -	\$ 120,000	\$ 120,000		
5	Street Bollard and Streetlight Electrostatic Painting	\$ -	\$ -	\$ 97,405	\$ -	\$ 97,405		\$ 45,000
6	Addition to Fleet - 3/4 ton pickup truck	\$ -	\$ -	\$ -	\$ 54,000	\$ 54,000		
Total		\$ -	\$ -	\$ 97,405	\$ 399,000	\$ 496,405		\$ 190,000
FTE Add 0								
Community and Economic Development								
Building and Neighborhood Services								
1	New Vehicle for BNS	\$ -	\$ -	\$ 50,857	\$ -	\$ 50,857		
2	Reclassification of Permitting Operations Supervisor to Development Services Manager	\$ 8,495	\$ 1,281	\$ -	\$ -	\$ 9,776		
3	Reclassification of Permitting Technician (5) to Development Services Technician I and II	\$ 17,898	\$ 2,698	\$ -	\$ -	\$ 20,596		
4	Reclassification of Support Specialist II to Development Services IT Specialist	\$ 7,551	\$ 1,138	\$ -	\$ -	\$ 8,689		
Total		\$ 33,944	\$ 5,117	\$ 50,857	\$ -	\$ 89,918		\$ -



City of Franklin, Tennessee
FY 2026 Operating Budget Request

Indicates selection was BOMA Top 15 PER Selection -

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Program Enhancement Summary								
Priority	Request	Compensation	Benefits	Operating	Capital	Total	★	Funded
FTE Add		0						
Planning & Sustainability								
1	Downtown Parking Study	\$ -	\$ -	\$ 250,000	\$ -	\$ 250,000	2	\$ 250,000
Total		\$ -	\$ -	\$ 250,000	\$ -	\$ 250,000		\$ 250,000
FTE Add		0						
Economic Development								
1	Add'l Funding for Business Retention			\$ 1,925		\$ 1,925		
Total		\$ -	\$ -	\$ 1,925	\$ -	\$ 1,925		\$ -
FTE Add		0						
Appropriations to Outside Agencies								
1	Additional Funding Requests			\$ 274,285		\$ 274,285		\$ 67,619
Total		\$ -	\$ -	\$ 274,285	\$ -	\$ 274,285		\$ 67,619
FTE Add		0						

General Fund Summary - Program Enhancement Requests								
		Compensation	Benefits	Operating	Capital	Total		
Total G/F Requests		\$ 1,209,354	\$ 401,246	\$ 2,284,015	\$ 5,534,946	\$ 9,959,363		\$ 4,868,669
FTE Add Total		18						8

Funding Sources - General Fund	
- General Fund (FY 2026)	\$ 2,382,780.00
- General Fund (FY 2025)	\$ 52,360.00
- Fund Balance	\$ 1,000,000.00
- City Facilities	\$ 233,500.00
- Hotel Motel Fund	\$ 1,200,029.00
Total Funding Sources	\$ 4,868,669



City of Franklin, Tennessee

FY 2026 Operating Budget Request

Indicates selection was BOMA Top 15 PER Selection -

#	\$
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Program Enhancement Summary

Priority	Request	Compensation	Benefits	Operating	Capital	Total	★	Funded
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Other Funds

Public Works

Sanitation and Environmental Services

1	Add Materials Handler	\$ -	\$ -	\$ 1,200	\$ 452,670	\$ 453,870	4	\$ 453,870
2	Replace 11yd Mini Packer with Automated Mini Side loader	\$ -	\$ -	\$ 2,525	\$ 298,853	\$ 301,378		
3	Reclassification of Tech Support I to Tech Support II					\$ 6,712		
4	Add Equipment Operator II	\$ 47,729	\$ 22,831	\$ 750	\$ -	\$ 71,310		\$ 71,310
5	Replace Road Tractor	\$ -	\$ -	\$ 2,525	\$ 150,000	\$ 152,525		
6	Replace Automated Side Loader	\$ -	\$ -	\$ 2,525	\$ 411,506	\$ 414,031		
7	Add New Automated Side Loader	\$ -	\$ -	\$ 2,525	\$ 411,506	\$ 414,031		\$ 414,031
8	Replace Forklift	\$ -	\$ -	\$ 1,000	\$ 30,000	\$ 31,000		
9	Replace Walking Floor Trailer	\$ -	\$ -	\$ -	\$ 115,000	\$ 115,000		
Total		\$ 47,729	\$ 22,831	\$ 13,050	\$ 1,869,535	\$ 1,959,857		\$ 939,211
FTE Add		1						1

	Compensation	Benefits	Operating	Capital	Total		
Total Sanitation Fund Requests	\$ 47,729	\$ 22,831	\$ 13,050	\$ 1,869,535	\$ 1,959,857		\$ 939,211

Stormwater - Streets Division

1	Replacement Street Sweeper	\$ -	\$ -	\$ -	\$ 375,000	\$ 375,000	5	\$ 375,000
Total		\$ -	\$ -	\$ -	\$ 375,000	\$ 375,000		\$ 375,000
FTE Add		0						

	Compensation	Benefits	Expenses	Capital	Total		
Total Stormwater Requests				\$ 375,000	\$ 375,000		\$ 375,000

Water Management

1	New Fiscal Affairs Manager	\$ 83,199	\$ 28,177	\$ 2,500	\$ -	\$ 113,876		\$ 113,876
2	New Vehicle for Maintenance Manager	\$ -	\$ -	\$ 50,857	\$ -	\$ 50,857		
3	Relass. Equipment Operator to Clean Water Operator	\$ 7,020	\$ 1,058	\$ -	\$ -	\$ 8,078		\$ 8,078
4	New Bio Solids Operator	\$ -	\$ -	\$ -	\$ 80,000	\$ 80,000		
5	Replacement Excavator Service Division	\$ -	\$ -	\$ -	\$ 105,000	\$ 105,000		
6	Replacement Rubber Tracked Skid Steer	\$ -	\$ -	\$ -	\$ 130,000	\$ 130,000		
7	New Single Axel Dump Truck	\$ -	\$ -	\$ -	\$ 48,000	\$ 48,000		
8	New Vehicle- Elitrical Communications Technician	\$ -	\$ -	\$ -	\$ -	\$ -		
9	New Water and Wastewater Infrastructure Assessment Tech.	\$ 63,171	\$ 25,159	\$ -	\$ -	\$ 88,330		
10	New Telehandler	\$ -	\$ -	\$ -	\$ 70,000	\$ 70,000		
11	Reclassify Admin Secretary to Admin Assistant	\$ 3,452	\$ -	\$ -	\$ -	\$ 3,452		
Total		\$ 156,842	\$ 54,394	\$ 53,357	\$ 433,000	\$ 697,593		\$ 121,954
FTE Add		2						1

	Compensation	Benefits	Expenses	Capital	Total		
Total Water Management Requests	\$ 156,842	\$ 54,394	\$ 53,357	\$ 433,000	\$ 697,593		\$ 121,954



City of Franklin, Tennessee
FY 2026 Operating Budget Request

Indicates selection was BOMA Top 15 PER Selection -

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Program Enhancement Summary

Priority	Request	Compensation	Benefits	Operating	Capital	Total	★	Funded
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Overall Summary - FY 2026 Program Enhancement Requests

Dollar Requests	Compensation	Benefits	Operating	Capital	Total	
General Fund	\$ 1,209,354	\$ 401,246	\$ 2,284,015	\$ 5,534,946	\$ 9,959,363	\$ 4,868,669
Sanitation Fund	\$ 47,729	\$ 22,831	\$ 13,050	\$ 1,869,535	\$ 1,953,145	\$ 939,211
Stormwater Fund	\$ -	\$ -	\$ -	\$ 375,000	\$ 375,000	\$ 375,000
Water Management Fund	\$ 156,842	\$ 54,394	\$ 53,357	\$ 433,000	\$ 697,593	\$ 121,954
Total - All Funds Dollars	\$ 1,413,925	\$ 478,471	\$ 2,350,422	\$ 8,212,481	\$ 12,985,101	\$ 6,304,834

Personnel Adds	Total
General Fund	8
Sanitation Fund	1
Stormwater Fund	0
Water Management Fund	1
Total - Personnel All Funds	10

Funding Sources	
- General Fund (FY 2026)	\$ 2,382,780
- General Fund (FY 2025)	\$ 52,360
- Fund Balance	\$ 1,000,000
- Water Management	\$ 121,954
- SES Fund	\$ 71,310
- Stormwater Fund	\$ 375,000
- City Facilities	\$ 1,101,401
- Hotel Motel Fund	\$ 1,200,029
Total Funding Sources	\$ 6,304,834



City of Franklin, Tennessee

FY 2026 Operating Budget Request

Program Enhancement Summary

Sheet 1 : BOMA Top 15 Summaries

Moore

1	Downtown Parking Study	Planning	\$ 250,000
2	Edge Intelligence for Traffic Operations and Preemption	Infor. Tech.	\$ 320,000
3	Traffic Management Software	Police	\$ 42,500
4	CID - Victim Support Counselor	Police	\$ 106,781
5	Development Services Navigator	Administraton	\$ 85,401
6	Add 3 Shift Personnel Firefighters and District Captains Pilot Program	Fire	\$ 454,435
7	Air Compressor Station 5	Fire	\$ 118,000
8	Vehicle Barrier System Archer Trailer Kit	Emer. Manage.	\$ 441,927
9	Station 5 Bathroom Remodel	Facilities	\$ 39,000
10	Mobile Lifts	Streets (Fleet)	\$ 120,000
11			
12	Replacement Street Sweeper	Stormwater (St.)	\$ 375,000
13	Replace Road Tractor	Sanitation (SES)	\$ 152,525
14	Replace Walking Floor Trailer	Sanitation (SES)	\$ 115,000
15	New Financial Accounting/Purchasing Software	Finance	\$ 1,000,000
			\$ 3,620,569

Baggett

1	Downtown Parking Study	Planning	\$ 250,000
2	Add 3 Shift Personnel Firefighters and District Captains Pilot Program	Fire	\$ 454,435
3	Vehicle Barrier System Archer Trailer Kit	Emer. Manage.	\$ 441,927
4	CID - Victim Support Counselor	Police	\$ 106,781
4	New Fiscal Affairs Manager	Water	\$ 113,876
5	Development Services Navigator	Administraton	\$ 85,401
6	Training Sergeant	Police	\$ 164,057
7	New Vehicle for BNS	BNS	\$ 50,857
8	New Brine Making Facility	Streets	\$ 145,000
9	Foundation Repairs Under St. 6	Facilities	\$ 77,485
10	IS Developer I Position	Infor. Tech.	\$ 84,878
11	Leadership and Management Development	Human Resources	\$ 108,000
12	New Financial Accounting/Purchasing Software	Finance	\$ 1,000,000
13	Deputy Court Clerk	City Court	\$ 70,560
14	Traffic Management Software	Police	\$ 42,500
15	Add Materials Handler	Sanitation (SES)	\$ 453,870
			\$ 3,649,627



City of Franklin, Tennessee

FY 2026 Operating Budget Request

Program Enhancement Summary

Sheet 1 : BOMA Top 15 Summaries

Barnhill

1	New Financial Accounting/Purchasing Software	Finance	\$ 1,000,000
2	Replace 11yd Mini Packer w/Automated Mini Side Loader	Sanitation (SES)	\$ 301,378
3	Retrofit Existing Sports Field Lighting to LED	Parks	\$ 490,000
4	Mobile Lifts	Streets (Fleet)	\$ 120,000
5	Mack Hatcher Pavilion Roof	Facilities	\$ 13,560
6	Air Compressor Station 5	Fire	\$ 118,000
7	Vehicle Barrier System Archer Trailer Kit	Emer. Manage.	\$ 441,927
8	Training Room Carpet	Police	\$ 20,000
9	Add Equipment Operator	Sanitation (SES)	\$ 71,310
10	PPE for Firefighters	Fire	\$ 270,000
11	Traffic Management Software	Police	\$ 42,500
12	New Vehicle for BNS	BNS	\$ 50,857
13	Addition to Fleet - 3/4 ton Pick-up truck	Streets (Maint.)	\$ 54,000
14	Range Improvements	Police	\$ 54,300
15	Add Materials Handler	Sanitation (SES)	\$ 453,870
			\$ 3,501,702

Burger

1	EDGE INTELLIGENCE FOR TRAFFIC OPERATIONS AND PREEMPTION	Infor. Tech.	\$ 320,000
2	IS Developer I Position	Infor. Tech.	\$ 84,878
3	Downtown Parking Study	Planning	\$ 250,000
4	Playground Surfacing at Liberty Park	Parks	\$ 93,102
5	CID - Victim Support Counselor	Police	\$ 106,781
6	New Brine Making Facility	Streets	\$ 145,000
7	Vehicle Barrier System Archer Trailer Kit	Emer. Manage.	\$ 441,927
8	New Vehicle for BNS	BNS	\$ 50,857
9	Add Materials Handler	Sanitation (SES)	\$ 453,870
10	New Bio Solids Operator	Water	\$ 80,000
11	Replacement Street Sweeper	Stormwater	\$ 375,000
12	Reclassify 3 Shift Personnel to Engineers	Fire	\$ 23,707
13	Training Room Carpet	Police	\$ 20,000
14	Station 5 Kitchen Remodel	Facilities	\$ 60,000
15	Foundation Repairs Under St. 6	Facilities	\$ 77,485
			\$ 2,582,607



City of Franklin, Tennessee

FY 2026 Operating Budget Request

Program Enhancement Summary

Sheet 1 : BOMA Top 15 Summaries

Blanton

1	Reclassify 3 Shift Personnel to Engineers	Fire	\$ 23,707
2	Leadership and Management Development	Human Resources	\$ 108,000
3	Deputy Court Clerk	City Court	\$ 70,560
4	Training Room Carpet	Police	\$ 20,000
4	Additional Funding Requests	Appropriations	\$ 274,285
5	Training Sergeant	Police	\$ 164,057
6	Retrofit Existing Sports Field Lighting to LED	Parks	\$ 490,000
7	Downtown Parking Study	Planning	\$ 250,000
8	Add Materials Handler	Sanitation (SES)	\$ 453,870
9	New Fiscal Affairs Manager	Water Management	\$ 113,876
10	New Brine Making Facility	Streets (Fleet)	\$ 145,000
11	Add 3 Shift Personnel Firefighters and District Captains Pilot Program	Fire	\$ 454,435
12	New Vehicle for BNS	BNS	\$ 50,857
13	Replacement Street Sweeper	Stormwater	\$ 375,000
14	Foundation Repairs Under St. 6	Facilities	\$ 77,485
15	IS Developer I Position	Infor. Tech.	\$ 84,878
			\$ 3,156,010

Brown

1	Air Compressor Station 5	Fire	\$ 118,000
2	Outfitting of Mobile Drone Response Vehicle	Fire	\$ 56,500
3	SWAT Tactical Camera	Police	\$ 5,050
4	Glock 22P Practice Pistols	Police	\$ 17,100
5	Traffic Management Software	Police	\$ 42,500
6	Vehicle Barrier System Archer Trailer Kit	Emer. Manage.	\$ 441,927
7	Additional Funding Requests	Appropriations	\$ 274,285
8	New Brine Making Facility	Streets (Fleet)	\$ 145,000
9	Mobile Lifts	Streets (Fleet)	\$ 120,000
10	Add 3 Shift Personnel Firefighters and District Captains Pilot Program	Fire	\$ 454,435
11	Patrol - Drone	Police	\$ 12,910
12	New Bio Solids Operator	Water	\$ 80,000
13	Replace 11yd Mini Packer with Automated Mini Side loader	Sanitation (SES)	\$ 301,378
14	Replacement Street Sweeper	Stormwater	\$ 375,000
15	Playground Surfacing at Liberty Park	Parks	\$ 93,102
			\$ 2,537,187



City of Franklin, Tennessee

FY 2026 Operating Budget Request

Program Enhancement Summary

Sheet 1 : BOMA Top 15 Summaries

Caesar

1	Retrofit Existing Sports Field Lighting to LED	Parks	\$ 490,000
2	New Bio Solids Operator	Water	\$ 80,000
3	Station 5 Bathroom Remodel	Facilities	\$ 39,000
4	Station 2 Kitchen Remodel	Facilities	\$ 65,000
5	Reclassify 3 Shift Personnel to Engineers	Fire	\$ 23,707
6	Station 5 Kitchen Remodel	Facilities	\$ 60,000
7	Training Room Carpet	Police	\$ 20,000
8	Add 3 Shift Personnel Firefighters and District Captains Pilot Program	Fire	\$ 454,435
9	Playground Surfacing at Liberty Park	Parks	\$ 93,102
10	Tracked Skid Steer	Streets	\$ 80,000
11	Downtown Parking Study	Planning	\$ 250,000
12	Add Materials Handler	Sanitation (SES)	\$ 453,870
12	Human Resources Generalist	Human Resources	\$ 85,149
13	IS Developer I Position	Infor. Tech.	\$ 84,878
14	Deputy Court Clerk	City Court	\$ 70,560
15	Additional Funding Requests	Appropriations	\$ 274,285
			\$ 2,623,986

Petersen

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			\$ -



City of Franklin, Tennessee

FY 2026 Operating Budget Request

Program Enhancement Summary

Sheet 1 : BOMA Top 15 Summaries

Potts

1	Training Sergeant	Police	\$ 164,057
2	CID - Victim Support Counselor	Police	\$ 106,781
3	Evidence Tech	Police	\$ 100,843
4	Reclassify 3 Shift Personnel to Engineers	Fire	\$ 23,707
5	Add 3 Shift Personnel Firefighters and District Captains Pilot Program	Fire	\$ 454,435
6	EDGE INTELLIGENCE FOR TRAFFIC OPERATIONS AND PREEMPTION	Infor. Tech.	\$ 320,000
7	Vehicle Barrier System Archer Trailer Kit	Emer. Manage.	\$ 441,927
8	New Financial Accounting/Purchasing Software	Finance	\$ 1,000,000
9	Downtown Parking Study	Planning	\$ 250,000
10	New Fiscal Affairs Manager	Water Management	\$ 113,876
11	Add Materials Handler	Sanitation (SES)	\$ 453,870
12	Development Services Navigator	Administration	\$ 85,401
13	Replacement Street Sweeper	Stormwater	\$ 375,000
14	Retrofit Existing Sports Field Lighting to LED	Parks	\$ 490,000
15	Leadership and Management Development	Human Resources	\$ 108,000
			\$ 4,487,897



City of Franklin, Tennessee

FY 2026 Operating Budget Request

Program Enhancement Summary

Sheet 2: BOMA Top 15 Summaries - Single Count Rankings

Program Enhancement	Department	Moore	Baggett	Barnhill	Blanton	Brown	Burger	Caesar	Petersen	Potts	Count
Add 3 Shift Personnel Firefighters and District Captains Pilot Program	Fire	x	x	x	x	x		x		x	7
Add Materials Handler	Sanitation (SES)		x	x	x		x	x		x	6
Downtown Parking Study	Planning	x	x		x		x	x		x	6
Vehicle Barrier System Archer Trailer Kit	Emer. Manage.	x	x	x		x	x			x	6
Replacement Street Sweeper	Stormwater (St.)	x			x	x	x			x	5
CID - Victim Support Counselor	Police	x	x				x			x	4
New Brine Making Facility	Streets		x		x	x	x				4
New Financial Accounting/Purchasing Software	Finance	x	x	x						x	4
Reclassify 3 Shift Personnel to Engineers	Fire				x		x	x		x	4
Retrofit Existing Sports Field Lighting to LED	Parks			x	x			x		x	4
Traffic Management Software	Police	x	x	x		x					4
Training Room Carpet	Police			x	x		x	x			4
IS Developer I Position	Infor. Tech.		x		x		x	x			4
New Vehicle for BNS	BNS		x	x	x		x				4
Additional Funding Requests	Appropriations				x	x		x			3
Air Compressor Station 5	Fire	x		x		x					3
Deputy Court Clerk	City Court		x		x			x			3
Edge Intelligence for Traffic Operations and Preemption	Infor. Tech.	x					x			x	3
Leadership and Management Development	Human Resources		x		x					x	3
Mobile Lifts	Streets (Fleet)	x		x		x					3
New Bio Solids Operator	Water					x	x	x			3
New Fiscal Affairs Manager	Water Management		x		x					x	3
Playground Surfacing at Liberty Park	Parks					x	x	x			3
Training Sergeant	Police		x		x					x	3
Foundation Repairs Under St. 6	Facilities		x		x		x				3
Development Services Navigator	Administraton	x	x								2
Replace 11yd Mini Packer w/Automated Mini Side Loader	Sanitation (SES)			x		x					2
Station 5 Bathroom Remodel	Facilities	x						x			2
Station 5 Kitchen Remodel	Facilities						x	x			2
Add Equipment Operator	Sanitation (SES)			x							1
Addition to Fleet - 3/4 ton Pick-up truck	Streets (Maint.)			x							1
Development Services Navigator	Administration									x	1
Evidence Tech	Police									x	1
Glock 22P Practice Pistols	Police					x					1
Human Resources Generalist	Human Resources							x			1
Mack Hatcher Pavilion Roof	Facilities			x							1
Outfitting of Mobile Drone Response Vehicle	Fire					x					1
Patrol - Drone	Police					x					1
PPE for Firefighters	Fire			x							1
Range Improvements	Police			x							1
Replace Road Tractor	Sanitation (SES)	x									1
Replace Walking Floor Trailer	Sanitation (SES)	x									1
Station 2 Kitchen Remodel	Facilities							x			1
SWAT Tactical Camera	Police					x					1
Tracked Skid Steer	Streets							x			1
Total Count		14	16	16	16	15	15	16	0	15	



City of Franklin, Tennessee

FY 2026 Operating Budget Request

Program Enhancement Summary

Sheet 3: BOMA Top 15 Summaries - Averaged Rankings

Scale: 1 = Top Priority, 10 = Lowest Priority. Lowest Point total is thus the highest rated priority overall

Program Enhancement	Department	Moore	Baggett	Barnhill	Blanton	Brown	Burger	Caesar	Petersen	Potts	Average
Outfitting of Mobile Drone Response Vehicle	Fire					2					2.00
Edge Intelligence for Traffic Operations and Preemption	Infor. Tech.	2					1			6	3.00
Evidence Tech	Police									3	3.00
SWAT Tactical Camera	Police					3					3.00
CID - Victim Support Counselor	Police	4	4				5			2	3.75
Glock 22P Practice Pistols	Police					4					4.00
Station 2 Kitchen Remodel	Facilities							4			4.00
Training Sergeant	Police		6		5					1	4.00
Air Compressor Station 5	Fire	7		6		1					4.67
Mack Hatcher Pavilion Roof	Facilities			5							5.00
Downtown Parking Study	Planning	1	1		7		3	11		9	5.33
Reclassify 3 Shift Personnel to Engineers	Fire				1		12	5		4	5.50
Retrofit Existing Sports Field Lighting to LED	Parks			3	6			1		14	6.00
Station 5 Bathroom Remodel	Facilities	9						3			6.00
Vehicle Barrier System Archer Trailer Kit	Emer. Manage.	8	3	7		6	7			7	6.33
Add 3 Shift Personnel Firefighters and District Captains Pilot Program	Fire	6	2	9	11	10		8		5	7.29
Development Services Navigator	Administraton	5	5							12	7.33
Replace 11yd Mini Packer w/Automated Mini Side Loader	Sanitation (SES)			2		13					7.50
Mobile Lifts	Streets (Fleet)	10		4		9					7.67
New Fiscal Affairs Manager	Water		4		9					10	7.67
New Bio Solids Operator	Water					12	10	2			8.00
New Brine Making Facility	Streets		8		10	8	6				8.00
Training Room Carpet	Police			8	4		13	7			8.00
Traffic Management Software	Police	3	14	11		5					8.25
Additional Funding Requests	Appropriations				4	7		15			8.67
Add Equipment Operator	Sanitation (SES)			9							9.00
New Financial Accounting/Purchasing Software	Finance	15	12	1						8	9.00
Leadership and Management Development	Human Resources		11		2					15	9.33
Playground Surfacing at Liberty Park	Parks					15	4	9			9.33
New Vehicle for BNS	BNS		7	12	12		8				9.75
Deputy Court Clerk	City Court		13		3			14			10.00
IS Developer I Position	Infor. Tech.		10		15		2	13			10.00
PPE for Firefighters	Fire			10							10.00
Station 5 Kitchen Remodel	Facilities						14	6			10.00
Tracked Skid Steer	Streets							10			10.00
Patrol - Drone	Police					11					11.00
Add Materials Handler	Sanitation (SES)		15	15	8		9	12		11	11.67
Human Resources Generalist	Human Resources							12			12.00
Replacement Street Sweeper	Stormwater (St.)	12			13	14	11			13	12.60
Foundation Repairs Under St. 6	Facilities		9		14		15				12.67
Addition to Fleet - 3/4 ton Pick-up truck	Streets (Maint.)			13							13.00
Replace Road Tractor	Sanitation (SES)	13									13.00
Range Improvements	Police			14							14.00
Replace Walking Floor Trailer	Sanitation (SES)	14									14.00
		109	124	129	124	120	120	132	0	120	



City of Franklin, Tennessee

FY 2026 Operating Budget Request

Program Enhancement Summary

Sheet 4: BOMA Top 15 Summaries - Weighed Rankings

Weighed Rankings = Average Ranking 1-10 / Number of times (Single Count Ranking) Enhancement was selected = Weighted Ranking. Lower number = Top Priority

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Sheet 2 Sheet 3

Program Enhancement	Department	Moore	Baggett	Barnhill	Blanton	Brown	Burger	Caesar	Petersen	Potts	Count	Average	Weighed Ranking	Adjusted Rank	Cost	Running Cost	
Downtown Parking Study	Planning	1	1		7		3	11		9	6	5.3	0.89	1	\$ 250,000	\$ 250,000	1
CID - Victim Support Counselor	Police	4	4				5			2	4	3.8	0.94	2	\$ 106,781	\$ 356,781	2
Edge Intelligence for Traffic Operations and Preemption	Infor. Tech.	2					1			6	3	3.0	1.00	3	\$ 320,000	\$ 676,781	3
Add 3 Shift Personnel Firefighters and District Captains Pilot Program	Fire	6	2	9	11	10		8		5	7	7.3	1.04	4	\$ 454,435	\$ 1,131,216	4
Vehicle Barrier System Archer Trailer Kit	Emer. Manage.	8	3	7		6	7			7	6	6.3	1.06	5	\$ 441,927	\$ 1,573,143	5
Training Sergeant	Police		6		5					1	3	4.0	1.33	6	\$ 164,057	\$ 1,737,200	6
Reclassify 3 Shift Personnel to Engineers	Fire				1		12	5		4	4	5.5	1.38	7	\$ 23,707	\$ 1,760,907	7
Retrofit Existing Sports Field Lighting to LED	Parks			3	6			1		14	4	6.0	1.50	8	\$ 490,000	\$ 2,250,907	8
Air Compressor Station 5	Fire	7		6		1					3	4.7	1.56	9	\$ 118,000	\$ 2,368,907	9
Add Materials Handler	Sanitation (SES)		15	15	8		9	12		11	6	11.7	1.94	10	\$ 453,870	\$ 2,822,777	10
Outfitting of Mobile Drone Response Vehicle	Fire					2					1	2.0	2.00	11	\$ 56,500	\$ 2,879,277	11
New Brine Making Facility	Streets		8		10	8	6				4	8.0	2.00	12	\$ 145,000	\$ 3,024,277	12
Training Room Carpet	Police			8	4		13	7			4	8.0	2.00	13	\$ 20,000	\$ 3,044,277	13
Traffic Management Software	Police	3	14	11		5					4	8.3	2.06	14	\$ 42,500	\$ 3,086,777	14
New Financial Accounting/Purchasing Software	Finance	15	12	1						8	4	9.0	2.25	15	\$ 1,000,000	\$ 4,086,777	15
New Vehicle for BNS	BNS		7	12	12		8				4	9.8	2.44	16	\$ 50,857	\$ 4,137,634	16
Development Services Navigator	Administraton	5	5							12	3	7.3	2.44	17	\$ 85,401	\$ 4,223,035	17
IS Developer I Position	Infor. Tech.		10		15		2	13			4	10.0	2.50	18	\$ 84,878	\$ 4,307,913	18
Replacement Street Sweeper	Stormwater (St.)	12			13	14	11			13	5	12.6	2.52	19	\$ 375,000	\$ 4,682,913	19
Mobile Lifts	Streets (Fleet)	10		4		9					3	7.7	2.56	20	\$ 120,000	\$ 4,802,913	20
New Fiscal Affairs Manager	Water		4		9					10	3	7.7	2.56	21	\$ 113,876	\$ 4,916,789	21
New Bio Solids Operator	Water					12	10	2			3	8.0	2.67	22	\$ 80,000	\$ 4,996,789	22
Additional Funding Requests	Appropriations				4	7		15			3	8.7	2.89	23	\$ 274,285	\$ 5,271,074	23
Evidence Tech	Police									3	1	3.0	3.00	24	\$ 100,843	\$ 5,371,917	24
SWAT Tactical Camera	Police					3					1	3.0	3.00	25	\$ 17,100	\$ 5,389,017	25
Station 5 Bathroom Remodel	Facilities	9						3			2	6.0	3.00	26	\$ 39,000	\$ 5,428,017	26
Leadership and Management Development	Human Resources		11		2					15	3	9.3	3.11	27	\$ 108,000	\$ 5,536,017	27
Playground Surfacing at Liberty Park	Parks					15	4	9			3	9.3	3.11	28	\$ 93,102	\$ 5,629,119	28
Deputy Court Clerk	City Court		13		3			14			3	10.0	3.33	29	\$ 70,560	\$ 5,699,679	29
Replace 11yd Mini Packer w/Automated Mini Side Loader	Sanitation (SES)			2		13					2	7.5	3.75	30	\$ 301,378	\$ 6,001,057	30
Glock 22P Practice Pistols	Police					4					1	4.0	4.00	31	\$ 5,050	\$ 6,006,107	31
Station 2 Kitchen Remodel	Facilities							4			1	4.0	4.00	32	\$ 65,000	\$ 6,071,107	32
Foundation Repairs Under St. 6	Facilities		9		14		15				3	12.7	4.22	33	\$ 77,485	\$ 6,148,592	33
Mack Hatcher Pavilion Roof	Facilities			5							1	5.0	5.00	34	\$ 13,650	\$ 6,162,242	34
Station 5 Kitchen Remodel	Facilities						14	6			2	10.0	5.00	35	\$ 60,000	\$ 6,222,242	35
Add Equipment Operator	Sanitation (SES)			9							1	9.0	9.00	36	\$ 71,310	\$ 6,293,552	36
PPE for Firefighters	Fire			10							1	10.0	10.00	37	\$ 270,000	\$ 6,563,552	37
Tracked Skid Steer	Streets							10			1	10.0	10.00	38	\$ 80,000	\$ 6,643,552	38
Patrol - Drone	Police					11					1	11.0	11.00	39	\$ 12,910	\$ 6,656,462	39
Human Resources Generalist	Human Resources							12			1	12.0	12.00	40	\$ 85,149	\$ 6,741,611	40
Addition to Fleet - 3/4 ton Pick-up truck	Streets (Maint.)			13							1	13.0	13.00	41	\$ 54,000	\$ 6,795,611	41
Replace Road Tractor	Sanitation (SES)	13									1	13.0	13.00	42	\$ 152,525	\$ 6,948,136	42
Range Improvements	Police			14							1	14.0	14.00	43	\$ 54,300	\$ 7,002,436	43
Replace Walking Floor Trailer	Sanitation (SES)	14									1	14.0	14.00	44	\$ 115,000	\$ 7,117,436	44



City of Franklin, Tennessee

FY 2026 Operating Budget Request

Program Enhancement Summary

Sheet 5: BOMA Top 15 - Modified Weighed Rankings

Modified Weighed Rankings = Average Ranking 1-10 / Number of times (Single Count Ranking) Enhancement was selected = Weighted Ranking. Lower number = Top Priority.
Difference between weighed rankings and modified weighed rankings is those only getting 1 or 2 votes were not included in top 15. At least 3 votes are required for this ranking.

Program Enhancement	Department	A		B		C (B/A)		Cost	Running Cost	
		Count	Average	Weighed Ranking	Adjusted Rank	Count	Average			
Add 3 Shift Personnel Firefighters and District Captains Pilot Program	Fire	7	7.3	1.04	1	\$	454,435	\$	454,435	1
Downtown Parking Study	Planning	6	5.3	0.89	2	\$	250,000	\$	704,435	2
Vehicle Barrier System Archer Trailer Kit	Emer. Manage.	6	6.3	1.06	3	\$	441,927	\$	1,146,362	3
Add Materials Handler	Sanitation (SES)	6	11.7	1.94	4	\$	453,870	\$	1,600,232	4
Replacement Street Sweeper	Stormwater (St.)	5	12.6	2.52	5	\$	375,000	\$	1,975,232	5
CID - Victim Support Counselor	Police	4	3.8	0.94	6	\$	106,781	\$	2,082,013	6
Reclassify 3 Shift Personnel to Engineers	Fire	4	5.5	1.38	7	\$	23,707	\$	2,105,720	7
Retrofit Existing Sports Field Lighting to LED	Parks	4	6.0	1.50	8	\$	490,000	\$	2,595,720	8
New Brine Making Facility	Streets	4	8.0	2.00	9	\$	145,000	\$	2,740,720	9
Training Room Carpet	Police	4	8.0	2.00	10	\$	20,000	\$	2,760,720	10
Traffic Management Software	Police	4	8.3	2.06	11	\$	42,500	\$	2,803,220	11
New Financial Accounting/Purchasing Software	Finance	4	9.0	2.25	12	\$	1,000,000	\$	3,803,220	12
New Vehicle for BNS	BNS	4	9.8	2.44	13	\$	50,857	\$	3,854,077	13
IS Developer I Position	Infor. Tech.	4	10.0	2.50	14	\$	84,878	\$	3,938,955	14 <<<All Receiving 4 votes or more
Edge Intelligence for Traffic Operations and Preemption	Infor. Tech.	3	3.0	1.00	15	\$	320,000	\$	4,258,955	15 <<<Top 15
Training Sergeant	Police	3	4.0	1.33	16	\$	164,057	\$	4,423,012	16
Air Compressor Station 5	Fire	3	4.7	1.56	17	\$	118,000	\$	4,541,012	17
Development Services Navigator	Administraton	3	7.3	2.44	18	\$	85,401	\$	4,626,413	18
Mobile Lifts	Streets (Fleet)	3	7.7	2.56	19	\$	120,000	\$	4,746,413	19
New Fiscal Affairs Manager	Water	3	7.7	2.56	20	\$	113,876	\$	4,860,289	20
New Bio Solids Operator	Water	3	8.0	2.67	21	\$	80,000	\$	4,940,289	21
Additional Funding Requests	Appropriations	3	8.7	2.89	22	\$	274,285	\$	5,214,574	22
Leadership and Management Development	Human Resources	3	9.3	3.11	23	\$	108,000	\$	5,322,574	23
Playground Surfacing at Liberty Park	Parks	3	9.3	3.11	24	\$	93,102	\$	5,415,676	24
Deputy Court Clerk	City Court	3	10.0	3.33	25	\$	70,560	\$	5,486,236	25
Foundation Repairs Under St. 6	Facilities	3	12.7	4.22	26	\$	77,485	\$	5,563,721	26
Station 5 Bathroom Remodel	Facilities	2	6.0	3.00	27	\$	39,000	\$	5,602,721	27
Replace 11yd Mini Packer w/Automated Mini Side Loader	Sanitation (SES)	2	7.5	3.75	28	\$	301,378	\$	5,904,099	28
Station 5 Kitchen Remodel	Facilities	2	10.0	5.00	29	\$	60,000	\$	5,964,099	29
Outfitting of Mobile Drone Response Vehicle	Fire	1	2.0	2.00	30	\$	56,500	\$	6,020,599	30
Evidence Tech	Police	1	3.0	3.00	31	\$	100,843	\$	6,121,442	31
SWAT Tactical Camera	Police	1	3.0	3.00	32	\$	17,100	\$	6,138,542	32
Glock 22P Practice Pistols	Police	1	4.0	4.00	33	\$	5,050	\$	6,143,592	33
Station 2 Kitchen Remodel	Facilities	1	4.0	4.00	34	\$	65,000	\$	6,208,592	34
Mack Hatcher Pavilion Roof	Facilities	1	5.0	5.00	35	\$	13,650	\$	6,222,242	35
Add Equipment Operator	Sanitation (SES)	1	9.0	9.00	36	\$	71,310	\$	6,293,552	36
PPE for Firefighters	Fire	1	10.0	10.00	37	\$	270,000	\$	6,563,552	37
Tracked Skid Steer	Streets	1	10.0	10.00	38	\$	80,000	\$	6,643,552	38
Patrol - Drone	Police	1	11.0	11.00	39	\$	12,910	\$	6,656,462	39
Human Resources Generalist	Human Resources	1	12.0	12.00	40	\$	85,149	\$	6,741,611	40
Addition to Fleet - 3/4 ton Pick-up truck	Streets (Maint.)	1	13.0	13.00	41	\$	54,000	\$	6,795,611	41
Replace Road Tractor	Sanitation (SES)	1	13.0	13.00	42	\$	152,525	\$	6,948,136	42
Range Improvements	Police	1	14.0	14.00	43	\$	54,300	\$	7,002,436	43
Replace Walking Floor Trailer	Sanitation (SES)	1	14.0	14.00	44	\$	115,000	\$	7,117,436	44



Appendices: Operating Budget

Appendix J: Pay Scales

It has been a core value of City government that people working for the City of Franklin are the City's most important asset. In providing quality services, the Board has directed a significant amount of financial resources to enhance our ability to recruit, develop, and retain quality employees.

Created in 2013, the Classification and Compensation Study (a joint project between the City of Franklin and Burris, Thompson and Associates) reviews every position throughout the organization and compared to market data in both public sector (including specific pay information from 20+ other cities) and private sector (where applicable). This project reviews all of the positions and makes recommendations for any necessary changes to pay grades. This study has been revised four times since 2013: 2015, 2018, 2022, and 2025.

The result of this study is a pay scale herein attached.

Appendix J: Pay Scales

PAY GRADE	GENERAL POPULATION				
	Min	1st Qtle	Mid	3rd Qtle	Max
P	\$ 200,522	\$ 218,215	\$ 235,908	\$ 259,499	\$ 283,090
O	\$ 178,242	\$ 193,969	\$ 209,696	\$ 230,666	\$ 251,635
N	\$ 158,437	\$ 172,417	\$ 186,397	\$ 205,036	\$ 223,676
M	\$ 140,833	\$ 153,259	\$ 165,686	\$ 182,254	\$ 198,823
L	\$ 125,185	\$ 136,231	\$ 147,276	\$ 162,004	\$ 176,732
K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879
C	\$ 43,367	\$ 47,194	\$ 51,021	\$ 56,123	\$ 61,225
B	\$ 38,549	\$ 41,950	\$ 45,352	\$ 49,887	\$ 54,422
A	\$ 34,266	\$ 37,290	\$ 40,313	\$ 44,345	\$ 48,376

PAY GRADE	FIRE DEPARTMENT				
	Min	1st Qtle	Mid	3rd Qtle	Max
F109	\$ 142,266	\$ 154,819	\$ 167,372	\$ 188,294	\$ 209,215
F108	\$ 127,880	\$ 139,163	\$ 150,447	\$ 169,253	\$ 188,059
F107	\$ 114,948	\$ 125,091	\$ 135,233	\$ 152,137	\$ 169,041
F106	\$ 103,324	\$ 112,441	\$ 121,558	\$ 136,753	\$ 151,947
F105	\$ 92,876	\$ 101,071	\$ 109,265	\$ 122,924	\$ 136,582
F104	\$ 83,484	\$ 90,850	\$ 98,216	\$ 110,493	\$ 122,770
F103	\$ 75,042	\$ 81,663	\$ 88,284	\$ 99,320	\$ 110,355
F102	\$ 60,632	\$ 65,982	\$ 71,332	\$ 80,248	\$ 89,164
F101	\$ 57,200				

PAY GRADE	POLICE DEPARTMENT				
	Min	1st Qtle	Mid	3rd Qtle	Max
P108	\$ 141,911	\$ 154,432	\$ 166,954	\$ 183,649	\$ 200,345
P107	\$ 113,131	\$ 123,113	\$ 133,095	\$ 146,404	\$ 159,714
P106	\$ 101,009	\$ 109,922	\$ 118,835	\$ 130,718	\$ 142,602
P105	\$ 85,892	\$ 93,471	\$ 101,050	\$ 111,155	\$ 121,260
P104	\$ 76,690	\$ 83,456	\$ 90,223	\$ 99,245	\$ 108,268
P103	\$ 68,473	\$ 74,515	\$ 80,556	\$ 88,612	\$ 96,668
P102	\$ 62,248	\$ 67,741	\$ 73,233	\$ 80,556	\$ 87,880
P101	\$ 61,800				



Appendices: Operating Budget

Appendix K: Strategic Plan

The City of Franklin first developed a Strategic Plan in 2013 with the passage of Franklin Forward - a 20 year strategic plan centered around four main themes:



A Safe Clean and Livable City



An Effective and Fiscally Sound City Government Providing High Quality Service



Quality Life Experiences



Sustainable Growth and Economic Prosperity

The plan - known as Franklin Forward - had these 4 main goals (themes), 15 sub-themes, 64 Goals and 74 datasets used to evaluate progress achieved behind these themes.

In 2023, the City launched efforts to renew its Strategic Plan after 10 years. The focus of the current effort is to narrow the window of the plan from 20 years to 10 years with 1-3 year action plans where targeted, focused deliverables can be developed and measured. Efforts to date have produced new vision, mission, values and overarching goals. They include:

- Vision:** **America’s finest hometown, driven by excellence, balancing preservation and progress.**
- Mission:** **Serve. Connect. Lead. Deliver.**
- Values:** **Culture of Excellence - Collaborative - Service Driven - Heart - Purposeful**
- Goals:**

 **Safe Clean Livable City**

 **Sustainable Growth & Economic Vitality**

 **Fiscally Sound**

 **Quality Life Experiences**

 **Organizational Health**

 **Operational Excellence**

Further refinement of the Outcomes, Measurements, and integration of the City-wide priorities with the goals will be achieved in the remainder of 2025.



City of Franklin, Tennessee

FY 2026 Operating Budget

APPENDICES: Reference

Under this section is:

- **Reference Information**
 - **Appendix L - Expenditure Classifications**
 - **Appendix M - Additional Demographic & Economic Information**
 - **Appendix N - Glossary of Terms**



City of Franklin, Tennessee
FY 2026 Operating Budget

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Appendices: Reference

Appendix L: Chart of Account Definitions

The budget is presented in a format showing expenditure classifications within the three (3) major categories: Personnel, Operations, and Capital. The following classifications are an abbreviated list of the City's complete Chart of Accounts. Further detail is available from the City's Finance Office. These categories provide definitions of the classifications used within departmental and divisional budgets within each fund.

The classifications budgeted under Personnel are:

81100 - Salaries & Wages

- Amounts paid to both permanent and temporary City employees, including personnel substituting for those in permanent positions. This category includes gross salary for personal services rendered while on the payroll of the City.

81200 - Officials Fees

- Amounts paid to the Board of Mayor and Aldermen, City judge, and officials of commissions and other boards.

81400 - Employee Benefits

- Amounts paid by the City on behalf of employees; these amounts are not included in the gross salary, but are in addition to that amount. Such payments are fringe benefit payments and, although not paid directly to employees, are part of the cost of personal services.

The classifications budgeted under Operations are:

82100 - Transportation Charges

- Charges for transport services needed for City operations.

82200 - Operating Services

- Services necessary for the ongoing operations of the City.

82300 - Notices, Subscriptions, Publicity

- Costs incurred by City for public notices, dues and subscriptions, promotion, elections, and surveys.

82400 - Utilities

- Expenditures for energy, including gas, oil, coal, gasoline, and services received from public or private utility companies.

82500 - Contractual Services

- Amounts paid for services rendered by organizations or personnel not on the payroll of the City. Although a product may or may not result from the transaction, the primary reason for the purchase is the service provided.

82600 - Repair & Maintenance Services

- Expenditures for repair and Maintenance services not provided directly by City personnel.

82700 - Employee Programs

- Primarily administered by Human Resources, these are programs established for employee development.

82800 - Professional Development / Travel

- Expenditures for transportation, meals, hotel, and other expenses associated with staff travel for the City. Payments for per diem in lieu of reimbursements for subsistence (room and board) also are charged here.

83100 - Office Supplies

- Costs incurred for various office supplies, décor items, benevolence items, and business meals and refreshments.

83200 - Operating Supplies

- Amounts paid for items that are consumed or deteriorated through use or that lose their identity through fabrication or incorporation into different or more complex units or substances.

83300 - Fuel & Mileage (Non-Travel)

- Costs of operating vehicles on duty.

83400 - Supplies Purchased for Resale

- Supplies purchased for use in providing City services.

83500 - Equipment (<\$50,000)

- Equipment used with an item cost under \$50,000. To distinguish from supplies, equipment usually has a power source: electrical, battery, fuel, etc.

83600 - Repair & Maintenance Parts & Supplies

- Expenditures for supplies for repair and maintenance services provided directly by City personnel.

84000 - Operational Units

- Costs incurred by departments for specific operational units or activities.

85100 - Property & Liability Costs

- Property and liability costs.

85200 - Rentals

- Costs for renting or leasing land, buildings, equipment, and vehicles.

85300 - Permits & Fees

- Costs incurred by City for necessary permits and fees.

85500 - Financial Fees

- Costs incurred related to financial operations.

85900 - Other Business Expenses

- Business-related expenditures not classified elsewhere.

86000 - Debt Service

- Costs incurred by City for outstanding debt.

87000 - Appropriations

- Includes costs for appropriations to organizations for contracted services, other governments for services and civic organizations providing social services.

87500 - Reimbursement for Interfund Services

- Amounts received by the General Fund from the Sanitation, Stormwater, and Water/Sewer funds for administrative services provided to these funds. The amounts are recorded in the General Fund as reductions of expenditures in Revenue Management, Administration, Capital Investment Planning, Facilities & Project Management, Human Resources, Law, Communications, Finance, Purchasing, and Engineering.

88000 - Transfers to Other Funds

- Interfund transfers are financial outflows to other funds of the City that are not classified as interfund services provided and used reimbursements, or loans.

The expenditure classifications budgeted under Capital are:

89100 - Land

- This includes cost for land and easements acquired for Capital projects.

89200 - Buildings (>\$100,000)

- Includes costs for buildings acquired, building design & construction and various building improvements greater than \$100,000 that adds new capacity to an existing building or extends the estimated useful life of an existing building.

89300 - Improvements (>\$100,000)

- Expenditures for acquiring improvements not associated with buildings (such as Parks & Recreation Facilities & Distribution Systems)

89400 - Infrastructure (>\$100,000)

- Includes costs of improving drainage, streets, adding, improving, and replacing curb and gutter, adding or improving gateway enhancement and streetscape, improving bridges and tunnels, adding or improving sidewalks, acquiring and installing traffic signals and installing or improving streetlights.

89500 - Equipment (>\$50,000)

- Expenditures for the initial, additional and replacement items of equipment such as machinery, furniture and fixtures, and vehicles.



City of Franklin, Tennessee
FY 2026 Operating Budget

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Appendices: Reference

Appendix M - Additional Demographic & Economic Information

The following tables provide additional detail about the City's finance, economic standing and overall demographics. Information is taken from the 2024 Annual Comprehensive Financial Report (ACFR), which can be found [here](#). The list of tables can be found below along with the corresponding page number in the 2024 ACFR.

Revenue Capacity Information: Local Sales Tax Collections - Page 133

Revenue Capacity Information: Assessed Value and Estimated Actual Value of Taxable Property - Page 134

Revenue Capacity Information: Principal Property Taxpayers, Current Year and Ten Years Ago - Page 136

Demographic and Economic Information: Principal Employers - Page 144

Debt Capacity Information: Ratios of General Bonded Debt Outstanding - Page 139

Debt Capacity: Legal Debt Margin Information - Page 141

Debt Capacity: Water & Sewer Fund Pledged-Revenue Coverage - Page 142

Schedule of Utility Major Customers - Page 123



City of Franklin, Tennessee
FY 2026 Operating Budget

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Appendices: Reference

Appendix N - Glossary

ANNUAL COMPREHENSIVE FINANCIAL REPORT (ACFR): Issued at the end of a fiscal year, it includes comparisons to the budgeted amounts in the general and special revenue funds to ensure compliance with the legally adopted budget. The ACFR is prepared in accordance with GAAP (Generally Accepted Accounting Principles), the accounting principles that are commonly used in preparing financial statements and generally accepted by the readers of those statements. The authoritative source of GAAP for state and local governments is the Governmental Accounting Standards Board (GASB).

APPRAISED VALUE: The estimate of fair market value assigned to property by the Williamson County Tax Assessor.

APPROPRIATION: An authorization granted by the Board of Mayor and Aldermen to make budgeted expenditures and to incur obligations for purposes specified in the budget ordinances.

APPROVED BUDGET: Term used to describe revenues and expenditures for the upcoming fiscal year, beginning July 1, as adopted by the Board of Mayor and Aldermen.

ASSESSED VALUE: A value established for real and personal property for use as a basis for levying property taxes.

BALANCED BUDGET: Occurs when planned expenditures equal anticipated revenues. In Tennessee, it is a requirement that the budget approved by the Board of Mayor and Aldermen be balanced.

BOND: A written promise to pay a designated sum of money (the principal) at a specific date in the future, along with periodic interest at a specified rate. The payment on bonds is identified as Debt Service. Bonds are generally used to obtain long-term financing for capital improvements.

BOND PROCEEDS: Resources derived from issuance of bonds for specific purposes.

BOND RATING: A rating (made by an established bond rating company) from a schedule of grades indicating the probability of timely repayment of principal and interest on bonds issued. The City of Franklin has an Aaa rating from Moody's and Standard & Poor's.

BUDGET: A comprehensive financial plan of operation for a specified period of time that matches all planned revenues and expenditures with various municipal services. The City's budget is adopted annually.

BUDGET AMENDMENT: A formal change of budgeted appropriations requiring 3 readings by the Board of Mayor and Aldermen.

BUDGET CALENDAR: The schedule of key dates or milestones which the City follows in the preparation and adoption of the budget.

BUDGET DOCUMENT: The official written statement prepared by the City staff reflecting the decisions made by the Board in their budget deliberations.

BUDGET MESSAGE: A general discussion of the budget which provides the Board of Mayor and Aldermen and the public with a general summary of the most important aspects of the budget, changes from previous fiscal years, and the views and recommendations of the City Administrator.

BUDGET ORDINANCE: The schedule of revenues and expenditures for the upcoming fiscal year by fund which is adopted by the Board of Mayor and Aldermen each year.

CAPITAL PROJECT FUND: Used to account for acquisition and/or construction of major capital projects, including buildings, parks, streets, bridges and other City facilities, infrastructure, and equipment. The primary revenue sources in this fund are bond proceeds, grant receipts, and developer contributions. Although included in the City's annual financial report, this fund is not budgeted.

CAPITAL IMPROVEMENTS PLAN (CIP): Issued separately but in coordination with the budget document, the CIP is the plan or schedule of project expenditures for public facilities and infrastructure (buildings, roads, etc.), with estimated project costs, sources of funding, and timing of work over a five- year period. Generally, projects over \$50,000 are included in the CIP.

CAPITAL: Category of expenditures for capital acquisitions that include: (a) land or easements, (b) buildings acquired, constructed, or improved, (c) parks and recreation facilities, (d) infrastructure such as drainage, streets, curb and gutter, gateway enhancement and streetscape, bridges and tunnels, sidewalks, traffic signals, and streetlights, and (e) capital equipment over \$50,000 with an expected life of 3 or more years such as furniture & fixtures, vehicles, machinery & equipment, and computer hardware & software.

CITY CHARTER: The private act of the Tennessee General Assembly of 1903 which grants unto a body politic to be the City of Franklin.

CITY FACILITIES TAX FUND: A special revenue fund used to account for the proceeds authorized by a private act of the Tennessee General Assembly of 1987 for the City to levy and collect a privilege tax on new development to provide that new development contribute its fair share of providing new public facilities made necessary by growth. Such taxes may be expended only upon police, fire, sanitation, and parks and recreation.

COMMUNITY DEVELOPMENT BLOCK GRANT (CDBG) FUND: Used to account for receipts from CDBG grants and usage of these monies to further community development.

COUNTY FACILITIES TAX FUND: A special revenue fund used to account for the City's share of the County's Adequate School Facilities Tax. 30% of the proceeds are distributed to incorporated cities within the county, and another 30% is divided pro rata among the incorporated cities based on population in the last decennial census. The City began collecting a share of the County Facilities Tax in FY 2012. Funds are to be used for the purpose of providing public facilities.

DEBT SERVICE FUND: Used to account for resources set aside to fund debt service and the actual principal and interest payments made.

DEPARTMENT: A major administrative or operational division of the City which indicates overall management responsibility for an operation or a group of related operations within a functional area. A department usually has more than one program and may include activities or divisions which are accounted for in different funds, the Streets Department for example.

DRUG FUND: Used to account for drug related fines and confiscations received and usage of these monies to further drug investigations.

EXPENDITURE: The outlay of or obligation to pay cash; a decrease in net financial resources.

FISCAL YEAR: The time period beginning on July 1st of a calendar year and ending on June 30 of the following calendar year. Budgeting is carried out on a fiscal year schedule.

FLEET REPLACEMENT FUND: A fund created in 2022 that is used to account for the purchase and replacement of commercial fleet vehicles (passenger trucks, sedans, SUVs) used in General Fund departments.

FULL-TIME EQUIVALENT POSITION (F.T.E.): A part-time position converted to the decimal equivalent of a full-time position based on 2,080 hours per year. For example, a seasonal employee working for four months, or 690 hours, would be equivalent to .3 of a full-time position.

FUND: A fund is a fiscal and accounting entity with a self-balancing set of accounts. It is also the legal level of budgetary control for the City.

FUND BALANCE: Amounts shown as fund balance represent monies which remain unspent after all budgeted expenditures have been made.

GENERAL FUND: The general operating fund of the City used to account for all financial resources except those required to be accounted for in another fund. Most department operations of the City are funded by the general fund including police, fire, administration, engineering, streets, and parks.

GENERAL OBLIGATION BONDS: Debt issued by the City, repayment of which is backed by full taxing power.

GFOA: Government Finance Officers Association.

HOTEL/MOTEL TAX FUND: A special revenue fund used to account for the locally administered tax levied on the occupancy of hotel and motel rooms, in addition to sales tax. The City of Franklin Hotel/Motel Tax is 4%. The fund is used to pay debt service on the Cool Springs Conference Center and the Harlinsdale and Battlefield parks. Also, the funds are used for tourism.

LOCAL SALES TAX: This is the City's most significant revenue source. The local sales tax rate is 2.75%. The City receives 1.375% of the tax amount, less a 1% administrative fee retained by the County, for sales that occur inside the City. Local sales tax applies only to the first \$1,600 of a single article purchase of tangible personal property.

MODIFIED ACCRUAL: The basis of accounting where expenditures are recognized when incurred and payment is due, and revenues are recognized when they are measurable and available (generally collected within 60 days).

MUNICIPAL CODE: A compilation of ordinances as adopted and approved by the Board of Mayor and Aldermen.

OPERATIONS: Category of expenditures for ongoing operations that includes:

- (a) mailing and shipping,
- (b) operating services such as printing and testing and physicals,
- (c) notices and subscriptions such as legal notices, citizens academies, dues for memberships, and publications,
- (d) utilities,
- (e) contractual services including consultants,
- (f) repair and maintenance services and supplies,
- (g) employee programs, including training and professional development,
- (h) office and operating supplies,
- (i) fuel,
- (j) supplies purchased for resale,
- (k) equipment under \$50,000 (which are not depreciated over time as capital assets in the City's annual financial report),
- (l) costs grouped within operations units such as K-9 operations,
- (m) property and liability costs,
- (n) rental costs,
- (o) permits and fees such as those paid to the State,
- (p) financial fees such as banking or investment fees,
- (q) other business expenses,
- (r) debt service,
- (s) appropriations to government and non-profit organizations,
- (t) reimbursements of expenditures, and
- (u) interfund transfers.

PARKLAND DEDICATION FUND: A Special Revenue fund created in FY 2015 for the purpose of satisfying requirements of Section 5.5.4 of the City of Franklin Zoning Ordinance in which funds collected from developments can be used for the acquisition or development of public parks, greenways/blueways, open space sites, and related facilities.

PERFORMANCE MEASUREMENTS: Any systematic attempt to learn how responsive a government's services are to the needs of constituents through the use of standards, workload indicators, etc.

PERSONNEL: Category of expenditures that includes:

- (a) employee salaries and wages,
- (b) officials fees to the Mayor and Aldermen, the City judge, and the Planning Commission, and
- (c) employee benefits.

PROPERTY TAX RATE: The rate at which real and personal property in the City is taxed in order to produce revenues sufficient to conduct necessary governmental activities. This rate is currently \$0.3261 per \$100 of assessed valuation.

PROPERTY TAX RATE ORDINANCE: The rate at which real and personal property in the City is taxed which is adopted by the Board of Mayor and Aldermen each year.

PROPRIETARY FUND: The Water and Wastewater fund is the only proprietary fund (where user charges and fees typically cover the cost of the services provided) within the City. Its financial plan is included in a separate budget document.

PROPOSED BUDGET: Term used to describe revenues and expenditures for the upcoming year beginning July 1 as proposed by the City Administrator to the Board of Mayor and Aldermen for approval.

REVENUE: Income received from various sources used to finance government services. For example, local sales tax revenue.

REVENUE BONDS: Bonds whose principal and interest are payable exclusively from earnings of an Enterprise Fund.

ROAD IMPACT FUND: A special revenue fund used to account for proceeds authorized by a private act of the Tennessee General Assembly of 1987 for the City to assess and collect fees on new development thereby requiring the developer to pay for the costs of new road improvements.

SANITATION & ENVIRONMENTAL SERVICES FUND: A special revenue fund used to account for the City's sanitation collection, fleet maintenance, and disposal operations. Its primary sources of revenue are user charges and an operating subsidy from the general fund.

SPECIAL REVENUE FUND: Special revenue funds are used to account for resources that are subject to certain legal spending restrictions. They are created when a resolution, statute or ordinance requires that specific taxes or special revenue sources are to be used to finance a particular activity. The City has nine (9) special revenue funds: Street Aid & Transportation, Sanitation & Environmental Services, Road Impact, Facilities Tax, Stormwater, Drug, Hotel/Motel, Transit System, and Community Development Block Grant (CDBG) funds.

STORMWATER FUND: A special revenue fund used to account for the City's stormwater drainage operations. Revenues are primarily from charges to residential and commercial customers based on paved areas.

STREET AID & TRANSPORTATION FUND: A special revenue fund used to account for the receipt and usage of the City's share of State gasoline taxes. State law requires these gasoline taxes to be used to maintain streets.

TAX BASE: The total assessed value of real property within the City.

TAX LEVY: The total amount to be raised by general property taxes for purposes specified in the Property Tax Ordinance.

TRANSFER: An appropriation to or from another fund. A transfer is the movement of money from one fund to another to wholly or partially support the functions of the receiving fund.

TRANSIT SYSTEM FUND: A special revenue fund used to account for the City's transit operations. Its primary sources of revenue are an operating subsidy from the general fund and transit fares. The City has created the Franklin Transit Authority to oversee transit operations. Daily operations of the transit system are managed by a contractor.

USER CHARGES: The payment of a fee for direct receipt of a public service by the party benefiting from the service.



City of Franklin, Tennessee
FY 2026 Operating Budget

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City of Franklin, Tennessee

FY 2026 Operating Budget

FY 2026 Proposed Budget Presentation

May 15, 2025
Budget and Finance Committee





City of Franklin, Tennessee

FY 2026 Operating Budget

Slide 2

Outline

- Focus**
- Budget Overview**
- General Fund**
 - Overview**
 - Revenues**
 - Expenses**
- Other Funds**
- Summary**

Overview:

- Maintain high quality services.
- Preserve capacity to respond to future needs and meet quality of life needs.
- Invest in and plan for the future.
- Be a highly competitive community.



City of Franklin, Tennessee

FY 2026 Operating Budget

Slide 4

Budget Overview:

- **All Funds Budget for FY26: \$243.3 million**
 - A decrease of 2.7% compared to FY25
- **General Fund Budget for FY26: \$128.1 million**
 - An increase of 9.7% compared to FY25



City of Franklin, Tennessee

FY 2026 Operating Budget

2025 Property Reappraisal Impact:

- Property across Williamson County is reappraised every four years. The 2025 reappraisal was recently completed.
- Franklin's Total Tax Base Assessment is now \$10.75 Billion compared to the previous value of \$7.6 Billion.
- Based on the reappraisal \$0.01 of property tax rate now generates \$1.05 million, up from \$750,000.
- City's current rate of \$0.3261 per \$100 of assessed valuation is adjusted to \$0.2310.

Invest Franklin 2.0:



- Dedicate property tax capacity to advance crucial infrastructure and enhance services.
- TDOT partnership funding for Mack Hatcher Southeast widening to four lanes.
- Other Capital Investment needs.
- City Services – Public Safety, Public Works.
- Invest Franklin implemented in 2016 has been the “backbone” of the City’s 10-Year Capital Investment Plan.

Invest Franklin 2.0:



Overall Proposed Property Tax Rate of \$0.32 per \$100 of assessed valuation:

- 0.2310 – Existing Operations and Invest Franklin Projects
- 0.068 – Invest Franklin 2.0 funding for Mack Hatcher SE and other capital investments
- 0.021 – City Operations and service delivery.

Increase in Hotel Occupancy Tax by 1% -
Supporting parks and other improvements positively impacting tourism.



City of Franklin, Tennessee

FY 2026 Operating Budget

Slide 8

Overview: Highlights

- The budget is balanced.
- The budget fully complies with the Board of Mayor and Aldermen's debt and fund reserve policies.
- Essential service levels are maintained or enhanced.
- As a result of property reappraisal, property tax rates will be modified in FY26. Invest Franklin 2.0 is proposed to provide dedicated funding for crucial infrastructure investments and enhanced community services. Franklin's proposed property tax rate remains one of the lowest rates in Tennessee and nationally.

Overview: Highlights

- The budget includes 10 new positions across all funds. The General Fund includes eight new positions with three new on-shift Firefighters, three new Police Officers (patrol), a Victim Support Counselor in the Police Department, and an Information Systems Developer position. In Sanitation a new route requires a new Equipment Operator and in Water Management a new Fiscal Affairs Manager is being proposed.
- Health insurance premiums for City team members are unchanged for FY25, however deductibles are increasing for the first time in over 20 years.

Overview: Highlights

- The FY26 Budget includes the implementation of an updated compensation plan, which moves all positions to the 90th percentile market target. This action is consistent with compensation plan adjustments made for Police and Fire team members in the FY25 Budget.
- A pay increase for City team members will be effective the first pay period of July 2025. The proposed budget includes a general pay increase of 2.5% plus and an additional performance-based pay increase of up to an additional 2.5%.

Overview: Highlights

- The FY26 Budget includes a \$2 per month increase for residential trash and recycling collection (from \$31/month to \$33/month) effective January 1, 2026. The Board took this action as a part of the FY25 Budget process which has resulted in this operation being fully self-sufficient.
- Consistent with our multi-year utility rate plan, Water and Sewer rates will increase 6% and 5.7% respectively beginning January 1, 2026.



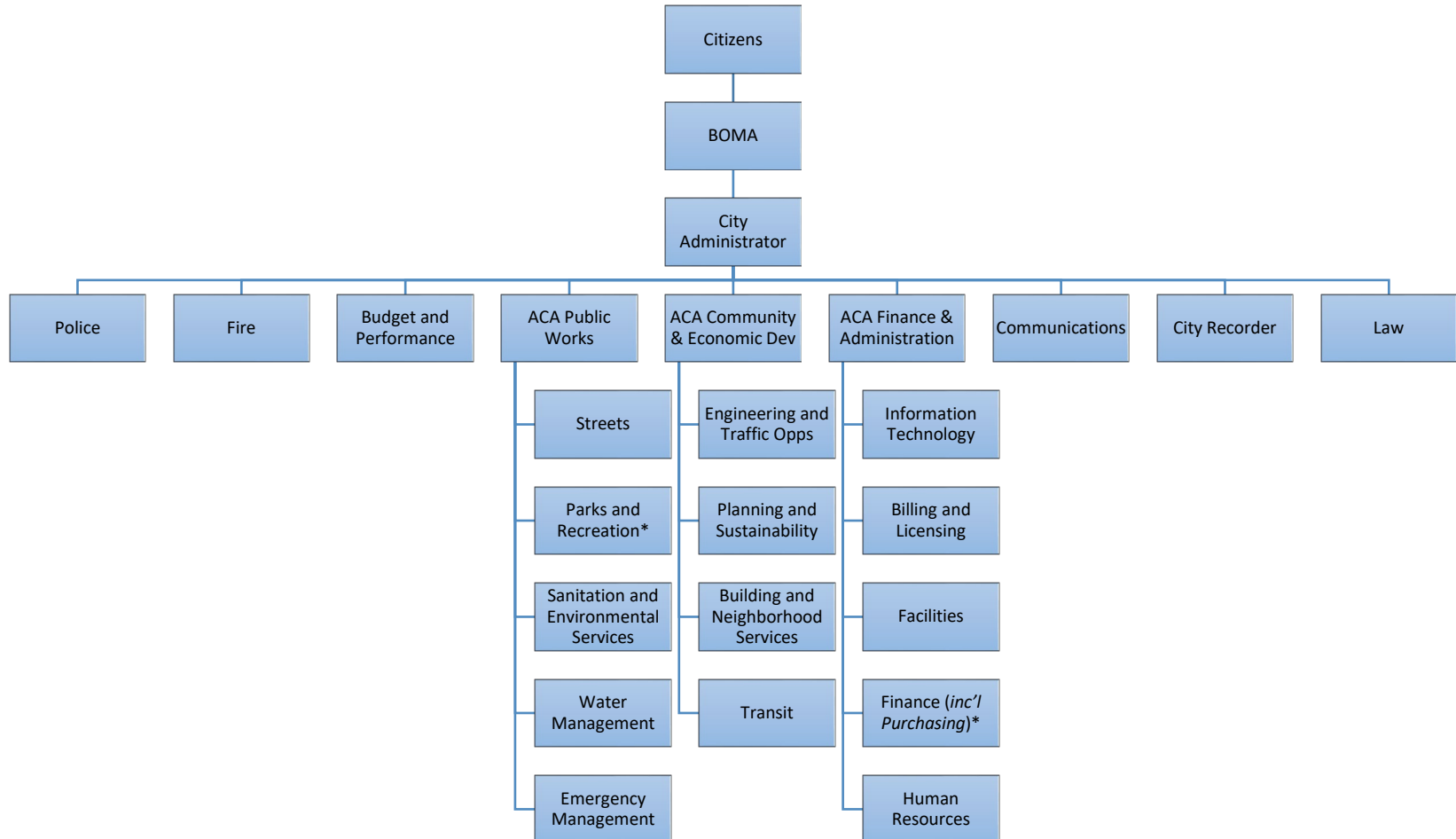
City of Franklin, Tennessee

FY 2026 Operating Budget

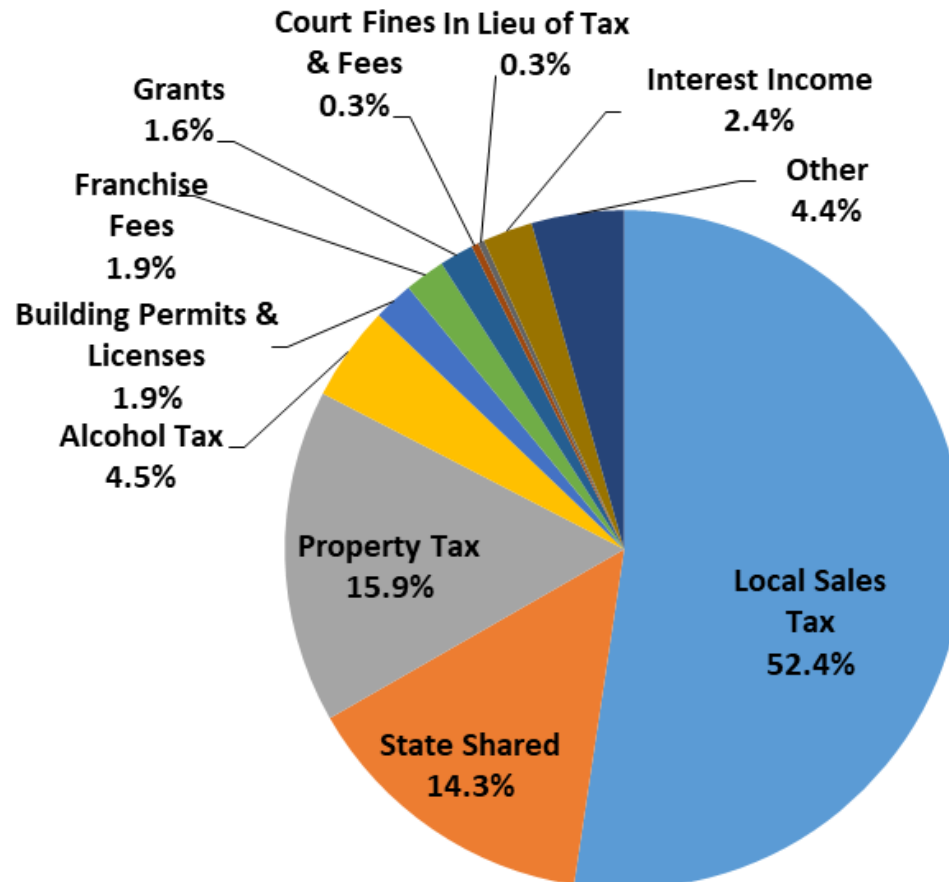
Overview: Highlights

- The City's Hotel Occupancy Tax is proposed to move from 4% to 5%. The additional 1% is projected to generate approximately \$1.2 million annually, which will be dedicated to enhancing City parks and other improvements that positively impact Franklin's tourism offerings.
- The budget incorporates performance measures and sustainability initiatives for every department. The connection to our updated Strategic Plan is clearly linked to performance measures and objectives throughout the budget.

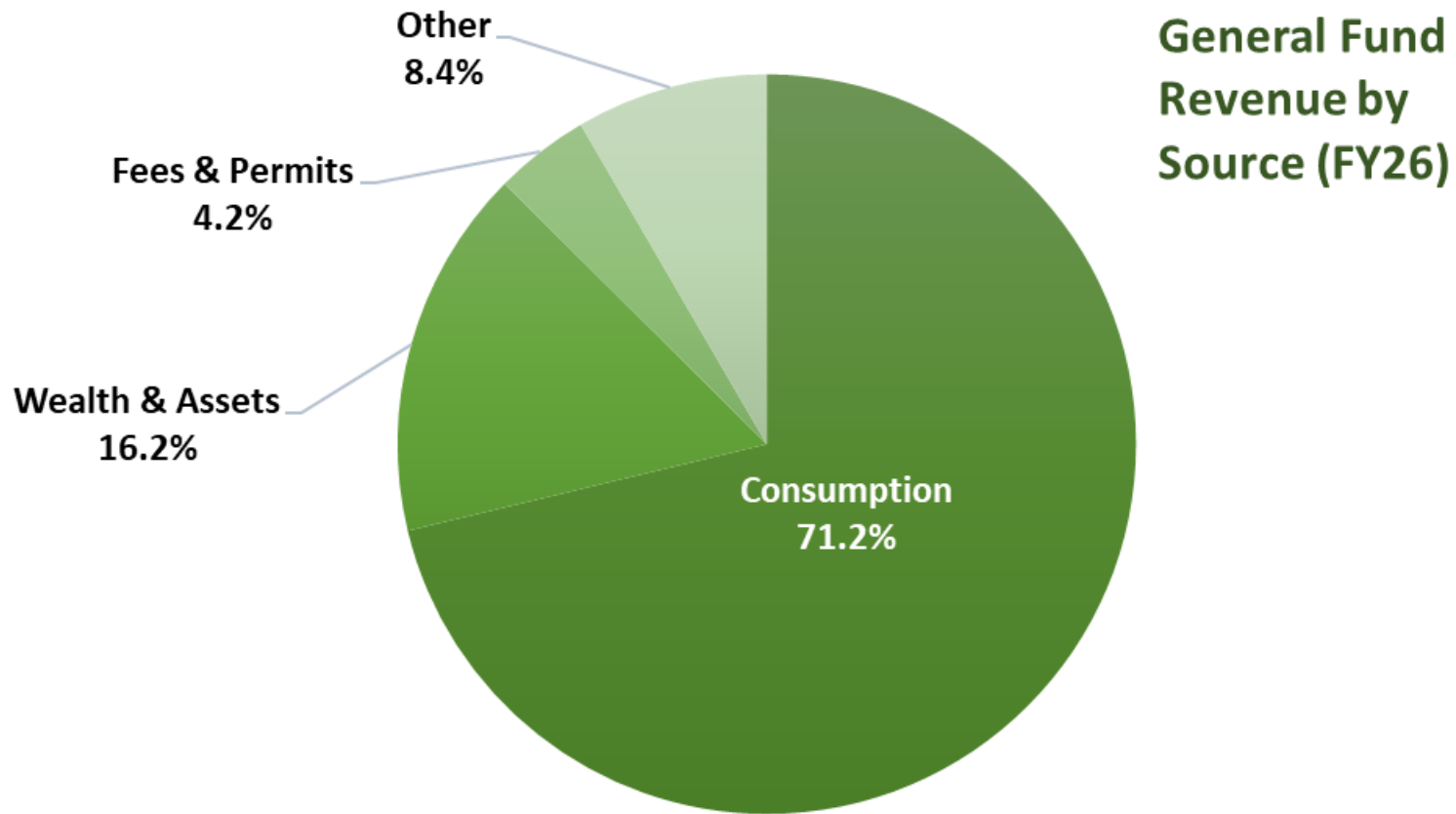
Organization Structure – FY26



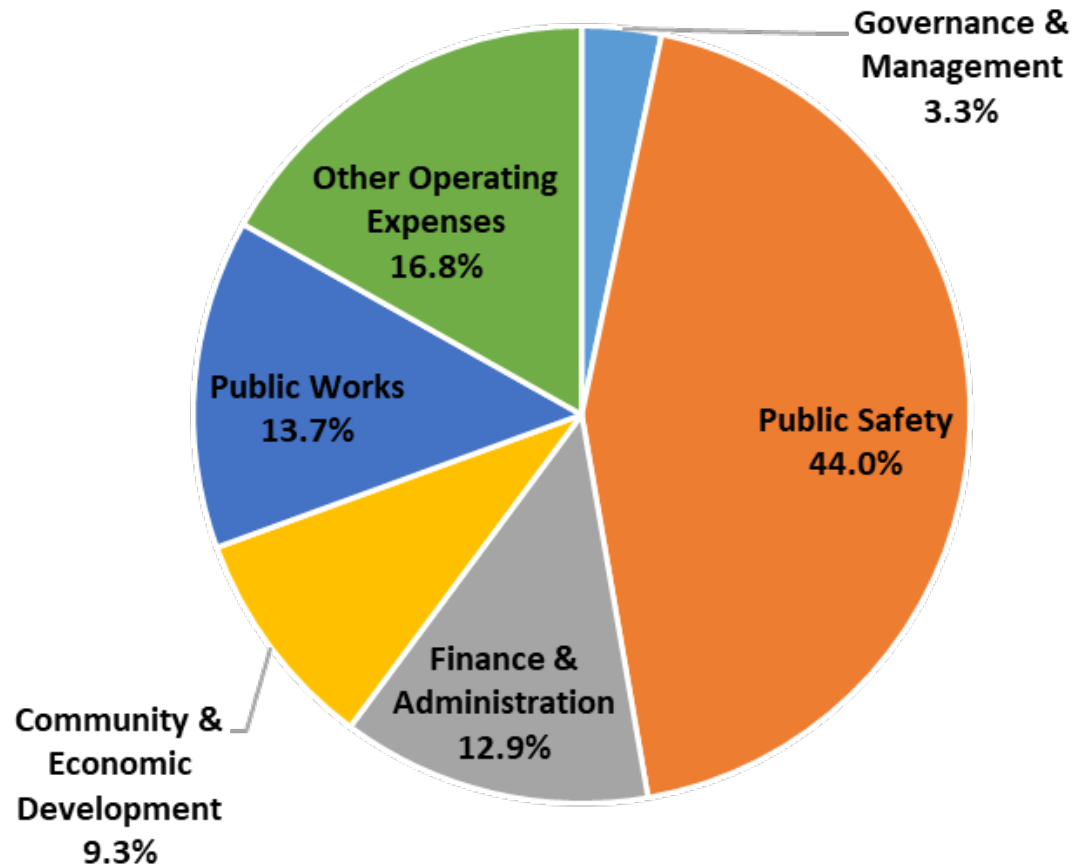
General Fund Overview: Revenues



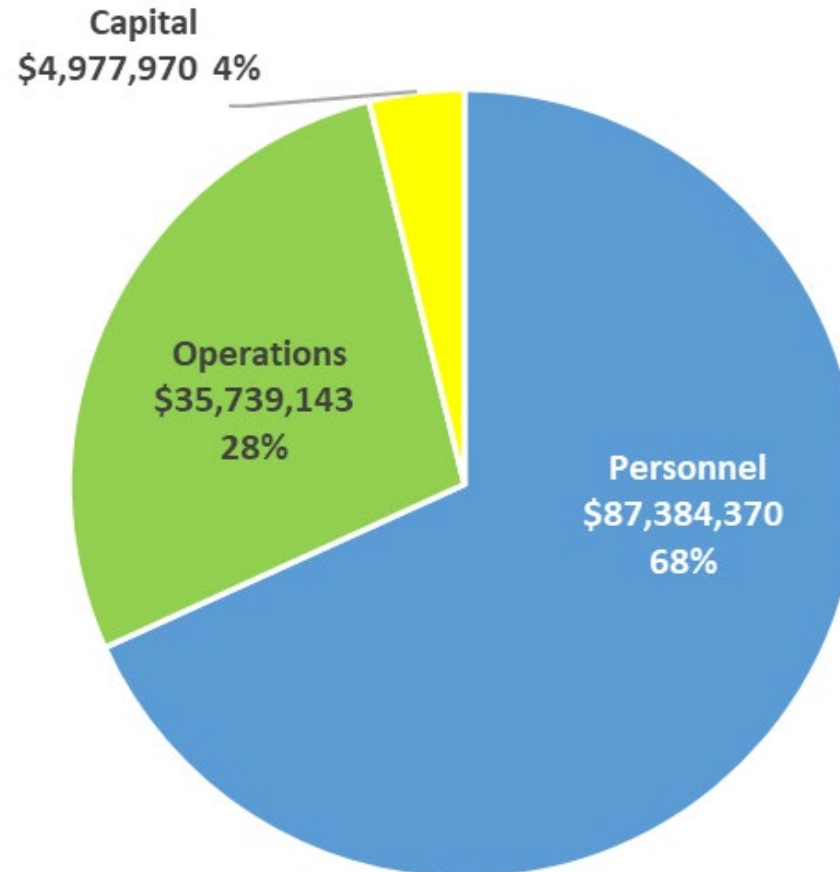
General Fund Overview: Revenues by Source (p. 39)



General Fund Overview: Expenses by Major Function/Program



General Fund Overview: Expenses by Category





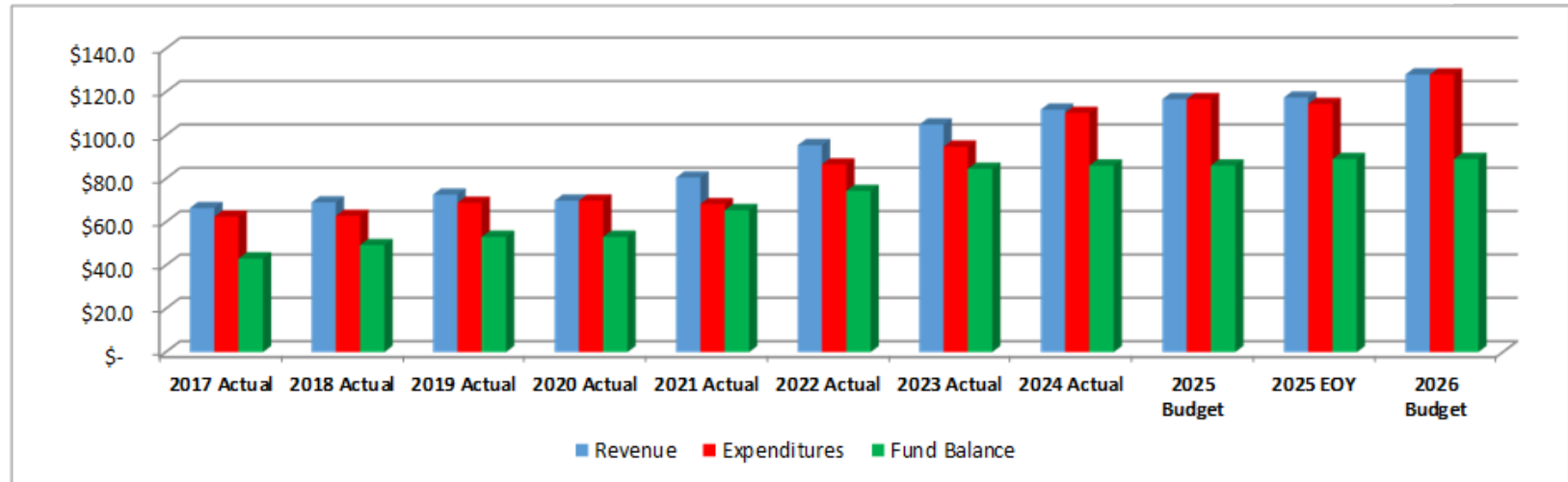
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City of Franklin, Tennessee

FY 2026 Operating Budget

Slide 18

General Fund: Revenues: Financial Performance (p. 35)



	2017 Actual	2018 Actual	2019 Actual	2020 Actual	2021 Actual	2022 Actual	2023 Actual	2024 Actual	2025 Budget	2025 EOY	2026 Budget
Revenue	\$ 66.5	\$ 69.1	\$ 72.7	\$ 69.9	\$ 80.6	\$ 95.5	\$ 105.0	\$ 111.9	\$ 116.7	\$ 117.5	\$ 128.1
Expenditures	\$ 62.5	\$ 62.9	\$ 68.9	\$ 69.9	\$ 68.3	\$ 86.6	\$ 94.8	\$ 110.4	\$ 116.7	\$ 114.5	\$ 128.1
Fund Balance	\$ 43.2	\$ 49.4	\$ 53.2	\$ 53.2	\$ 65.5	\$ 74.4	\$ 84.6	\$ 86.1	\$ 86.1	\$ 89.1	\$ 89.1

Note: Amounts above are in millions of dollars.

Summary

- Invest Franklin 2.0 is proposed to provide additional dedicated funding for enhancing services and crucial infrastructure investments including TDOT partnership funding for Mack Hatcher Southeast widening to four lanes.
- The City is investing in its people through highly competitive pay and benefits in a positive work environment. The FY26 Budget has a particular emphasis on enhancing our competitive position related to compensation.
- Reserves at year-end are well above policy level.

City of Franklin, Tennessee

FY 2026 Operating Budget

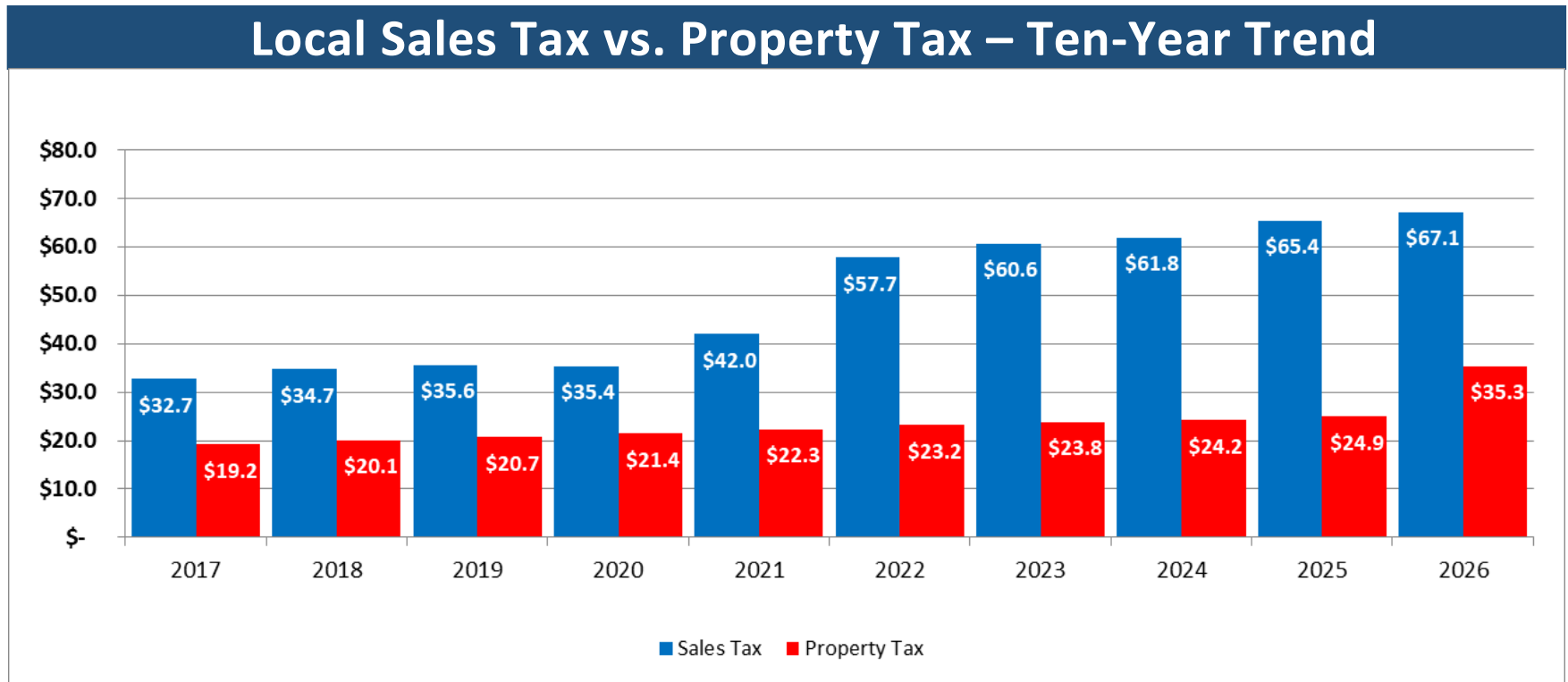
General Fund: Revenues: General Fund Revenue Comparison

	<u>Actual 2023</u>	<u>Actual 2024</u>	<u>Budget 2025</u>	<u>EOY 2025</u>	<u>Budget 2026</u>	<u>Difference '25 vs. '26</u>	
	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F (E-C)</u>	<u>G (E/C)</u>
Revenues							
Local Sales Tax	\$ 60,556,943	\$ 62,424,823	\$ 65,367,321	\$ 65,470,246	\$ 67,079,745	\$ 1,712,424	2.6%
State Shared	\$ 17,496,680	\$ 18,039,831	\$ 16,775,559	\$ 17,955,842	\$ 18,375,670	\$ 1,600,111	9.5%
Property Tax	\$ 10,805,467	\$ 11,732,303	\$ 13,817,427	\$ 13,197,463	\$ 20,355,844	\$ 6,538,417	47.3%
Alcohol Tax	\$ 5,646,949	\$ 5,676,548	\$ 5,869,517	\$ 5,692,939	\$ 5,803,499	\$ (66,018)	-1.1%
Building Permits & Licenses	\$ 2,223,293	\$ 2,603,942	\$ 2,284,323	\$ 2,405,288	\$ 2,437,311	\$ 152,988	6.7%
Franchise Fees	\$ 2,441,864	\$ 2,391,990	\$ 2,455,799	\$ 2,415,910	\$ 2,464,228	\$ 8,429	0.3%
Grants	\$ 121,123	\$ 3,276,075	\$ 2,312,935	\$ 2,424,999	\$ 2,077,602	\$ (235,333)	-10.2%
Court Fines & Fees	\$ 446,165	\$ 467,247	\$ 378,387	\$ 563,987	\$ 435,188	\$ 56,801	15.0%
In Lieu of Tax	\$ 376,479	\$ 369,292	\$ 376,672	\$ 382,272	\$ 386,039	\$ 9,367	2.5%
Interest Income	\$ 1,167,782	\$ 3,640,596	\$ 3,515,397	\$ 3,559,645	\$ 3,043,842	\$ (471,555)	-13.4%
Other	\$ 3,745,935	\$ 1,896,345	\$ 3,618,465	\$ 3,431,956	\$ 5,642,516	\$ 2,024,051	55.9%
Total - General Fund Revenues	\$ 105,028,680	\$ 112,518,991	\$ 116,771,802	\$ 117,500,547	\$ 128,101,483	\$ 11,329,681	9.7%

General Fund Revenues: Local Sales Tax

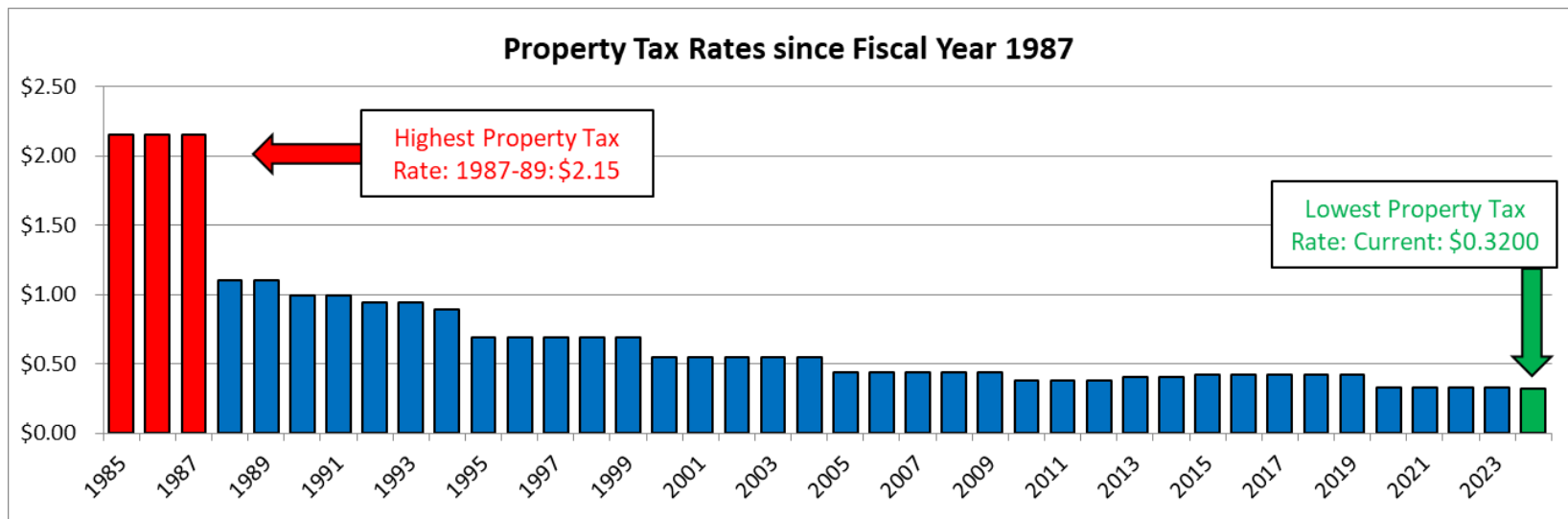
- Increase of 2.62% (\$1,712,424) from amended FY25.
- FY 2025 budgeted revenue was originally forecast at \$63.2 million but now amended to be \$65.4 million.
- 52.4% of total general fund revenue.

General Fund Revenues: Property vs. Sales Tax (p. 56)



General Fund Revenues:

- Property Tax: Increase in operational revenues to \$20.35M, to fund Invest Franklin 2.0 & support operations. The lowest Property Tax rate for a TN City of our size.



- Intergovernmental: Third largest General Fund revenue source (\$18.4M); 9.5% increase projected based on higher Business Tax).

General Fund Revenues:

- Alcohol Tax: \$5.8M – a 1.1% decrease from FY25.
- Building Permits & Licenses: \$2.46M, a 6.7% increase compared to FY25.
- Grants: Decrease (10.2%) from FY25 with one-time pass-through grants for battlefield preservation not recurring, but other one-time grants for transportation projects included.
- Interest Income: Decrease (13.4%) from FY25 reflective of slightly lower earning environment, but still much stronger than first part of the decade.



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City of Franklin, Tennessee

FY 2026 Operating Budget

Slide 25

General Fund: Fund Balance Summary (pg. 35)

General Fund Performance - FY 2022-2026						
	Actual 2022	Actual 2023	Actual 2024	Budget 2025	EOY 2025	Budget 2026
Beginning Fund Balance	✓ \$ 65,481,510	✓ \$ 74,433,206	\$ 84,641,226	\$ 86,659,905	\$ 86,659,904	\$ 89,686,190
+ Total GF Revenue	\$ 95,587,985	\$ 105,028,680	\$ 112,518,991	\$ 116,771,802	\$ 117,500,547	\$ 128,101,483
- Total GF Expenditures	\$ 86,636,289	\$ 94,820,660	\$ 110,500,312	\$ 116,771,802	\$ 114,474,260	\$ 128,101,483
Ending Fund Balance	✓ \$ 74,433,206	✓ \$ 84,641,226	\$ 86,659,905	\$ 86,659,904	✓ \$ 89,686,190	\$ 89,686,188
***Percent of Total Annual Revenues	77.9%	80.6%	77.0%	74.2%	76.3%	70.0%
***Percent of Total Annual Expenditures	85.9%	89.3%	78.4%	74.2%	78.3%	70.0%

Note: Ending Fund Balance Amounts for Estimated FY 2025 and Budget FY 2026 numbers subject to change via year-end close.



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City of Franklin, Tennessee

FY 2026 Operating Budget

Slide 26

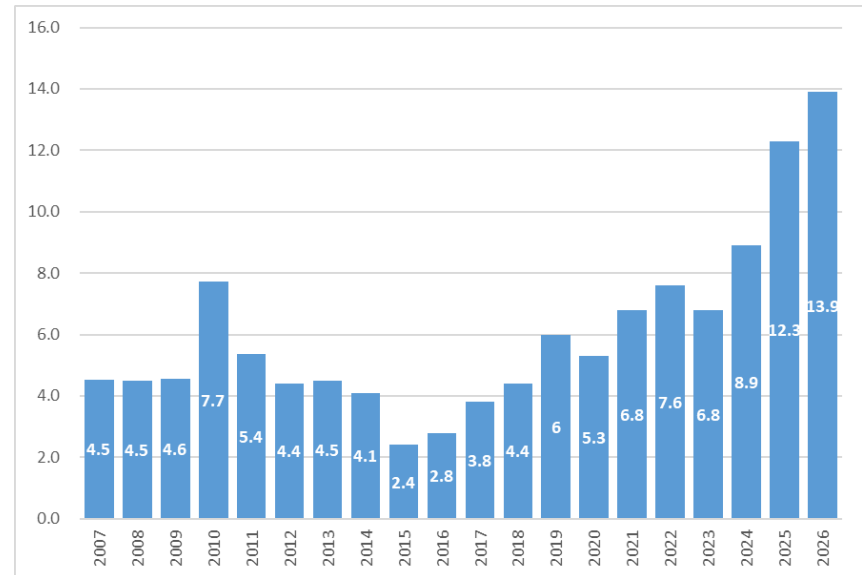
General Fund: General Fund Expenditures by Department

	<u>Actual 2023</u>	<u>Actual 2024</u>	<u>Budget 2025</u>	<u>EOY 2025</u>	<u>Budget 2026</u>	<u>Difference '25 vs. '26</u>	
	<i>A</i>	<i>B</i>	<i>C</i>	<i>D</i>	<i>E</i>	<i>F (E-C)</i>	<i>G (E/C)</i>
Expenses							
Governance & Management	\$ 3,514,799	\$ 3,955,969	\$ 4,534,052	\$ 4,389,171	\$ 4,232,438	\$ (301,614)	-6.7%
Public Safety	\$ 47,364,835	\$ 52,795,410	\$ 55,577,371	\$ 55,483,869	\$ 56,317,704	\$ 740,333	1.3%
Finance & Administration	\$ 12,572,645	\$ 14,298,419	\$ 14,868,938	\$ 14,154,789	\$ 16,523,108	\$ 1,654,170	11.1%
Community & Economic Development	\$ 8,124,173	\$ 10,293,335	\$ 11,469,419	\$ 10,997,251	\$ 11,894,135	\$ 424,716	3.7%
Public Works	\$ 14,967,615	\$ 16,472,358	\$ 18,118,995	\$ 17,707,975	\$ 17,554,162	\$ (564,833)	-3.1%
Other Operating Expenses	\$ 8,362,227	\$ 12,973,516	\$ 12,203,026	\$ 11,990,876	\$ 21,579,935	\$ 9,376,909	76.8%
Total - General Fund Expenses	\$ 94,906,292	\$ 110,789,007	\$ 116,771,802	\$ 114,723,930	\$ 128,101,483	\$ 11,329,681	9.7%
General Fund Expenditures (by major category)							
Personnel	\$ 67,614,718	\$ 76,418,345	\$ 82,373,972	\$ 81,719,524	\$ 87,384,370	\$ 5,010,398	6.1%
Operations	\$ 26,586,131	\$ 33,184,817	\$ 32,837,927	\$ 31,631,389	\$ 35,739,143	\$ 2,901,216	8.8%
Capital	\$ 705,444	\$ 1,185,845	\$ 1,559,903	\$ 1,373,017	\$ 4,977,970	\$ 3,418,067	219.1%
Total - General Fund Expenses	\$ 94,906,292	\$ 110,789,007	\$ 116,771,802	\$ 114,723,930	\$ 128,101,483	\$ 11,329,681	9.7%
Misc. Other Financing Sources	\$ (85,618)	\$ (288,695)					
Surplus / (Deficit)	\$ 10,208,006	\$ 2,018,679	\$ 0	\$ 2,776,617	\$ 0		

General Fund: Pension Plan Contributions

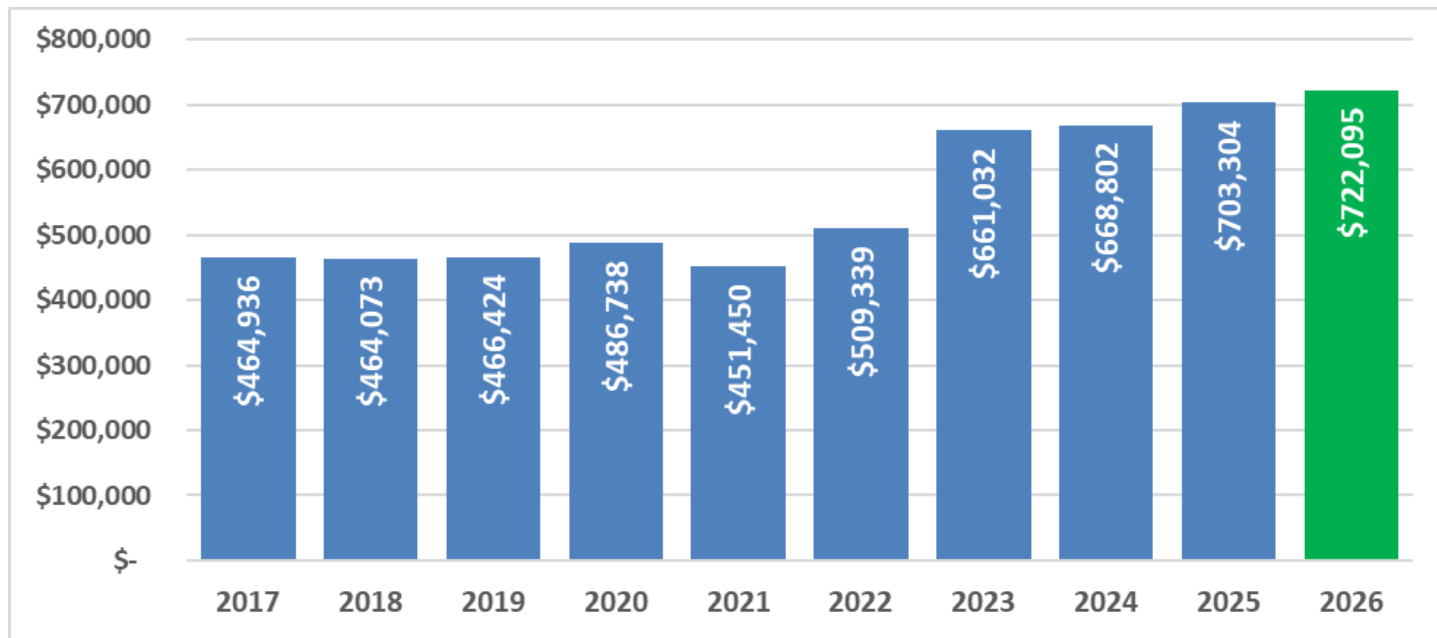
- Pension obligations are fully funded in FY26 Budget.
- Closed pension contribution increased \$1.0 million or 10.9% over FY 2025.
- TCRS contribution is 7.44% of salary.
- Pension is approximately 17.9% of total payroll.

Pension Contributions over last 20 Fiscal Years - (in millions)



General Fund: Appropriations to Outside Entities (pg. 268)

Ten Year- History – Appropriations to Outside Agencies



- An increase of \$18,793 compared to the FY25 Budget. This increase includes 2.5% across the board increases for inflation.

Other Funds: Summary

- Drug Fund (*pp. 105-106*)
- Community Development Block Grant (CDBG) Fund (*pp. 169-172*)
- Transit Fund (*pp. 173-178*)
- Fleet Replacement Fund (*pp. 193-194*)
- Stormwater Fund (*pp. 195-200*)
- Street Aid & Transportation Fund – Gas Tax (*pp. 201-204*)
- Road Impact Fund (*pp. 201-205*)
- Sanitation & Environmental Services Fund (*pp. 215-223*)
- Water & Sewer Fund (*pp. 224-240*)
- City Facilities Tax Fund (*pp. 257-260*)
- County Facilities Tax Fund (*pp. 261-264*)
- Hotel/Motel Tax Fund (*pp. 265-270*)
- Debt Service Fund (*pp. 271-280*)
- Parkland Dedication Fund (*pp. 281-284*)



HISTORIC
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City of Franklin, Tennessee

FY 2026 Operating Budget

Slide 30

All Funds: Change in Budget Amounts

	<u>Actual 2023</u>	<u>Actual 2024</u>	<u>Budget 2025</u>	<u>Estd 2025</u>	<u>Budget 2026</u>	<u>Difference '25 vs. '26</u>	
	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F (E-C)</u>	<u>G (E/C)</u>
Expenses							
General Fund	\$ 94,906,292	\$ 110,789,007	\$ 116,771,802	\$ 114,723,930	\$ 128,101,483	\$ 11,329,681	9.7%
Drug Fund	\$ 150,078	\$ 143,993	\$ 206,415	\$ 204,479	\$ 207,417	\$ 1,002	0.5%
Sanitation & Environmental Services Fund	\$ 10,471,841	\$ 13,882,323	\$ 13,649,764	\$ 12,167,223	\$ 12,520,576	\$ (1,129,188)	-8.3%
Transit System Fund	\$ 3,443,348	\$ 4,328,730	\$ 4,350,253	\$ 3,727,522	\$ 4,329,712	\$ (20,541)	-0.5%
Community Development Block Grant (CDBG)	\$ 468,782	\$ 854,431	\$ 368,352	\$ 284,925	\$ 311,931	\$ (56,421)	-15.3%
Stormwater Fund	\$ 2,930,561	\$ 3,523,689	\$ 4,503,274	\$ 4,293,669	\$ 4,226,669	\$ (276,605)	-6.1%
Street Aid & Transportation Fund	\$ 5,022,229	\$ 6,543,034	\$ 6,318,939	\$ 6,220,211	\$ 5,006,488	\$ (1,312,451)	-20.8%
Road Impact Fund	\$ 12,200,418	\$ 6,292,733	\$ 18,139,103	\$ 18,139,590	\$ 6,936,447	\$ (11,202,656)	-61.8%
City Facilities Tax Fund	\$ 62,611	\$ 3,569,847	\$ 3,613,642	\$ 3,613,642	\$ 1,104,000	\$ (2,509,642)	-69.4%
County Facilities Tax Fund	\$ 600,000	\$ -	\$ 200,000	\$ 200,000	\$ -	\$ (200,000)	-100.0%
Hotel/Motel Tax Fund	\$ 4,912,113	\$ 7,570,561	\$ 9,017,746	\$ 8,903,850	\$ 3,701,710	\$ (5,316,036)	-59.0%
Debt Service Fund	\$ 15,709,381	\$ 16,297,636	\$ 15,098,603	\$ 15,098,603	\$ 18,950,964	\$ 3,852,361	25.5%
Parkland Dedication Fund	\$ 4,500,000	\$ 3,735,748	\$ -	\$ -	\$ 2,000,000	\$ 2,000,000	100.0%
Capital Vehicle Fund	\$ -	\$ 3,093,224	\$ 2,807,000	\$ 1,599,817	\$ 4,696,646	\$ 1,889,646	67.3%
Water & Sewer Fund	\$ 35,585,772	\$ 40,957,990	\$ 55,071,220	\$ 43,907,453	\$ 51,174,439	\$ (3,896,781)	-7.1%
Total - All Funds	\$ 190,963,426	\$ 221,582,947	\$ 250,116,112	\$ 233,084,915	\$ 243,268,481	\$ (6,847,631)	-2.7%
Personnel	\$ 84,275,810	\$ 96,641,478	\$ 101,306,927	\$ 100,286,338	\$ 107,944,509	\$ 6,637,582	6.55%
Operations	\$ 105,362,167	\$ 116,353,215	\$ 125,026,840	\$ 120,064,362	\$ 116,738,355	\$ (8,288,485)	-6.63%
Capital	\$ 1,325,449	\$ 8,588,252	\$ 23,782,344	\$ 12,734,213	\$ 18,585,616	\$ (5,196,728)	-21.85%
Total - All Funds Expenses	\$ 190,963,426	\$ 221,582,946	\$ 250,116,112	\$ 233,084,914	\$ 243,268,481	\$ (6,847,631)	-2.7%
Surplus / (Deficit) All Funds	\$ 13,275,350	\$ 20,572,506	\$ (10,266,976)	\$ 1,644,714	\$ 13,549,794		

Other Funds of Note:

Stormwater

- Budget is \$4.2 million for FY26, a decrease of 6.1% compared to FY25.
- FY26 Budget includes the replacement of a Streetsweeper (\$375,000).
- A review of the stormwater fee will be conducted in FY26 with a recommendation for the FY27 Budget.

Sanitation

- Budget for the City's Sanitation and Environmental Services (SES) Fund is \$12.5 million, a decrease of 8.3% compared to FY25.
- FY26 Budget includes an increase (1/1/26) of \$2 to the monthly customer fee from \$31 per month to \$33 per month (approved last year).
- Fully supported by ratepayer revenue and commercial disposal fees generated at the City's transfer station (No General Fund tax subsidy).

Other Funds of Note:

Hotel/Motel

- Expenditures of \$3.7 million are included in the FY26 Budget covering existing debt service and project funding commitments.
- Proposed increase of Occupancy Tax rate from 4% to 5%.
- Funding for a Downtown Parking Study (50% match coming from the City's General Fund), updated sports field lighting at Jim Warren Park, the purchase of additional vehicle barriers to be used for City special events (including downtown festivals), and contribution to renovation of the Merrill-Williams Home.

Development Funds (City Facilities, County Facilities, Parkland Dedication, Road Impact)

- Continue funding for debt service obligations and several pieces of equipment (City Facilities). More will be committed once CIP re-prioritization completed.

Other Funds of Note:

Water & Wastewater Fund

- FY26 Budget is \$51.2 million:
 - The FY26 Budget consists of \$18.5 million for water, \$32.0 million for water reclamation (sanitary sewer), and \$558,337 for reclaimed water.
 - Consistent with our five-year utility rate plan, water and sewer rates will increase 6% and 5.7%, respectively beginning January 1, 2026.
- Smaller annual debt service payment in FY26 - Repayment of SRF loan (\$119M) continues through 2053; overall debt service down to \$8.4M for FY26; Still narrowly within debt service coverage requirements (1.48x).
- Smaller amount of rate-funded capital and ARPA funded (TDEC) projects.

Summary

- Our community and Franklin City government continues to be in a strong competitive position supported by a high level of city services.
- The City continues to invest in and support our City team. The FY26 Budget includes the opportunity to strategically invest important infrastructure and targeted service enhancements through Invest Franklin 2.0.
- Continued support for funding and delivery of high-priority Capital Investment Projects.
- Reserves at year-end well above policy level (70%).

Invest Franklin 2.0:



Overall Proposed Property Tax Rate of \$0.32 per \$100 of assessed valuation:

- 0.2310 – Existing Operations and Invest Franklin Projects
- 0.068 – Invest Franklin 2.0 funding for Mack Hatcher SE and other capital investments
- 0.021 – City Operations and service delivery.

Increase in Hotel Occupancy Tax by 1% -
Supporting parks and other improvements positively impacting tourism.

Process for setting an updated property tax rate:

- **First reading** – Ordinance 2025-14 - May 27th – Establish new rate
 - If the Board desires to establish a different property tax rate, first reading would be the appropriate time.
- **Notice to exceed the Certified Rate** will be publishing prior to public hearing on June 10th (per state law).
- **Second Reading/Public Hearing** – June 10th.
- **Third and Final Reading** – June 24th.





City of Franklin, Tennessee
FY 2026 Operating Budget

Slide 37

***Questions
& Thank You!***

City of Franklin, Tennessee

2026 Proposed Budget Summary

Board of Mayor & Aldermen

Ken Moore, Mayor

Aldermen

Patrick Baggett	Beverly Burger
Clyde Barnhill	Greg Caesar
Brandy Blanton	Ann Petersen
Matt Brown	Jason Potts, Vice-Mayor

Issued by Eric Stuckey
City Administrator

"America's finest Hometown, driven by excellence, balancing preservation and progress"

The City is pleased to present this summary of the annual budget for the fiscal year which begins July 1, 2025 and ends on June 30, 2026.

Highlights of 2025-26 Budget

- The budget is balanced and fully complies with the Board of Mayor and Aldermen's debt and fund reserve policies.
- Following the four-year reappraisal, the City of Franklin's property tax rate will move to \$0.32 per \$100 of assessed valuation. This rate will include dedicated funding to invest in crucial infrastructure and enhance City services. The City of Franklin property tax rate will remain one of the lowest property tax rates in Tennessee and among the lowest of comparable cities nationally.
- The City continues to invest in its most important resource, our City team members. The FY26 Budget includes the implementation of an updated compensation plan, which moves all positions to the 90th percentile market target. In addition, the FY26 Budget includes a general pay increase of 2.5% plus an additional performance-based pay increase of up to an additional 2.5%.
- Thanks to the Invest Franklin 2.0 initiative, the budget includes eight new positions in the General Fund, including three Firefighters, three Police Officers (patrol), a Victim Support Counselor (Police), and an Info. Systems Developer position.
- Health insurance premiums are unchanged for FY26. Deductibles are updated for the first time in over 20 years.
- Consistent with recently developed multi-year utility rate plans, water and sewer rates will increase 6% and 5.7% respectively beginning January 1, 2026.
- The City's Hotel Occupancy Tax is proposed to move from 4% to 5%. The additional 1% is projected to generate approximately \$1.2 million annually, to enhance City parks and other improvements that support Franklin's tourism offerings.
- The budget incorporates performance measures and sustainability initiatives for every department. The connection to our Strategic Plan is clearly linked to performance measures and objectives throughout the budget.

Where does my money go?



Services Provided



Governance & Management



Board of Mayor & Alderman, City Administrator, Budget & Performance, Law, Communications



Public Safety

Police (Criminal Investigations, Patrol), Fire (Fire Suppression, Fire Investigation, Fire Prevention)



Finance & Administration



Finance, Information Technology, Billing & Licensing, Municipal Court, Project & Facilities Management, Human Resources



Public Works



Streets, Parks & Recreation, Sanitation & Environmental Services, Water Management, Emergency Management



Community & Economic Development



Building & Neighborhood Services, Planning & Sustainability, Engineering, Parks, Economic Development, Transit, and Stormwater Management



City of Franklin, Tennessee - 2026 Proposed Budget

Invest Franklin 2.0

Every four years, the County Property Assessor conducts a reappraisal of all property in Williamson County. This process updates valuations for each property, resulting in adjusted property tax rates. This provides the City with an opportunity to review its property tax rate and structure. The proposed property tax rate for FY26 following the reappraisal is **\$0.32 per \$100 of assessed valuation** for the following purposes:

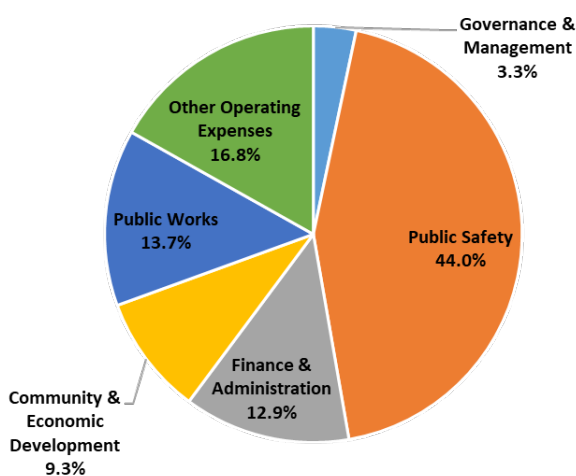
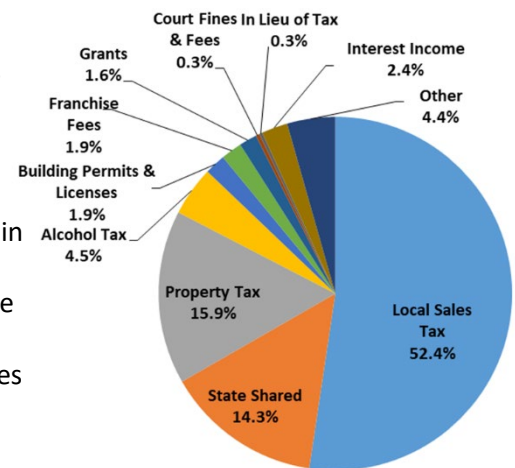
- **\$0.2310 per \$100 of assessed valuation** – existing certified rate used for operations and debt service
- **\$0.0680 per \$100 of assessed valuation** – infrastructure investments and transportation needs (namely collaborating with TDOT to expand both Mack Hatcher SE and NW from two lanes to four lanes.)
- **\$0.0210 per \$100 of assessed valuation** – support City operations and service delivery for a growing community
- **Increase the Hotel Occupancy Tax by 1%** - to support Invest Franklin 2.0, the proposal is to increase the hotel tax to 5% (currently 4%). The additional 1% is projected to generate approximately \$1.2 million annually. These funds would be dedicated to enhancing City parks and other improvements that positively impact Franklin's tourism offerings. The City of Franklin last changed the Hotel Occupancy Tax in 2004.



Revenues

The 2025-26 (FY26) General Fund budget for FY26 is projected to be \$128.1 million, an increase of 9.7% compared to the current FY25 Budget of \$116.8 million. The 2025-26 (FY26) Budget for all funds is \$243.3 million, which represents a decrease of 2.7% compared to the budget for 2024-25 (FY25). The General Fund is shown at right.

Although the majority of the increase in FY26 is attributable to Invest Franklin 2.0, revenues in other larger categories are increasing by a smaller amount (Local Sales Tax 2.6% and State Shared Sales Taxes 9.5% respectively) We are intentionally cautious when approaching FY26 given the continued tremendous uncertainty in the global and national economy. Other increases include building permit increases (6.7% over FY25). Other decreases include lower alcohol taxes, grant revenues, and interest income earnings.



Expenses

The total available resources within the General Fund is \$128.1 million, an increase of 9.7% compared to FY25. Of note:

- The budget includes ten total new positions City-wide: General Fund includes three Firefighters, three Police Officers, a Victim Support Counselor (Police), and an Info. Systems Developer position (IT); Sanitation includes a new Equipment Operator; Water includes a new Fiscal Affairs Manager.
- FY26 Budget includes the implementation of an updated compensation plan, which moves all positions to the 90th percentile market target. (Police and Fire team members moved in FY25).
- Other improvements included in the budget include facilities upgrades for the Police station & Fire stations, funding of a new

financial system (\$1,000,000 cost year 1), replacement of IT equipment (Data Center - \$755,000), Edge Intelligence for Traffic Operations and Preemption (\$160,000), vehicle barrier system to protect public events (\$441,927), retrofit existing sports field lighting at Jim Warren Park to LED (\$490,000), playground resurfacing at Liberty Park (\$93,102), new brine making facility (\$145,000), Downtown Parking Study (\$250,000), restoration of Merrill-Williams Home (\$50,000 - 2nd year of contribution).



File #: 21-0588

DATE: May 13, 2025
TO: Board of Mayor and Aldermen
FROM: Eric Stuckey, City Administrator
Kevin Townsel, Director of Human Resources

SUBJECT:

Consideration Of Resolution 2025-40, A Resolution To Adopt A Position Classification Plan And Pay Plan For Employees Of The City Of Franklin, Tennessee

PURPOSE:

The purpose of this memorandum is to provide information to the Franklin Board of Mayor and Aldermen (BOMA) concerning the FY26 proposed pay scale upgrades and details of the compensation study done by Burris, Thompson and Associates.

BACKGROUND/STAFF COMMENTS:

In 2013, the City of Franklin adopted a new comprehensive Classification and Compensation Plan. The plan was based on labor market data, reduced the overall number of pay grades (from 22 to 15) and created greater differentiation between pay grades. Along with the implementation of a new market-based compensation plan, the City committed to regular updates of the plan to ensure the City remained in a competitive position in the labor market. The City completed and implemented a compensation plan update in 2017 as part of the Fiscal Year 2018 (FY18) budget. The City initiated a compensation plan update as a part of the Fiscal Year 2021 budget. This effort needed to be suspended due to the impact and uncertainty of the COVID-19 global pandemic. Later in time, it was implemented in 2022 as part of the FY23 budget.

As a part of the proposed FY26 Budget, the City has completed a comprehensive review of its Compensation Plan. Consultant Burris, Thompson & Associates worked closely with the City's Human Resources Department, Department Directors, and City Administration to provide a Compensation Study to guide the City's plan update (attached). The consultant used market data from private employers and a group of 16 middle Tennessee local governments to help determine market comparisons for each of the city's 300 positions. In 2024, as a part of the FY25 budget, the City updated the compensation plan related to public safety (Police and Fire) to reflect a more competitive position in the market, moving to the 90th percentile or top 10% or better compared to the Middle Tennessee market. The City also established a separate set of pay grades within the Compensation Plan for Police and Fire positions.

The following is a summary of the results of the plan:

- The Compensation Study showed that overall, our 2024 pay ranges are 14% below the target position of the top 10% or better compared to the market.
- Some positions required movement of pay grades based on changes in the labor market and inflationary pressures.
- Of the City's 300 positions, 58 positions (19%) will increase by one or two pay grades.
- 218 City team members (29% of full-time employees) will increase by one or two pay grades.

The Proposed Fiscal Year 2026 Budget includes funding for the full implementation of the updated compensation plan.

FINANCIAL IMPACT:

The financial impact of the proposed pay scale and compensation plan is included in the overall FY26 budget proposal. The estimated cost of the update of the City's Compensation Plan is \$1 million and is fully incorporated into the proposed FY26 budget.

RECOMMENDATION:

Staff recommends that the Board of Mayor and Aldermen approve the updated compensation plan and implementation of the plan within the FY26 proposed budget.

RESOLUTION 2025-40

A RESOLUTION TO ADOPT A POSITION CLASSIFICATION PLAN AND PAY PLAN FOR THE EMPLOYEES OF THE CITY OF FRANKLIN, TENNESSEE

WHEREAS, the City of Franklin, Tennessee contracted with Burris, Thompson & Associates to conduct a comprehensive classification and compensation study; and

WHEREAS, the goal of this effort was to update the City's pay plan to provide a highly competitive pay structure to attract and retain top talent to deliver high-quality services to the community; and

WHEREAS, job descriptions have been revised by the City's Department directors and the revisions have been reviewed by Burris, Thompson & Associates; and

WHEREAS, using data gathered by Burris, Thompson & Associates, including responses from other public and private sector employers, a market rate for each City job has been identified at the 90th percentile; and

WHEREAS, all City jobs have been reviewed and approximately 58 jobs have been assigned to a new set of pay grades and pay ranges have been proposed; and

WHEREAS, the new proposed pay plan reflects positioning the City to be a highly competitive employer within the market which will support the continued delivery of high-quality service to the community; and

WHEREAS, full implementation of the Classification and Compensation plan will be implemented with the adopted Budget for Fiscal Year 2025-26 which incorporates the recommended adjustments, raises pay for all employees that are below the minimum pay grade in the pay plan; and

WHEREAS, the Board of Mayor and Aldermen believes it is in the best interest of the City of Franklin to adopt the proposed Classification and Compensation Plan.

NOW, THEREFORE, BE IT RESOLVED by the Board of Mayor and Aldermen of the City of Franklin, Tennessee, that

Section 1. The City of Franklin hereby adopts the proposed Classification and Compensation Plan effective July 6, 2025, by adjusting all pay ranges upward as shown in the City of Franklin 2025/2026 Pay Structure, attached as Exhibits A, B, and C.

IT IS SO RESOLVED this _____ day of _____, 2025.

ATTEST:

CITY OF FRANKLIN, TENNESSEE

By: _____
Angie Skarp
City Recorder

By: _____
Dr. Ken Moore
Mayor

Approved as to form by:

Shauna R. Billingsley
City Attorney

Market at 90th Percentile Projected to 7/1/2025					Upgrade				
JOB TITLE	DEPT	YRLY HOURS	CRRNT	PROPOSED	PROPOSED JULY 2025 PAY RANGE				
			2024 GRADE	2025 GRADE	Min	1st Qtle	Mid	3rd Qtile	Max
ASSIST CITY ADMIN-COMMUNITY DEVELOPMENT	ADMIN	EX	O	O	\$ 178,242	\$ 193,969	\$ 209,696	\$ 230,666	\$ 251,635
ASSIST CITY ADMIN-FINANCE/ADMINISTRATION	ADMIN	EX	O	O	\$ 178,242	\$ 193,969	\$ 209,696	\$ 230,666	\$ 251,635
ASSIST CITY ADMIN-PUBLIC WORKS	ADMIN	EX	O	O	\$ 178,242	\$ 193,969	\$ 209,696	\$ 230,666	\$ 251,635
CITY ATTORNEY	LEGAL	EX	O	O	\$ 178,242	\$ 193,969	\$ 209,696	\$ 230,666	\$ 251,635
CHIEF OF POLICE	POLICE	EX	N	N	\$ 158,437	\$ 172,417	\$ 186,397	\$ 205,036	\$ 223,676
DIRECTOR OF ENGINEERING	ENG	EX	N	N	\$ 158,437	\$ 172,417	\$ 186,397	\$ 205,036	\$ 223,676
DIRECTOR OF WATER MANAGEMENT	WATER-WA	EX	N	N	\$ 158,437	\$ 172,417	\$ 186,397	\$ 205,036	\$ 223,676
FIRE CHIEF	FIRE	EX	N	N	\$ 158,437	\$ 172,417	\$ 186,397	\$ 205,036	\$ 223,676
HUMAN RESOURCES & RISK MANAGEMENT DIRECTOR	HR	EX	N	N	\$ 158,437	\$ 172,417	\$ 186,397	\$ 205,036	\$ 223,676
INFORMATION TECHNOLOGY DIRECTOR	IT	EX	N	N	\$ 158,437	\$ 172,417	\$ 186,397	\$ 205,036	\$ 223,676
STREET DIRECTOR	STREET	EX	M	N	\$ 158,437	\$ 172,417	\$ 186,397	\$ 205,036	\$ 223,676
ASST. IT DIR. (Applications Group)	IT	EX	L	M	\$ 140,833	\$ 153,259	\$ 165,686	\$ 182,254	\$ 198,823
ASST. IT DIR. (Infrastructure Group)	IT	EX	L	M	\$ 140,833	\$ 153,259	\$ 165,686	\$ 182,254	\$ 198,823
DEPUTY ATTORNEY	LEGAL	EX	M	M	\$ 140,833	\$ 153,259	\$ 165,686	\$ 182,254	\$ 198,823
DIRECTOR OF PARKS & RECREATION	PARKS	EX	L	M	\$ 140,833	\$ 153,259	\$ 165,686	\$ 182,254	\$ 198,823
DIRECTOR, BLDG. AND NEIGHBORHOOD SERVICES	BNS	EX	L	M	\$ 140,833	\$ 153,259	\$ 165,686	\$ 182,254	\$ 198,823
FINANCE DIRECTOR	FINANCE	EX	M	M	\$ 140,833	\$ 153,259	\$ 165,686	\$ 182,254	\$ 198,823
PLANNING & SUSTAINABILITY DIRECTOR	PLANNING	EX	L	M	\$ 140,833	\$ 153,259	\$ 165,686	\$ 182,254	\$ 198,823
SANITATION & ENV SERVICES DIRECTOR	SANITATION & ENV SERV.	EX	L	M	\$ 140,833	\$ 153,259	\$ 165,686	\$ 182,254	\$ 198,823
ASSISTANT ATTORNEY II	LEGAL	EX	L	L	\$ 125,185	\$ 136,231	\$ 147,276	\$ 162,004	\$ 176,732
ASSISTANT DIRECTOR OF ENGINEERING	ENG	EX	L	L	\$ 125,185	\$ 136,231	\$ 147,276	\$ 162,004	\$ 176,732
ASSISTANT DIRECTOR OF WATER MANAGEMENT	WATER-WA	EX	L	L	\$ 125,185	\$ 136,231	\$ 147,276	\$ 162,004	\$ 176,732
ASSISTANT STREET DIRECTOR	STREET	EX	K	L	\$ 125,185	\$ 136,231	\$ 147,276	\$ 162,004	\$ 176,732
ASST DIR BNS BLDG. & DEVELOPMENT SERVICES	BNS	EX	K	L	\$ 125,185	\$ 136,231	\$ 147,276	\$ 162,004	\$ 176,732
ASST DIR PLANNING & SUSTAINABILITY	PLANNING	EX	K	L	\$ 125,185	\$ 136,231	\$ 147,276	\$ 162,004	\$ 176,732
ASST DIR PLANNING (DEVELOPMENT)	PLANNING	EX	K	L	\$ 125,185	\$ 136,231	\$ 147,276	\$ 162,004	\$ 176,732
BILLING & LICENSING DIRECTOR	BILLING & LICENSING	EX	K	L	\$ 125,185	\$ 136,231	\$ 147,276	\$ 162,004	\$ 176,732
CHIEF BUDGET & PERFORMANCE OFFICER	BUDGET	EX	L	L	\$ 125,185	\$ 136,231	\$ 147,276	\$ 162,004	\$ 176,732
CITY TRAFFIC ENGINEER	ENG	EX	L	L	\$ 125,185	\$ 136,231	\$ 147,276	\$ 162,004	\$ 176,732

ASSISTANT DIRECTOR OF PARKS & RECREATION	PARKS	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
ASST DIR, SANITATION & ENV SERVICES	SANITATION & ENV SERV.	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
BUILDING OFFICIAL	BNS	EX	J	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
CHIEF COMMUNICATIONS OFFICER	ADMIN-COMM	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
COMMUNICATION INFRASTRUCTURE MANAGER	IT	2080	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
DATA CENTER/SECURITY MANAGER	IT	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
FACILITIES PROJECT MANAGER	ADMIN-FACILITIES	EX	J	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
FINANCIAL MANAGER	FINANCE	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
FLEET MAINTENANCE MANAGER	STREET-FM	EX	J	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
HUMAN RESOURCES MANAGER	HR	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
INFO SYSTEMS MANAGER	IT	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
IS DEVELOPMENT MANAGER	IT	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
NETWORK MANAGER	IT	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
ORGANIZATIONAL DEVELOPMENT MANAGER	HR	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
PURCHASING MANAGER	FINANCE	EX	J	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
RISK AND BENEFITS MANAGER	HR	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
SERVICE DIVISION SUPERINTENDENT	WATER-WD	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
STAFF ENGINEER III	ENG	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
STORM WATER MANAGEMENT COORDINATOR	ENG-STMWTR	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
TRAFFIC/TRANSPORTATION ENG III	ENG-TOC	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
WATER RECLAMATION SUPERINTENDENT	WATER-SP	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
WATER TREATMENT SUPERINTENDENT	WATER-WP	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
ASSISTANT ATTORNEY I	LEGAL	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
BILLING & LICENSING MANAGER	BILLING & LICENSING	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
BIO SOLIDS MANAGER	WATER	EX	I	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
CAPITAL PROJECTS CONSTRUCTION MANAGER	ENG	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
CIP ENGINEER	WATER-SP	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
COMMUNICATION INFRASTRUCTURE ENGINEER	IT	2080	I	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
CURRENT PLANNING SUPERVISOR	PLANNING	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
CUSTOMER SUPPORT ANALYTICS MANAGER	IT	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
DATABASE ADMINISTRATOR	IT	EX	K	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
FACILITIES SUPERINTENDENT	PARKS	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
GIS MANAGER	IT	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
INVESTMENT OFFICER	FINANCE	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
LEAD FINANCIAL ANALYST	FINANCE	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
LONG RANGE PLANNING SUPERVISOR	PLANNING	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
MULTIMODAL TRANSPORTATION COORDINATOR	ENG	EX	NEW	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640

PARKS & RECREATION SUPERINTENDENT	PARKS	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
PUBLIC OUTREACH & SPEC EVENTS SUPERVISOR	ADMIN-COMM	EX	I	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
STAFF ENGINEER II	ENG	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
SYSTEMS ADMINISTRATOR	IT	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
TRAFFIC MAINTENANCE MANAGER	STREET-TRAFFIC	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
TRAFFIC/TRANSPORTATION ENG II	ENG-TOC	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
URBAN FORESTRY SUPERINTENDENT	PARKS	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
UTILITIES ENGINEER II	WATER	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
WATER RECLAMATION ASSISTANT SUP'T.	WATER-SP	EX	I	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
WATER TREATMENT ASSISTANT SUP'T.	WATER-WP	EX	I	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
BENEFITS SUPERVISOR	HR	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
BUDGET & PERFORMANCE ANALYST	BUDGET	EX	NEW	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
BUILDING INSPECTOR SUPERVISOR	BNS	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
CHIEF DEPUTY COURT CLERK	COURT	2080	H	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
DEVELOPMENT SERVICES MANAGER	BNS	EX	NEW	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
EMERGENCY MANAGEMENT COORDINATOR	ADMIN-PW	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
FACILITIES MAINTENANCE MANAGER	WATER	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
FINANCIAL ANALYST	FINANCE	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
FISCAL AFFAIRS MANAGER	POLICE	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
FISCAL MANAGER	FIRE	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
ITS PROJECT MANAGER	ENG-TOC	EX	H	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
PLANNER III	PLANNING	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
PLANS EXAMINER III	BNS	2080	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
PRESERVATION PLANNER	PLANNING	EX	H	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
PROCUREMENT OFFICER IV	FINANCE	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
PUBLIC AFFAIRS MANAGER	POLICE	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
RIGHT OF WAY AGENT	ENG	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
RIGHT OF WAY AGENT	WATER		I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
RISK MANAGEMENT SPECIALIST	HR	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
SERVICE DIVISION ASST. SUPERINTENDENT	WATER-SC	EX	H	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
SR. INFORMATION SYSTEMS ANALYST	IT	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
ITS SPECIALIST II	ENG-TOC	2080	H	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
STAFF ENGINEER I	ENG	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
STREET DEPT INFRASTRUCTURE & DEVELOPMENT MGR	STREET	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
TRAFFIC/TRANSPORTATION ENG I	ENG-TOC	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
URBAN FORESTRY SUPERVISOR	PARKS	EX	H	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
WATER DEPARTMENT INFRASTRUCTURE AND DEV. MGR	WATER-SC	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124

ZONING ADMINISTRATOR	BNS	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
ATHLETICS TURF AND FIELD SUPERVISOR	PARKS	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
BENEFITS ANALYST	HR	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
BUILDING INSPECTOR IV	BNS	2080	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
CABLE TV PRODUCTION OPERATIONS SUPERVISOR	ADMIN-COMM	EX	G	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
CAPITAL PROJECTS INSPECTOR	ENG	2080	G	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
CITY RECORDER	ADMIN	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
COMMUNICATION / ELECTRICAL TECHNICIAN	WATER	2080	NEW	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
COMMUNICATION INFRASTRUCTURE TECHNICIAN II	IT	2080	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
CONTRACT COMPLIANCE ANALYST	ADMIN	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
CONTRACTS ADMINISTRATOR	LEGAL	2080	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
CRIME ANALYST	POLICE	2080	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
DATA CENTER TECH II	IT	2080	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
DEVELOPMENT SERVICES IT SPECIALIST	BNS	2080	NEW	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
EMPLOYEE RELATIONS SPECIALIST	HR	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
ENTERPRISE SUPPORT & TRAINING SPECIALIST	IT	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
FACILITIES & MAINTENANCE SUPERVISOR	PARKS	2080	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
FACILITIES MAINTENANCE SUPERVISOR	ADMIN-FACILITIES	EX	G	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
GROUNDS & LANDSCAPING SUPERVISOR	PARKS	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
HOUSING DEVELOPMENT COORDINATOR	BNS	EX	G	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
HUMAN RESOURCES GENERALIST	HR	EX	G	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
INFORMATION SYSTEMS ANALYST II	IT	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
INSPECTOR/PROJECT MANAGER	STREET	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
IS DEVELOPER I	IT	EX	NEW	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
LAND PLANNER II	PLANNING	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
LANDSCAPE MAINTENANCE SUPERVISOR	STREET	2080	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
LEAD SENIOR FLEET MAINTENANCE TECHNICIAN	STREET-FM	2080	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
NEIGHBORHOOD RESOURCES SUPERVISOR	BNS	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
NETWORK TECHNICIAN II	IT	2080	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
OCCUPATIONAL HEALTH & SAFETY TRAINER	HR	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
OPERATIONS MANAGER	SANITATION & ENV SERV.	EX	G	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
PARALEGAL II	LEGAL	2080	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
PLANNER II	PLANNING	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
PLANS EXAMINER II	BNS	2080	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
PROCUREMENT OFFICER III	FINANCE	2080	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
RECREATION SUPERVISOR	PARKS	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
ROUTING/OPERATIONS ANALYST	SANITATION & ENV SERV.	EX	G	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333

SOCIAL AND DIGITAL MEDIA PRODUCER	ADMIN-COMM	EX	F	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
SR. GIS SPECIALIST	IT	2080	G	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
SR. UTILITY INSPECTOR	WATER	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
STORM WATER CREW SUPERVISOR	STREET-STMWTR	2080	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
STREET CREW SUPERVISOR	STREET	2080	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
SURETY COORDINATOR	PLANNING	EX	G	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
TRAFFIC MAINTENANCE SUPERVISOR	STREET-TRAFFIC	2080	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
TRAFFIC STRIPING & SIGN SUPERVISOR	STREET-TRAFFIC	2080	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
WATER IS APPLICATIONS MANAGER	WATER-WA	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
WATER QUALITY SPECIALIST III	ENG-STMWTR	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
ACCOUNTING OFFICER	BILLING & LICENSING	EX	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
ASST. ATHLETICS TURF AND FIELD SUPERVISOR	PARKS	EX	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
ASST. PRESERVATION PLANNER	PLANNING	EX	F	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
BENEFITS GENERALIST	HR	EX	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
BIO SOLIDS OPERATOR	WATER	2080	NEW	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
BUILDING INSPECTOR III	BNS	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
CLEAN WATER OPERATOR II	WATER-SP	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
COMMUNICATION INFRASTRUCTURE TECHNICIAN I	IT	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
COMPOST FACILITY MANAGER	STREET	2080	F	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
DATA CENTER TECH I	IT	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
DEPUTY CITY RECORDER	ADMIN	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
EMERGENCY MANAGEMENT SPECIALIST	ADMIN-PW	EX	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
ENGINEERING ASSOCIATE II/CONTRACTS ADMINISTRATOR	ENG	2080	F	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
EXECUTIVE ASSISTANT TO MAYOR/CITY ADMINISTRATOR	ADMIN	2080	F	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
FACILITIES CREW CHIEF	PARKS	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
GIS SPECIALIST	IT	2080	F	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
GROUNDS TURF CREW CHIEF	PARKS	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
INDUSTRIAL PRETREATMENT COORDINATOR	WATER-SP	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
INFORMATION SYSTEMS ANALYST I	IT	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
IT TECHNICIAN II	IT	2080	NEW	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
ITS SPECIALIST	ENG-TOC	2080	F	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
LAND PLANNER I	PLANNING	EX	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
LANDSCAPING CREW CHIEF	PARKS	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
LEAD VIDEO SECURITY TECHNICIAN	IT	2080	NEW	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
LEGAL SYSTEMS COORDINATOR	LEGAL	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
NETWORK TECHNICIAN I	IT	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
OFFICE MANAGER	FIRE	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073

OFFICE MANAGER	VARIOUS	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
PARALEGAL I	LEGAL	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
PAYROLL SPECIALIST	FINANCE	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
PLANNER I	PLANNING	EX	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
PLANS EXAMINER I	BNS	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
PROCUREMENT OFFICER II	FINANCE	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
PUBLIC OUTREACH COORDINATOR	ADMIN-COMM	EX	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
RECORDS SUPERVISOR	POLICE	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
RESEARCH & PLANNING SPECIALIST	PARKS	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
ROAD INSPECTOR	STREET	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
SAN & ENV SERV OPERATIONS CREW SUPERVISOR	SANITATION & ENV SERV.	2080	F	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
SENIOR FLEET MAINTENANCE TECHNICIAN	STREET-FM	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
SES PUBLIC EDUC. & CUSTOMER SERV. COORDINATOR	SANITATION & ENV SERV.	2080	F	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
SR. A/P SPECIALIST	FINANCE	2080	F	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
STORM WATER INSPECTOR	STREET-STMWTR	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
STORMWATER CREW CHIEF	STREET-STMWTR	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
STREET CREW CHIEF (General)	STREET	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
TECHNICAL SUPPORT SPECIALIST II	VARIOUS	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
UTILITIES CREW CHIEF	WATER-WD	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
UTILITY INSPECTOR	WATER-WA	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
W/WW CONSTRUCTION SUPERVISOR	WATER-WD	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
WATER OPERATOR II	WATER-WP	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
WATER QUALITY SPECIALIST II	ENG-STMWTR	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
ZONING ENFORCEMENT PLANNER II	BNS	2080	F	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
ADMINISTRATIVE TECHNICAL ASSISTANT	IT	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
ASSISTANT DEPUTY CITY RECORDER	ADMIN	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
BACKFLOW INSPECTOR	WATER-WD	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
BUILDING INSPECTOR II	BNS	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
CLEAN WATER OPERATOR I	WATER-SP	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
COMMUNICATIONS SUPPORT COORDINATOR	POLICE-ADM	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
DEPUTY COURT CLERK	COURT	2080	E	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
DEVELOPMENT SERVICES TECHNICIAN II	BNS	2080	NEW	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
DIGITAL RECORDS TECHNICIAN	POLICE	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
EQUIPMENT OPERATOR II	VARIOUS	2080	E	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
EVIDENCE AND PROPERTY TECHNICIAN	POLICE	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
EXECUTIVE ASSISTANT	VARIOUS	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
FLEET INVENTORY SPECIALIST	STREET	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176

FORESTRY TECHNICIAN II	PARKS	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
HUMAN RESOURCES COORDINATOR	HR	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
INFRASTRUCTURE ASSESSMENT TECHNICIAN	WATER-WD	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
IT TECHNICIAN I	IT	2080	E	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
LABORATORY ANALYST	WATER-SP	EX	NEW	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
LEAD BILLING TECHNICIAN	BILLING & LICENSING	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
LEAD CUSTOMER SERVICE/COLLECTIONS TECHNICIAN	BILLING & LICENSING	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
LEAD FACILITIES MAINTENANCE WORKER	ADMIN-FACILITIES/SW	2080	E	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
MAINTENANCE TECHNICIAN	WATER-SP	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
MUNICIPAL INSPECTION OFFICER II	BNS	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
PLANNING ASSISTANT	PLANNING	2080	NEW	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
SIGN PRODUCTION SPECIALIST	STREET-TRAFFIC	2080	E	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
TECHNICAL SUPPORT SPECIALIST I	VARIOUS	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
TOC OPERATOR	ENG-TOC	2080	E	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
TRAFFIC SIGNAL TECH II	STREET-TRAFFIC	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
TURF SPECIALIST II	PARKS	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
UTILITIES LOCATOR	WATER-WD	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
WASTEWATER EQUIPMENT TECH	WATER-SC	2080	E	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
WATER OPERATOR I	WATER-WP	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
WATER QUALITY SPECIALIST I	ENG-STMWTR	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
ZONING ENFORCEMENT PLANNER I	BNS	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
ADMINISTRATIVE ASSISTANT	VARIOUS	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
BILLING TECHNICIAN	BILLING & LICENSING	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
BUILDING INSPECTOR I	BNS	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
CUSTOMER SERVICE COLLECTIONS TECH	BILLING & LICENSING	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
CUSTOMER SERVICE TECHNICIAN	SANITATION & ENV SERV.	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
DEVELOPMENT SERVICES TECHNICIAN I	BNS	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
EQUIPMENT OPERATOR I	VARIOUS	2080	D	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
FACILITIES MAINTENANCE TECHNICIAN II	ADMIN-FACILITIES	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
FINANCIAL TECHNICIAN I	BILLING & LICENSING	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
FORESTRY TECHNICIAN I	PARKS	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
GENERAL SERVICES TECHNICIAN	FIRE	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
INVENTORY SPECIALIST	VARIOUS	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
MANAGEMENT FELLOW	BUDGET	EX	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
METER READER SENIOR	WATER-WB	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
MUNICIPAL INSPECTION OFFICER I	BNS	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
PARKS MAINTENANCE WORKER	PARKS	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489

PROCUREMENT OFFICER I	FINANCE	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
PROGRAM SPECIALIST	PARKS	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
SR. RECORDS TECHNICIAN	POLICE-ADM	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
STRIPING TECHNICIAN	STREET-TRAFFIC	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
TRAFFIC SIGNAL TECH I	STREET-TRAFFIC	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
TURF SPECIALIST I	PARKS	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
TV TRUCK WASTEWATER INSPECTOR	WATER-SC	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
ASSISTANT DEPUTY COURT CLERK	COURT	2080	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879
CASHIER (PT)	BILLING & LICENSING	Varies	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879
CROSSING GUARD	POLICE-ADM	Varies	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879
FACILITIES WORKER	PARKS	2080	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879
FACILITIES MAINTENANCE TECHNICIAN I	ADMIN-FACILITIES/SW	2080	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879
GENERAL MAINTENANCE WORKER	VARIOUS	2080	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879
GROUPS WORKER	PARKS	2080	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879
GROUPS WORKER	WATER-WD	2080	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879
LANDSCAPING WORKER	PARKS	2080	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879
MAINTENANCE WORKER	STREET	2080	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879
METER READER	WATER-WB	2080	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879
RECORDS TECHNICIAN	POLICE-ADM	2080	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879
SCALE OPERATOR	SANITATION & ENV SERV.	2080	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879
UTILITY SERVICE WORKER	WATER-WD	2080	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879
TRANSIT INSPECTOR	POLICE-PAT	2080	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879
ASSISTANT FIRE CHIEF	FIRE	EX	F108	F109	\$ 142,266	\$ 154,819	\$ 167,372	\$ 184,109	\$ 200,847
FIRE DEPUTY CHIEF - FIRE MARSHAL	FIRE	EX	F107	F108	\$ 127,880	\$ 139,163	\$ 150,447	\$ 165,492	\$ 180,536
EMS OFFICER	FIRE	EX	F106	F106	\$ 103,324	\$ 112,441	\$ 121,558	\$ 133,714	\$ 145,869
FIRE BATTALION CHIEF	FIRE	2808	F106	F106	\$ 103,324	\$ 112,441	\$ 121,558	\$ 133,714	\$ 145,869
FIRE BATTALION CHIEF - TRAINING	FIRE	EX	F106	F106	\$ 103,324	\$ 112,441	\$ 121,558	\$ 133,714	\$ 145,869
ADMINISTRATIVE CAPTAIN TECHNOLOGY	FIRE	EX	F105	F105	\$ 92,876	\$ 101,071	\$ 109,265	\$ 120,192	\$ 131,119
ASSISTANT FIRE MARSHAL	FIRE	EX	F105	F105	\$ 92,876	\$ 101,071	\$ 109,265	\$ 120,192	\$ 131,119
FIRE CAPTAIN	FIRE	2808	F105	F105	\$ 92,876	\$ 101,071	\$ 109,265	\$ 120,192	\$ 131,119
FIRE CAPTAIN/TRAINING OFFICER	FIRE	EX	F105	F105	\$ 92,876	\$ 101,071	\$ 109,265	\$ 120,192	\$ 131,119
FIRE PROTECTION SPECIALIST	FIRE	EX	NEW	F104	\$ 83,484	\$ 90,850	\$ 98,216	\$ 108,038	\$ 117,859
FIRE LIEUTENANT	FIRE	2808	F104	F104	\$ 83,484	\$ 90,850	\$ 98,216	\$ 108,038	\$ 117,859
FIRE AND LIFE SAFETY EDUCATOR	FIRE	EX	F104	F104	\$ 83,484	\$ 90,850	\$ 98,216	\$ 108,038	\$ 117,859
DEPUTY FIRE MARSHAL	FIRE	2080	F104	F103	\$ 75,042	\$ 81,663	\$ 88,284	\$ 97,113	\$ 105,941
FIRE ENGINEER	FIRE	2808	F103	F103	\$ 75,042	\$ 81,663	\$ 88,284	\$ 97,113	\$ 105,941

FIRE INFORMATION SYSTEMS ANALYST	FIRE	EX	F104	F103	\$ 75,042	\$ 81,663	\$ 88,284	\$ 97,113	\$ 105,941
FIREFIGHTER	FIRE	2808	F102	F102	\$ 60,632	\$ 65,982	\$ 71,332	\$ 78,465	\$ 85,598
FIRE CADET	FIRE	2808	F101	F101	\$ 57,200				
POLICE DEPUTY CHIEF	POLICE	EX	P108	P108	\$ 141,911	\$ 154,432	\$ 166,954	\$ 187,823	\$ 208,693
POLICE CAPTAIN	POLICE	EX	P107	P107	\$ 113,131	\$ 123,113	\$ 133,095	\$ 149,732	\$ 166,368
POLICE LIEUTENANT	POLICE	EX	P106	P106	\$ 101,009	\$ 109,922	\$ 118,835	\$ 133,689	\$ 148,543
POLICE SERGEANT	POLICE	2080	P105	P105	\$ 85,892	\$ 93,471	\$ 101,050	\$ 113,681	\$ 126,312
DETECTIVE	POLICE	2080	P104	P104	\$ 76,690	\$ 83,456	\$ 90,223	\$ 101,501	\$ 112,779
MASTER PATROL OFFICER	POLICE	2080	P104	P104	\$ 76,690	\$ 83,456	\$ 90,223	\$ 101,501	\$ 112,779
POLICE OFFICER II	POLICE	2080	P103	P103	\$ 68,473	\$ 74,515	\$ 80,556	\$ 90,626	\$ 100,695
POLICE OFFICER I	POLICE	2080	P102	P102	\$ 62,248	\$ 67,741	\$ 73,233	\$ 82,387	\$ 91,541
POLICE OFFICER TRAINEE	POLICE	2080	P101	P101	\$ 61,800				
ENGINEERING INTERN	ENG	-	n/a	n/a	\$ 31,200		\$ 41,600		\$ 52,000

					Upgrade				
					CRRNT	PROPOSED			
					2024	2025	PROPOSED JULY 2025 PAY RANGE		
					GRADE	GRADE	Min	1st Qtle	Mid
							3rd Qtle	Max	
JOB TITLE	DEPT	YRLY HOURS							
ASSIST CITY ADMIN-COMMUNITY DEVELOPMENT	ADMIN	EX	O	O	\$ 178,242	\$ 193,969	\$ 209,696	\$ 230,666	\$ 251,635
ASSIST CITY ADMIN-FINANCE/ADMINISTRATION	ADMIN	EX	O	O	\$ 178,242	\$ 193,969	\$ 209,696	\$ 230,666	\$ 251,635
ASSIST CITY ADMIN-PUBLIC WORKS	ADMIN	EX	O	O	\$ 178,242	\$ 193,969	\$ 209,696	\$ 230,666	\$ 251,635
EMERGENCY MANAGEMENT COORDINATOR	ADMIN-PW	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
CITY RECORDER	ADMIN	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
CONTRACT COMPLIANCE ANALYST	ADMIN	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
DEPUTY CITY RECORDER	ADMIN	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
EMERGENCY MANAGEMENT SPECIALIST	ADMIN-PW	EX	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
EXECUTIVE ASSISTANT TO MAYOR/CITY ADMINISTRATOR	ADMIN	2080	F	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
ASSISTANT DEPUTY CITY RECORDER	ADMIN	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
CHIEF COMMUNICATIONS OFFICER	ADMIN-COMM	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
PUBLIC OUTREACH & SPEC EVENTS SUPERVISOR	ADMIN-COMM	EX	I	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
CABLE TV PRODUCTION OPERATIONS SUPERVISOR	ADMIN-COMM	EX	G	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
SOCIAL AND DIGITAL MEDIA PRODUCER	ADMIN-COMM	EX	F	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
PUBLIC OUTREACH COORDINATOR	ADMIN-COMM	EX	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
FACILITIES PROJECT MANAGER	ADMIN-FACILITIES	EX	J	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
FACILITIES MAINTENANCE SUPERVISOR	ADMIN-FACILITIES	EX	G	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
LEAD FACILITIES MAINTENANCE WORKER	ADMIN-FACILITIES/SW	2080	E	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
FACILITIES MAINTENANCE TECHNICIAN II	ADMIN-FACILITIES	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
FACILITIES MAINTENANCE TECHNICIAN I	ADMIN-FACILITIES/SW	2080	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879
BILLING & LICENSING DIRECTOR	BILLING & LICENSING	EX	K	L	\$ 125,185	\$ 136,231	\$ 147,276	\$ 162,004	\$ 176,732
BILLING & LICENSING MANAGER	BILLING & LICENSING	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
ACCOUNTING OFFICER	BILLING & LICENSING	EX	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
LEAD BILLING TECHNICIAN	BILLING & LICENSING	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
LEAD CUSTOMER SERVICE/COLLECTIONS TECHNICIAN	BILLING & LICENSING	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
BILLING TECHNICIAN	BILLING & LICENSING	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
CUSTOMER SERVICE COLLECTIONS TECH	BILLING & LICENSING	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
FINANCIAL TECHNICIAN I	BILLING & LICENSING	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
CASHIER (PT)	BILLING & LICENSING	Varies	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879

DIRECTOR, BLDG. AND NEIGHBORHOOD SERVICES	BNS	EX	L	M	\$ 140,833	\$ 153,259	\$ 165,686	\$ 182,254	\$ 198,823
ASST DIR BNS BLDG. & DEVELOPMENT SERVICES	BNS	EX	K	L	\$ 125,185	\$ 136,231	\$ 147,276	\$ 162,004	\$ 176,732
BUILDING OFFICIAL	BNS	EX	J	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
BUILDING INSPECTOR SUPERVISOR	BNS	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
DEVELOPMENT SERVICES MANAGER	BNS	EX	NEW	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
PLANS EXAMINER III	BNS	2080	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
ZONING ADMINISTRATOR	BNS	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
BUILDING INSPECTOR IV	BNS	2080	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
DEVELOPMENT SERVICES IT SPECIALIST	BNS	2080	NEW	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
HOUSING DEVELOPMENT COORDINATOR	BNS	EX	G	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
NEIGHBORHOOD RESOURCES SUPERVISOR	BNS	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
PLANS EXAMINER II	BNS	2080	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
BUILDING INSPECTOR III	BNS	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
PLANS EXAMINER I	BNS	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
ZONING ENFORCEMENT PLANNER II	BNS	2080	F	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
BUILDING INSPECTOR II	BNS	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
DEVELOPMENT SERVICES TECHNICIAN II	BNS	2080	NEW	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
MUNICIPAL INSPECTION OFFICER II	BNS	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
ZONING ENFORCEMENT PLANNER I	BNS	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
BUILDING INSPECTOR I	BNS	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
DEVELOPMENT SERVICES TECHNICIAN I	BNS	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
MUNICIPAL INSPECTION OFFICER I	BNS	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
CHIEF BUDGET & PERFORMANCE OFFICER	BUDGET	EX	L	L	\$ 125,185	\$ 136,231	\$ 147,276	\$ 162,004	\$ 176,732
BUDGET & PERFORMANCE ANALYST	BUDGET	EX	NEW	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
MANAGEMENT FELLOW	BUDGET	EX	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
CHIEF DEPUTY COURT CLERK	COURT	2080	H	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
DEPUTY COURT CLERK	COURT	2080	E	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
ASSISTANT DEPUTY COURT CLERK	COURT	2080	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879
DIRECTOR OF ENGINEERING	ENG	EX	N	N	\$ 158,437	\$ 172,417	\$ 186,397	\$ 205,036	\$ 223,676
ASSISTANT DIRECTOR OF ENGINEERING	ENG	EX	L	L	\$ 125,185	\$ 136,231	\$ 147,276	\$ 162,004	\$ 176,732
CITY TRAFFIC ENGINEER	ENG	EX	L	L	\$ 125,185	\$ 136,231	\$ 147,276	\$ 162,004	\$ 176,732
STAFF ENGINEER III	ENG	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
STORM WATER MANAGEMENT COORDINATOR	ENG-STMWTR	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
TRAFFIC/TRANSPORTATION ENG III	ENG-TOC	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
CAPITAL PROJECTS CONSTRUCTION MANAGER	ENG	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640

MULTIMODAL TRANSPORTATION COORDINATOR	ENG	EX	NEW	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
STAFF ENGINEER II	ENG	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
TRAFFIC/TRANSPORTATION ENG II	ENG-TOC	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
ITS PROJECT MANAGER	ENG-TOC	EX	H	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
ITS SPECIALIST II	ENG-TOC	2080	H	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
RIGHT OF WAY AGENT	ENG	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
STAFF ENGINEER I	ENG	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
TRAFFIC/TRANSPORTATION ENG I	ENG-TOC	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
CAPITAL PROJECTS INSPECTOR	ENG	2080	G	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
WATER QUALITY SPECIALIST III	ENG-STMWTR	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
ENGINEERING ASSOCIATE II/CONTRACTS ADMINISTRATOR	ENG	2080	F	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
ITS SPECIALIST I	ENG-TOC	2080	F	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
WATER QUALITY SPECIALIST II	ENG-STMWTR	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
TOC OPERATOR	ENG-TOC	2080	E	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
WATER QUALITY SPECIALIST I	ENG-STMWTR	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
ENGINEERING INTERN	ENG		n/a	n/a	\$ 31,200		\$ 41,600		\$ 52,000
FINANCE DIRECTOR	FINANCE	EX	M	M	\$ 140,833	\$ 153,259	\$ 165,686	\$ 182,254	\$ 198,823
FINANCIAL MANAGER	FINANCE	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
PURCHASING MANAGER	FINANCE	EX	J	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
INVESTMENT OFFICER	FINANCE	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
LEAD FINANCIAL ANALYST	FINANCE	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
FINANCIAL ANALYST	FINANCE	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
PROCUREMENT OFFICER IV	FINANCE	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
PROCUREMENT OFFICER III	FINANCE	2080	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
PAYROLL SPECIALIST	FINANCE	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
PROCUREMENT OFFICER II	FINANCE	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
SR. A/P SPECIALIST	FINANCE	2080	F	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
PROCUREMENT OFFICER I	FINANCE	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
FIRE CHIEF	FIRE	EX	N	N	\$ 158,437	\$ 172,417	\$ 186,397	\$ 205,036	\$ 223,676
ASSISTANT FIRE CHIEF	FIRE	EX	F108	F109	\$ 142,266	\$ 154,819	\$ 167,372	\$ 184,109	\$ 200,847
FIRE DEPUTY CHIEF/FIRE MARSHAL	FIRE	EX	F107	F108	\$ 127,880	\$ 139,163	\$ 150,447	\$ 165,492	\$ 180,536
EMS OFFICER	FIRE	EX	F106	F106	\$ 103,324	\$ 112,441	\$ 121,558	\$ 133,714	\$ 145,869
FIRE BATTALION CHIEF	FIRE	2808	F106	F106	\$ 103,324	\$ 112,441	\$ 121,558	\$ 133,714	\$ 145,869
FIRE BATTALION CHIEF - TRAINING	FIRE	EX	F106	F106	\$ 103,324	\$ 112,441	\$ 121,558	\$ 133,714	\$ 145,869
ADMINISTRATIVE CAPTAIN TECHNOLOGY	FIRE	EX	F105	F105	\$ 92,876	\$ 101,071	\$ 109,265	\$ 120,192	\$ 131,119
ASSISTANT FIRE MARSHAL	FIRE	EX	F105	F105	\$ 92,876	\$ 101,071	\$ 109,265	\$ 120,192	\$ 131,119

FIRE CAPTAIN	FIRE	2808	F105	F105	\$ 92,876	\$ 101,071	\$ 109,265	\$ 120,192	\$ 131,119
FIRE CAPTAIN/TRAINING OFFICER	FIRE	EX	F105	F105	\$ 92,876	\$ 101,071	\$ 109,265	\$ 120,192	\$ 131,119
FISCAL MANAGER	FIRE	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
FIRE AND LIFE SAFETY EDUCATOR	FIRE	EX	F104	F104	\$ 83,484	\$ 90,850	\$ 98,216	\$ 108,038	\$ 117,859
FIRE LIEUTENANT	FIRE	2808	F104	F104	\$ 83,484	\$ 90,850	\$ 98,216	\$ 108,038	\$ 117,859
FIRE PROTECTION SPECIALIST	FIRE	EX	NEW	F104	\$ 83,484	\$ 90,850	\$ 98,216	\$ 108,038	\$ 117,859
DEPUTY FIRE MARSHAL	FIRE	2080	F104	F103	\$ 75,042	\$ 81,663	\$ 88,284	\$ 97,113	\$ 105,941
FIRE ENGINEER	FIRE	2808	F103	F103	\$ 75,042	\$ 81,663	\$ 88,284	\$ 97,113	\$ 105,941
FIRE INFORMATION SYSTEMS ANALYST	FIRE	EX	F104	F103	\$ 75,042	\$ 81,663	\$ 88,284	\$ 97,113	\$ 105,941
OFFICE MANAGER	FIRE	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
FIREFIGHTER	FIRE	2808	F102	F102	\$ 60,632	\$ 65,982	\$ 71,332	\$ 78,465	\$ 85,598
FIRE CADET	FIRE	2808	F101	F101	\$ 57,200				
GENERAL SERVICES TECHNICIAN	FIRE	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
HUMAN RESOURCES & RISK MANAGEMENT DIRECTOR	HR	EX	N	N	\$ 158,437	\$ 172,417	\$ 186,397	\$ 205,036	\$ 223,676
HUMAN RESOURCES MANAGER	HR	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
ORGANIZATIONAL DEVELOPMENT MANAGER	HR	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
RISK AND BENEFITS MANAGER	HR	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
BENEFITS SUPERVISOR	HR	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
RISK MANAGEMENT SPECIALIST	HR	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
BENEFITS ANALYST	HR	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
EMPLOYEE RELATIONS SPECIALIST	HR	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
HUMAN RESOURCES GENERALIST	HR	EX	G	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
OCCUPATIONAL HEALTH & SAFETY TRAINER	HR	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
BENEFITS GENERALIST	HR	EX	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
HUMAN RESOURCES COORDINATOR	HR	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
INFORMATION TECHNOLOGY DIRECTOR	IT	EX	N	N	\$ 158,437	\$ 172,417	\$ 186,397	\$ 205,036	\$ 223,676
ASST. IT DIR. (Applications Group)	IT	EX	L	M	\$ 140,833	\$ 153,259	\$ 165,686	\$ 182,254	\$ 198,823
ASST. IT DIR. (Infrastructure Group)	IT	EX	L	M	\$ 140,833	\$ 153,259	\$ 165,686	\$ 182,254	\$ 198,823
COMMUNICATION INFRASTRUCTURE MANAGER	IT	2080	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
DATA CENTER/SECURITY MANAGER	IT	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
INFO SYSTEMS MANAGER	IT	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
IS DEVELOPMENT MANAGER	IT	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
NETWORK MANAGER	IT	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
COMMUNICATION INFRASTRUCTURE ENGINEER	IT	2080	I	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
CUSTOMER SUPPORT ANALYTICS MANAGER	IT	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
DATABASE ADMINISTRATOR	IT	EX	K	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640

GIS MANAGER	IT	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
SYSTEMS ADMINISTRATOR	IT	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
SR. INFORMATION SYSTEMS ANALYST	IT	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
COMMUNICATION INFRASTRUCTURE TECHNICIAN II	IT	2080	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
DATA CENTER TECH II	IT	2080	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
NETWORK TECHNICIAN II	IT	2080	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
ENTERPRISE SUPPORT & TRAINING SPECIALIST	IT	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
INFORMATION SYSTEMS ANALYST II	IT	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
IS DEVELOPER I	IT	EX	NEW	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
SR. GIS SPECIALIST	IT	2080	G	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
COMMUNICATION INFRASTRUCTURE TECHNICIAN I	IT	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
DATA CENTER TECH I	IT	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
GIS SPECIALIST	IT	2080	F	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
INFORMATION SYSTEMS ANALYST I	IT	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
IT TECHNICIAN II	IT	2080	NEW	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
LEAD VIDEO SECURITY TECHNICIAN	IT	2080	NEW	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
NETWORK TECHNICIAN I	IT	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
ADMINISTRATIVE TECHNICAL ASSISTANT	IT	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
IT TECHNICIAN I	IT	2080	E	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
CITY ATTORNEY	LEGAL	EX	O	O	\$ 178,242	\$ 193,969	\$ 209,696	\$ 230,666	\$ 251,635
DEPUTY ATTORNEY	LEGAL	EX	M	M	\$ 140,833	\$ 153,259	\$ 165,686	\$ 182,254	\$ 198,823
ASSISTANT ATTORNEY II	LEGAL	EX	L	L	\$ 125,185	\$ 136,231	\$ 147,276	\$ 162,004	\$ 176,732
ASSISTANT ATTORNEY I	LEGAL	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
CONTRACTS ADMINISTRATOR	LEGAL	2080	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
PARALEGAL II	LEGAL	2080	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
LEGAL SYSTEMS COORDINATOR	LEGAL	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
PARALEGAL I	LEGAL	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
DIRECTOR OF PARKS & RECREATION	PARKS	EX	L	M	\$ 140,833	\$ 153,259	\$ 165,686	\$ 182,254	\$ 198,823
ASSISTANT DIRECTOR OF PARKS & RECREATION	PARKS	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
FACILITIES SUPERINTENDENT	PARKS	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
PARKS & RECREATION SUPERINTENDENT	PARKS	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
URBAN FORESTRY SUPERINTENDENT	PARKS	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
URBAN FORESTRY SUPERVISOR	PARKS	EX	H	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
ATHLETICS TURF AND FIELD SUPERVISOR	PARKS	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
FACILITIES & MAINTENANCE SUPERVISOR	PARKS	2080	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
GROUNDS & LANDSCAPING SUPERVISOR	PARKS	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333

RECREATION SUPERVISOR	PARKS	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
ASST. ATHLETICS TURF AND FIELD SUPERVISOR	PARKS	EX	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
FACILITIES CREW CHIEF	PARKS	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
GROUPS TURF CREW CHIEF	PARKS	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
LANDSCAPING CREW CHIEF	PARKS	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
RESEARCH & PLANNING SPECIALIST	PARKS	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
FORESTRY TECHNICIAN II	PARKS	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
TURF SPECIALIST II	PARKS	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
FORESTRY TECHNICIAN I	PARKS	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
PARKS MAINTENANCE WORKER	PARKS	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
PROGRAM SPECIALIST	PARKS	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
TURF SPECIALIST I	PARKS	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
FACILITIES WORKER	PARKS	2080	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879
GROUPS WORKER	PARKS	2080	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879
LANDSCAPING WORKER	PARKS	2080	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879
PLANNING & SUSTAINABILITY DIRECTOR	PLANNING	EX	L	M	\$ 140,833	\$ 153,259	\$ 165,686	\$ 182,254	\$ 198,823
ASST DIR PLANNING & SUSTAINABILITY	PLANNING	EX	K	L	\$ 125,185	\$ 136,231	\$ 147,276	\$ 162,004	\$ 176,732
ASST DIR PLANNING (DEVELOPMENT)	PLANNING	EX	K	L	\$ 125,185	\$ 136,231	\$ 147,276	\$ 162,004	\$ 176,732
CURRENT PLANNING SUPERVISOR	PLANNING	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
LONG RANGE PLANNING SUPERVISOR	PLANNING	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
PLANNER III	PLANNING	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
PRESERVATION PLANNER	PLANNING	EX	H	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
LAND PLANNER II	PLANNING	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
PLANNER II	PLANNING	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
SURETY COORDINATOR	PLANNING	EX	G	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
ASST. PRESERVATION PLANNER	PLANNING	EX	F	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
LAND PLANNER I	PLANNING	EX	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
PLANNER I	PLANNING	EX	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
PLANNING ASSISTANT	PLANNING	2080	NEW	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
CHIEF OF POLICE	POLICE	EX	N	N	\$ 158,437	\$ 172,417	\$ 186,397	\$ 205,036	\$ 223,676
POLICE DEPUTY CHIEF	POLICE	EX	P108	P108	\$ 141,911	\$ 154,432	\$ 166,954	\$ 187,823	\$ 208,693
POLICE CAPTAIN	POLICE	EX	P107	P107	\$ 113,131	\$ 123,113	\$ 133,095	\$ 149,732	\$ 166,368
POLICE LIEUTENANT	POLICE	EX	P106	P106	\$ 101,009	\$ 109,922	\$ 118,835	\$ 133,689	\$ 148,543
FISCAL AFFAIRS MANAGER	POLICE	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
PUBLIC AFFAIRS MANAGER	POLICE	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
POLICE SERGEANT	POLICE	2080	P105	P105	\$ 85,892	\$ 93,471	\$ 101,050	\$ 113,681	\$ 126,312

CRIME ANALYST	POLICE	2080	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
DETECTIVE	POLICE	2080	P104	P104	\$ 76,690	\$ 83,456	\$ 90,223	\$ 101,501	\$ 112,779
MASTER PATROL OFFICER	POLICE	2080	P104	P104	\$ 76,690	\$ 83,456	\$ 90,223	\$ 101,501	\$ 112,779
RECORDS SUPERVISOR	POLICE	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
POLICE OFFICER II	POLICE	2080	P103	P103	\$ 68,473	\$ 74,515	\$ 80,556	\$ 90,626	\$ 100,695
POLICE OFFICER I	POLICE	2080	P102	P102	\$ 62,248	\$ 67,741	\$ 73,233	\$ 82,387	\$ 91,541
POLICE OFFICER TRAINEE	POLICE	2080	P101	P101	\$ 61,800				
COMMUNICATIONS SUPPORT COORDINATOR	POLICE-ADM	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
DIGITAL RECORDS TECHNICIAN	POLICE	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
EVIDENCE AND PROPERTY TECHNICIAN	POLICE	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
SR. RECORDS TECHNICIAN	POLICE-ADM	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
CROSSING GUARD	POLICE-ADM	Varies	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879
RECORDS TECHNICIAN	POLICE-ADM	2080	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879
TRANSIT INSPECTOR	POLICE-PAT	2080	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879
SANITATION & ENV SERVICES DIRECTOR	SANITATION & ENV SERV.	EX	L	M	\$ 140,833	\$ 153,259	\$ 165,686	\$ 182,254	\$ 198,823
ASST DIR, SANITATION & ENV SERVICES	SANITATION & ENV SERV.	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
OPERATIONS MANAGER	SANITATION & ENV SERV.	EX	G	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
ROUTING/OPERATIONS ANALYST	SANITATION & ENV SERV.	EX	G	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
SAN & ENV SERV OPERATIONS CREW SUPERVISOR	SANITATION & ENV SERV.	2080	F	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
SES PUBLIC EDUC. & CUSTOMER SERV. COORDINATOR	SANITATION & ENV SERV.	2080	F	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
CUSTOMER SERVICE TECHNICIAN	SANITATION & ENV SERV.	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
SCALE OPERATOR	SANITATION & ENV SERV.	2080	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879
STREET DIRECTOR	STREET	EX	M	N	\$ 158,437	\$ 172,417	\$ 186,397	\$ 205,036	\$ 223,676
ASSISTANT STREET DIRECTOR	STREET	EX	K	L	\$ 125,185	\$ 136,231	\$ 147,276	\$ 162,004	\$ 176,732
FLEET MAINTENANCE MANAGER	STREET-FM	EX	J	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
TRAFFIC MAINTENANCE MANAGER	STREET-TRAFFIC	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
STREET DEPT INFRASTRUCTURE & DEVELOPMENT MGR	STREET	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
INSPECTOR/PROJECT MANAGER	STREET	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
LANDSCAPE MAINTENANCE SUPERVISOR	STREET	2080	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
LEAD SENIOR FLEET MAINTENANCE TECHNICIAN	STREET-FM	2080	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
STORM WATER CREW SUPERVISOR	STREET-STMWTR	2080	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
STREET CREW SUPERVISOR	STREET	2080	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
TRAFFIC MAINTENANCE SUPERVISOR	STREET-TRAFFIC	2080	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
TRAFFIC STRIPING & SIGN SUPERVISOR	STREET-TRAFFIC	2080	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
COMPOST FACILITY MANAGER	STREET	2080	F	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
ROAD INSPECTOR	STREET	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073

SENIOR FLEET MAINTENANCE TECHNICIAN	STREET-FM	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
STORM WATER INSPECTOR	STREET-STMWTR	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
STORMWATER CREW CHIEF	STREET-STMWTR	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
STREET CREW CHIEF (General)	STREET	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
FLEET INVENTORY SPECIALIST	STREET	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
SIGN PRODUCTION SPECIALIST	STREET-TRAFFIC	2080	E	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
TRAFFIC SIGNAL TECH II	STREET-TRAFFIC	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
STRIPING TECHNICIAN	STREET-TRAFFIC	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
TRAFFIC SIGNAL TECH I	STREET-TRAFFIC	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
MAINTENANCE WORKER	STREET	2080	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879
DIRECTOR OF WATER MANAGEMENT	WATER-WA	EX	N	N	\$ 158,437	\$ 172,417	\$ 186,397	\$ 205,036	\$ 223,676
ASSISTANT DIRECTOR OF WATER MANAGEMENT	WATER-WA	EX	L	L	\$ 125,185	\$ 136,231	\$ 147,276	\$ 162,004	\$ 176,732
SERVICE DIVISION SUPERINTENDENT	WATER-WD	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
WATER RECLAMATION SUPERINTENDENT	WATER-SP	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
WATER TREATMENT SUPERINTENDENT	WATER-WP	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
BIO SOLIDS MANAGER	WATER	EX	I	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
CIP ENGINEER	WATER-SP	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
UTILITIES ENGINEER II	WATER	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
WATER RECLAMATION ASSISTANT SUP'T.	WATER-SP	EX	I	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
WATER TREATMENT ASSISTANT SUP'T.	WATER-WP	EX	I	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
FACILITIES MAINTENANCE MANAGER	WATER	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
RIGHT OF WAY AGENT	WATER	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
SERVICE DIVISION ASST. SUPERINTENDENT	WATER-SC	EX	H	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
WATER DEPARTMENT INFRASTRUCTURE AND DEV. MGR	WATER-SC	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
COMMUNICATION / ELECTRICAL TECHNICIAN	WATER	2080	NEW	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
SR. UTILITY INSPECTOR	WATER	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
WATER IS APPLICATIONS MANAGER	WATER-WA	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
BIO SOLIDS OPERATOR	WATER	2080	NEW	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
CLEAN WATER OPERATOR II	WATER-SP	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
INDUSTRIAL PRETREATMENT COORDINATOR	WATER-SP	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
UTILITIES CREW CHIEF	WATER-WD	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
UTILITY INSPECTOR	WATER-WA	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
W/WW CONSTRUCTION SUPERVISOR	WATER-WD	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
WATER OPERATOR II	WATER-WP	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
BACKFLOW INSPECTOR	WATER-WD	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
CLEAN WATER OPERATOR I	WATER-SP	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
INFRASTRUCTURE ASSESSMENT TECHNICIAN	WATER-WD	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176

LABORATORY ANALYST	WATER-SP	EX	NEW	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
MAINTENANCE TECHNICIAN	WATER-SP	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
UTILITIES LOCATOR	WATER-WD	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
WASTEWATER EQUIPMENT TECH	WATER-SC	2080	E	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
WATER OPERATOR I	WATER-WP	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
METER READER SENIOR	WATER-WB	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
TV TRUCK WASTEWATER INSPECTOR	WATER-SC	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
GROUNDS WORKER	WATER-WD	2080	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879
METER READER	WATER-WB	2080	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879
UTILITY SERVICE WORKER	WATER-WD	2080	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879
OFFICE MANAGER	VARIOUS	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
TECHNICAL SUPPORT SPECIALIST II	VARIOUS	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
EQUIPMENT OPERATOR II	VARIOUS	2080	E	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
EXECUTIVE ASSISTANT	VARIOUS	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
TECHNICAL SUPPORT SPECIALIST I	VARIOUS	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
ADMINISTRATIVE ASSISTANT	VARIOUS	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
EQUIPMENT OPERATOR I	VARIOUS	2080	D	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
INVENTORY SPECIALIST	VARIOUS	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
GENERAL MAINTENANCE WORKER	VARIOUS	2080	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879

90th Percentile, Projection to 7/1/2025
Exhibit C

NEW PAY GRADE	GENERAL POPULATION				
	Min	1st Qtle	Mid	3rd Qtle	Max
P	\$ 200,522	\$ 218,215	\$ 235,908	\$ 259,499	\$ 283,090
O	\$ 178,242	\$ 193,969	\$ 209,696	\$ 230,666	\$ 251,635
N	\$ 158,437	\$ 172,417	\$ 186,397	\$ 205,036	\$ 223,676
M	\$ 140,833	\$ 153,259	\$ 165,686	\$ 182,254	\$ 198,823
L	\$ 125,185	\$ 136,231	\$ 147,276	\$ 162,004	\$ 176,732
K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879
C	\$ 43,367	\$ 47,194	\$ 51,021	\$ 56,123	\$ 61,225
B	\$ 38,549	\$ 41,950	\$ 45,352	\$ 49,887	\$ 54,422
A	\$ 34,266	\$ 37,290	\$ 40,313	\$ 44,345	\$ 48,376

NEW PAY GRADE	FIRE DEPARTMENT				
	Min	1st Qtle	Mid	3rd Qtle	Max
F109	\$ 142,266	\$ 154,819	\$ 167,372	\$ 184,109	\$ 200,847
F108	\$ 127,880	\$ 139,163	\$ 150,447	\$ 165,492	\$ 180,536
F107	\$ 114,948	\$ 125,091	\$ 135,233	\$ 148,756	\$ 162,280
F106	\$ 103,324	\$ 112,441	\$ 121,558	\$ 133,714	\$ 145,869
F105	\$ 92,876	\$ 101,071	\$ 109,265	\$ 120,192	\$ 131,119
F104	\$ 83,484	\$ 90,850	\$ 98,216	\$ 108,038	\$ 117,859
F103	\$ 75,042	\$ 81,663	\$ 88,284	\$ 97,113	\$ 105,941
F102	\$ 60,632	\$ 65,982	\$ 71,332	\$ 78,465	\$ 85,598
F101	\$ 57,200				

Fire Starting Pay

Entry-Level	\$ 57,200
Lateral/Firefighter	\$ 60,632

PAY GRADE	POLICE DEPARTMENT				
	Min	1st Qtle	Mid	3rd Qtle	Max
P108	\$ 141,911	\$ 154,432	\$ 166,954	\$ 187,823	\$ 208,693
P107	\$ 113,131	\$ 123,113	\$ 133,095	\$ 149,732	\$ 166,368
P106	\$ 101,009	\$ 109,922	\$ 118,835	\$ 133,689	\$ 148,543
P105	\$ 85,892	\$ 93,471	\$ 101,050	\$ 113,681	\$ 126,312
P104	\$ 76,690	\$ 83,456	\$ 90,223	\$ 101,501	\$ 112,779
P103	\$ 68,473	\$ 74,515	\$ 80,556	\$ 90,626	\$ 100,695
P102	\$ 62,248	\$ 67,741	\$ 73,233	\$ 82,387	\$ 91,541
P101	\$ 61,800				

Police Starting Pay

Entry-Level/Non-POST Certified	\$ 65,000
Lateral/POST Certified	\$ 68,000

CLASSIFICATION & COMPENSATION STUDY

CITY OF FRANKLIN

FINDINGS & RECOMMENDATIONS

MAY 12, 2025

PREPARED BY
BURRIS, THOMPSON & ASSOCIATES
615.500.7931

OBJECTIVES

Burris, Thompson & Associates (BTA) was engaged by the City to compile market data for each City job and compare to the current pay range assigned to the job with the objectives to:

- Ensure that the City’s pay administration pay ranges position the City to be a market leader to enhance the City’s ability to attract and retain individuals with the desired skills and abilities.
- Ensure that employees are compensated appropriately for the nature of the work performed.
- Address any internal equity concerns within and across departments.

JOB DESCRIPTIONS

Prior to the Study, City HR staff had facilitated review of all job descriptions by department heads. These, along with updated organization charts were provided to BTA at the beginning of the project. BTA reviewed all job descriptions and organization charts.

COMPILE SALARY MARKET DATA

1. Salary Survey – Public Sector Data

Data for each job were compiled from largely the same set of 16 public sector benchmark employers used in both the 2018 and 2022 updates – see Table I below. These benchmarks were deemed to be representative of the competitive labor market for the City based on comparable demographics, similar operating philosophy, and/or proximity to Franklin. All had participated in the Burris, Thompson & Associates’ 2023 Public Sector Wage & Salary Survey.

TABLE I PUBLIC SECTOR BENCHMARKS		
Bartlett	Goodlettsville	Nashville
Brentwood	Hendersonville	Rutherford County
Chattanooga	Knoxville	Smyrna
Clarksville	Mt. Juliet	Williamson County
Collierville	Murfreesboro	Wilson County
Germantown		

2. General Business & Industry Data

The City of Franklin also competes with general business and industry for employees for many City jobs. Market data from general business and industry for jobs similar to City jobs were compiled from the Economic Research Institute (ERI) Salary Assessor (January 2024 database of salary data for thousands of job titles for many US locations based on survey data – we used data for the Williamson County area).

3. Target Market Position

For the original 2013 pay study, City management, in collaboration with BTA, determined that targeting an above average market position (75th percentile) for wages and salaries would be appropriate to attract and retain highly qualified employees. Given the increasingly competitive employment environment and the fact that some of the closest labor market competitors are increasing their target market position, this year the City decided that it would be appropriate to move Franklin's target market position to the 90th percentile.

4. Projected to July 1, 2025

For previous pay studies, the City has typically requested salary data be projected out for two years. This has been an aggressive practice, intended to keep the City's salaries competitive without the need for additional pay range adjustments in between pay studies. However, due to the significant jump from 75th to 90th percentile, it was decided that a more conservative projection would be used this year to reduce the initial costs of the change. Therefore, all salary data were projected to July 1, 2025.

5. Job Market Rates

A **Market Rate** was determined for each City job from the survey data. For each job, the **Market Rate** was determined by calculating the average of:

- The 90th percentile of the data from the 16 public sector benchmarks, and
- The 90th percentile rate from the ERI database for general business and industry (if applicable – public safety jobs have no close general employer counterparts).

The **Market Rate** determined from the survey data as described above is shown for each benchmark job in [Attachments I and II](#).

CURRENT FRANKLIN PAY RANGES COMPARED TO MARKET

To assess the competitiveness of Franklin's current pay scales, BTA calculated a **current Structure Market Index** by dividing each job's **current pay range Midpoint** for the Pay Grade to which the job has been assigned, by the **Market Rate** for the job.



Overall, **current** Franklin **job Midpoints** are at approximately 86% of the Market Rates for the jobs. This varies by job – half are between 80% and 90%. See Structure Indexes by department summarized in [Attachment III](#).

CURRENT FRANKLIN EMPLOYEE SALARIES COMPARED TO MARKET

Overall, **current** Franklin employee **salaries** are at approximately 92% of the Market Rates for the jobs. This varies by job – half of the employee salaries are between 85% and 98% of the Market Rates for their jobs. See Salary Market Indexes by department summarized in [Attachment III](#).

JOB RECLASSIFICATIONS

Jobs for which the current pay ranges were significantly below market (Structure Market Index was less than .90) were reviewed with City management and department heads and most were moved up a pay grade or two so that pay range midpoints could more closely match job Market Rates once the pay ranges were adjusted (see “Pay Structure Adjustment” below). In reviewing pay grade assignments for all jobs in their departments, department heads also identified a few jobs for which moving up a grade would be appropriate to maintain internal equity.

PAY STRUCTURE ADJUSTMENT

Once jobs were assigned to the appropriate pay grade, all pay ranges were adjusted to ensure that pay range midpoints for all jobs would closely match job market rates. Because the Police and Fire Department pay structures had previously been adjusted to target the 90th percentile in 2024, the adjustments recommended for those structures (3% and 4%, respectively) were considerably less than the increase necessary (15%) to bring the pay structure for rest of the employee population to the desired 90th percentile market position.

The starting rate for non-certified Police Trainee is to be \$61,800. At the one year anniversary, the pay rate of an Officer having completed POST and field training would be \$62,248.

The starting pay rate for a Fire Cadet is \$57,200.

These adjustments, along with reclassification of the jobs as mentioned above, results in an average overall **Structure Market Index** for Franklin’s jobs of 99.7% (see [Attachment I](#)).

PROPOSED EMPLOYEE PAY INCREASES

The labor market in Middle Tennessee is very competitive. Public sector employers continue to scramble to ensure that wages and salaries are competitive so they can attract and retain qualified workers. Pay increase budgets in the area have not yet decreased back down to pre-Covid levels and many employers are still planning increases from 4% to 8%.

The following actions effective July 1, 2025 are recommended:

1. Implement an across-the-board increase for all employees of 3%,
2. Adjust employee salaries to their pay range minimums, if below,
3. Employees receive a merit increase of 0.5% to 2.5% based upon their most recent performance evaluation.

These pay adjustments should position the City’s salaries well to continue to be a market leader.

RESULTS

After the proposed 3% across-the-board market adjustments and, if needed, pay increases to range minimums, (but before merit increases) employee salaries overall will be at **96%** of their July 1, 2025 job Market Rates. Half will be between **88%** and **101%**.

The new Salary Market Indexes are summarized in [Attachment III](#).

ATTACHMENT I CITY OF FRANKLIN JOB TABLE BY DEPARTMENT

JOB TITLE	DEPT	YRLY HOURS	Market 90th pctl 7/1/2025	CRRNT 2024 GRADE	Upgrade PROPOSED 2025 GRADE	PROPOSED JULY 2025 PAY RANGE					New Structure Market Index
						Min	1st Qtle	Mid	3rd Qtle	Max	
CHIEF COMMUNICATIONS OFFICER	ADM-COMM	EX	\$ 144,155	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096	91%
PUBLIC OUTREACH & SPEC EVENTS SUPERVISOR	ADM-COMM	EX	\$ 121,830	I	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640	96%
CABLE TV PRODUCTION OPERATIONS SUPERVISOR	ADM-COMM	EX	\$ 97,918	G	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	94%
PUBLIC OUTREACH COORDINATOR	ADM-COMM	EX	\$ 87,680	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	93%
SOCIAL AND DIGITAL MEDIA PRODUCER	ADM-COMM	EX	\$ 93,504	F	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	98%
FACILITIES PROJECT MANAGER	ADM-FACILITIES	EX	\$ 135,222	J	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096	97%
FACILITIES MAINTENANCE SUPERVISOR	ADM-FACILITIES	EX	\$ 87,630	G	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	105%
LEAD FACILITIES MAINTENANCE WORKER	ADM-FACILITIES/SW	2080	\$ 67,872	E	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	107%
FACILITIES MAINTENANCE TECHNICIAN II	ADM-FACILITIES	2080	\$ 60,158	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489	107%
FACILITIES MAINTENANCE TECHNICIAN I	ADM-FACILITIES/SW	2080	\$ 52,221	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879	110%
ASSIST CITY ADMIN-COMMUNITY DEVELOPMENT	ADMIN	EX	\$ 200,801	O	O	\$ 178,242	\$ 193,969	\$ 209,696	\$ 230,666	\$ 251,635	104%
ASSIST CITY ADMIN-FINANCE/ADMINISTRATION	ADMIN	EX	\$ 200,801	O	O	\$ 178,242	\$ 193,969	\$ 209,696	\$ 230,666	\$ 251,635	104%
ASSIST CITY ADMIN-PUBLIC WORKS	ADMIN	EX	\$ 200,801	O	O	\$ 178,242	\$ 193,969	\$ 209,696	\$ 230,666	\$ 251,635	104%
EMERGENCY MANAGEMENT COORDINATOR	ADMIN-PW	EX	\$ 107,839	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124	96%
CITY RECORDER	ADMIN	EX	\$ 94,402	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	97%
CONTRACT COMPLIANCE ANALYST	ADMIN	EX	\$ 88,612	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	104%
DEPUTY CITY RECORDER	ADMIN	2080	\$ 79,891	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	102%
EMERGENCY MANAGEMENT SPECIALIST	ADMIN-PW	EX	\$ 89,378	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	91%
EXECUTIVE ASSISTANT TO MAYOR/CITY ADMINISTRATOR	ADMIN	2080	\$ 83,194	F	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	98%
ASSISTANT DEPUTY CITY RECORDER	ADMIN	2080	\$ 74,061	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	98%
DIRECTOR, BLDG AND NEIGHBORHOOD SERVS.	BNS	EX	\$ 165,542	L	M	\$ 140,833	\$ 153,259	\$ 165,686	\$ 182,254	\$ 198,823	100%
ASST DIR BNS BLDG. & DEVELOPMENT SERVICES	BNS	EX	\$ 147,806	K	L	\$ 125,185	\$ 136,231	\$ 147,276	\$ 162,004	\$ 176,732	100%
BUILDING OFFICIAL	BNS	EX	\$ 130,761	J	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096	100%
DEVELOPMENT SERVICES MANAGER	BNS	EX	\$ 111,088	NEW	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124	93%
BUILDING INSPECTOR SUPERVISOR	BNS	EX	\$ 105,856	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124	98%
PLANS EXAMINER III	BNS	2080	\$ 100,419	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124	103%
ZONING ADMINISTRATOR	BNS	EX	\$ 98,037	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124	106%
DEVELOPMENT SERVICES IT SPECIALIST	BNS	2080	\$ 99,805	NEW	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	92%
BUILDING INSPECTOR IV	BNS	2080	\$ 96,974	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	95%
HOUSING DEVELOPMENT COORDINATOR	BNS	EX	\$ 93,744	G	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	98%
NEIGHBORHOOD RESOURCES SUPERVISOR	BNS	EX	\$ 93,235	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	99%

ATTACHMENT I CITY OF FRANKLIN JOB TABLE BY DEPARTMENT

JOB TITLE	DEPT	YRLY HOURS	Market 90th pctle 7/1/2025	CRRNT 2024 GRADE	Upgrade PROPOSED 2025 GRADE	PROPOSED JULY 2025 PAY RANGE					New Structure Market Index
						Min	1st Qtle	Mid	3rd Qtle	Max	
PLANS EXAMINER II	BNS	2080	\$ 87,806	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	105%
BUILDING INSPECTOR III	BNS	2080	\$ 83,809	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	98%
PLANS EXAMINER I	BNS	2080	\$ 80,695	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	101%
ZONING ENFORCEMENT PLANNER II	BNS	2080	\$ 78,752	F	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	104%
ZONING ENFORCEMENT PLANNER I	BNS	2080	\$ 75,672	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	96%
BUILDING INSPECTOR II	BNS	2080	\$ 73,540	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	99%
MUNICIPAL INSPECTION OFFICER II	BNS	2080	\$ 71,055	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	102%
DEVELOPMENT SERVICES TECHNICIAN II	BNS	2080	\$ 69,190	NEW	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	105%
BUILDING INSPECTOR I	BNS	2080	\$ 71,197	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489	91%
MUNICIPAL INSPECTION OFFICER I	BNS	2080	\$ 62,528	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489	103%
DEVELOPMENT SERVICES TECHNICIAN I	BNS	2080	\$ 61,777	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489	105%
BILLING & LICENSING DIRECTOR	BILLING & LICENSING	EX	\$ 149,699	K	L	\$ 125,185	\$ 136,231	\$ 147,276	\$ 162,004	\$ 176,732	98%
BILLING & LICENSING MANAGER	BILLING & LICENSING	EX	\$ 107,162	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640	109%
ACCOUNTING OFFICER	BILLING & LICENSING	EX	\$ 81,755	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	100%
LEAD BILLING TECHNICIAN	BILLING & LICENSING	2080	\$ 77,780	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	93%
LEAD CUSTOMER SERVICE/COLLECTIONS TECHNICIAN	BILLING & LICENSING	2080	\$ 75,362	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	96%
BILLING TECHNICIAN	BILLING & LICENSING	2080	\$ 68,968	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489	94%
CUSTOMER SERVICE COLLECTIONS TECH	BILLING & LICENSING	2080	\$ 63,145	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489	102%
FINANCIAL TECHNICIAN I	BILLING & LICENSING	2080	\$ 61,754	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489	105%
CASHIER (PT)	BILLING & LICENSING	Varies	\$ 44,149	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879	130%
CHIEF BUDGET & PERFORMANCE OFFICER	BUDGET	EX	\$ 162,434	L	L	\$ 125,185	\$ 136,231	\$ 147,276	\$ 162,004	\$ 176,732	91%
BUDGET & PERFORMANCE ANALYST	BUDGET	EX	\$ 110,394	NEW	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124	94%
MANAGEMENT FELLOW	BUDGET	EX	\$ 50,000	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489	110%
CHIEF DEPUTY COURT CLERK	COURT	2080	\$ 101,122	H	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124	102%
DEPUTY COURT CLERK	COURT	2080	\$ 72,068	E	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	101%
ASSISTANT DEPUTY COURT CLERK	COURT	2080	\$ 56,890	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879	101%
DIRECTOR OF ENGINEERING	ENG	EX	\$ 185,543	N	N	\$ 158,437	\$ 172,417	\$ 186,397	\$ 205,036	\$ 223,676	100%
ASSISTANT DIRECTOR OF ENGINEERING	ENG	EX	\$ 156,373	L	L	\$ 125,185	\$ 136,231	\$ 147,276	\$ 162,004	\$ 176,732	94%
CITY TRAFFIC ENGINEER	ENG	EX	\$ 150,888	L	L	\$ 125,185	\$ 136,231	\$ 147,276	\$ 162,004	\$ 176,732	98%
STAFF ENGINEER III	ENG	EX	\$ 135,177	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096	97%

ATTACHMENT I CITY OF FRANKLIN JOB TABLE BY DEPARTMENT

JOB TITLE	DEPT	YRLY HOURS	Market 90th pctle 7/1/2025	CRRNT 2024 GRADE	Upgrade PROPOSED 2025 GRADE	PROPOSED JULY 2025 PAY RANGE					New Structure Market Index
						Min	1st Qtle	Mid	3rd Qtle	Max	
STORM WATER MANAGEMENT COORDINATOR	ENG - STMWTR	EX	\$ 151,037	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096	87%
TRAFFIC/TRANSPORTATION ENG III	ENG-TOC	EX	\$ 140,044	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096	93%
CAPITAL PROJECTS CONSTRUCTION MANAGER	ENG	EX	\$ 121,008	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640	96%
MULTIMODAL TRANSPORTATION COORDINATOR	ENG	EX	\$ 128,505	NEW	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640	91%
STAFF ENGINEER II	ENG	EX	\$ 117,230	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640	99%
TRAFFIC/TRANSPORTATION ENG II	ENG-TOC	EX	\$ 128,068	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640	91%
RIGHT OF WAY AGENT	ENG	EX	\$ 107,894	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124	96%
ITS PROJECT MANAGER	ENG-TOC	EX	\$ 103,265	H	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124	100%
ITS SPECIALIST II	ENG-TOC	2080	\$ 103,252	H	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124	100%
STAFF ENGINEER I	ENG	EX	\$ 102,622	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124	101%
TRAFFIC/TRANSPORTATION ENG I	ENG-TOC	EX	\$ 112,425	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124	92%
CAPITAL PROJECTS INSPECTOR	ENG	2080	\$ 95,055	G	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	97%
WATER QUALITY SPECIALIST III	ENG - STMWTR	EX	\$ 100,002	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	92%
ENGINEERING ASSOCIATE II/CONTRACTS ADMINISTRATOR	ENG	2080	\$ 81,826	F	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	100%
ITS SPECIALIST I	ENG-TOC	2080	\$ 83,287	F	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	98%
TECHNICAL SUPPORT SPECIALIST II	ENG	2080	\$ 80,658	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	101%
WATER QUALITY SPECIALIST II	ENG - STMWTR	2080	\$ 80,947	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	101%
TOC OPERATOR	ENG-TOC	2080	\$ 75,289	E	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	96%
WATER QUALITY SPECIALIST I	ENG - STMWTR	2080	\$ 69,162	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	105%
ENGINEERING INTERN	ENG		\$ 47,752	n/a	n/a	\$ 31,200	\$ 36,400	\$ 41,600	\$ 46,800	\$ 52,000	
FINANCE DIRECTOR	FINANCE	EX	\$ 168,777	M	M	\$ 140,833	\$ 153,259	\$ 165,686	\$ 182,254	\$ 198,823	98%
FINANCIAL MANAGER	FINANCE	EX	\$ 115,210	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096	114%
PURCHASING MANAGER	FINANCE	EX	\$ 139,818	J	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096	94%
INVESTMENT OFFICER	FINANCE	EX	\$ 114,912	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640	101%
LEAD FINANCIAL ANALYST	FINANCE	EX	\$ 114,808	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640	101%
FINANCIAL ANALYST	FINANCE (ALSO BUDGET)	EX	\$ 109,187	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124	95%
PROCUREMENT OFFICER IV	FINANCE	EX	\$ 101,688	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124	102%
PROCUREMENT OFFICER III	FINANCE	2080	\$ 94,139	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	98%
PROCUREMENT OFFICER II	FINANCE	2080	\$ 91,597	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	89%
PAYROLL SPECIALIST	FINANCE	2080	\$ 86,556	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	94%
SR. A/P SPECIALIST	FINANCE	2080	\$ 75,040	F	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	109%
PROCUREMENT OFFICER I	FINANCE	2080	\$ 67,454	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489	96%

ATTACHMENT I CITY OF FRANKLIN JOB TABLE BY DEPARTMENT

JOB TITLE	DEPT	YRLY HOURS	Market 90th pctl 7/1/2025	CRRNT 2024 GRADE	Upgrade PROPOSED 2025 GRADE	PROPOSED JULY 2025 PAY RANGE					New Structure Market Index
						Min	1st Qtle	Mid	3rd Qtle	Max	
FIRE CHIEF	FIRE	EX	\$ 183,074	N	N	\$ 158,437	\$ 172,417	\$ 186,397	\$ 205,036	\$ 223,676	102%
FISCAL MANAGER	FIRE	EX	\$ 97,605	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124	106%
OFFICE MANAGER	FIRE	2080	\$ 78,668	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	104%
GENERAL SERVICES TECHNICIAN	FIRE	2080	\$ 65,581	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489	98%
ASSISTANT FIRE CHIEF	FIRE	EX	\$ 161,105	F108	F109	\$ 142,266	\$ 154,819	\$ 167,372	\$ 184,109	\$ 200,847	104%
FIRE DEPUTY CHIEF - FIRE MARSHAL	FIRE	EX	\$ 162,139	F107	F108	\$ 127,880	\$ 139,163	\$ 150,447	\$ 165,492	\$ 180,536	93%
EMS OFFICER	FIRE	EX	\$ 131,020	F106	F106	\$ 103,324	\$ 112,441	\$ 121,558	\$ 133,714	\$ 145,869	93%
FIRE BATTALION CHIEF	FIRE	2808	\$ 122,222	F106	F106	\$ 103,324	\$ 112,441	\$ 121,558	\$ 133,714	\$ 145,869	99%
FIRE BATTALION CHIEF - TRAINING	FIRE	EX	\$ 122,222	F106	F106	\$ 103,324	\$ 112,441	\$ 121,558	\$ 133,714	\$ 145,869	99%
ADMINISTRATIVE CAPTAIN TECHNOLOGY	FIRE	EX	\$ 116,126	F105	F105	\$ 92,876	\$ 101,071	\$ 109,265	\$ 120,192	\$ 131,119	94%
ADMINISTRATIVE SERVICES OFFICER	FIRE	2080	\$ 116,126	F105	F105	\$ 92,876	\$ 101,071	\$ 109,265	\$ 120,192	\$ 131,119	94%
ASSISTANT FIRE MARSHAL	FIRE	EX	\$ 113,655	F105	F105	\$ 92,876	\$ 101,071	\$ 109,265	\$ 120,192	\$ 131,119	96%
FIRE CAPTAIN	FIRE	2808	\$ 111,269	F105	F105	\$ 92,876	\$ 101,071	\$ 109,265	\$ 120,192	\$ 131,119	98%
FIRE CAPTAIN/TRAINING OFFICER	FIRE	EX	\$ 111,108	F105	F105	\$ 92,876	\$ 101,071	\$ 109,265	\$ 120,192	\$ 131,119	98%
FIRE AND LIFE SAFETY EDUCATOR	FIRE	EX	\$ 94,784	F104	F104	\$ 83,484	\$ 90,850	\$ 98,216	\$ 108,038	\$ 117,859	104%
FIRE LIEUTENANT	FIRE	2808	\$ 95,761	F104	F104	\$ 83,484	\$ 90,850	\$ 98,216	\$ 108,038	\$ 117,859	103%
FIRE PROTECTION SPECIALIST	FIRE	EX	\$ 96,699	NEW	F104	\$ 83,484	\$ 90,850	\$ 98,216	\$ 108,038	\$ 117,859	102%
DEPUTY FIRE MARSHAL	FIRE	2080	\$ 88,926	F104	F103	\$ 75,042	\$ 81,663	\$ 88,284	\$ 97,113	\$ 105,941	99%
FIRE ENGINEER	FIRE	2808	\$ 86,920	F103	F103	\$ 75,042	\$ 81,663	\$ 88,284	\$ 97,113	\$ 105,941	102%
FIRE INFORMATION SYSTEMS ANALYST	FIRE	EX	\$ 84,253	F104	F103	\$ 75,042	\$ 81,663	\$ 88,284	\$ 97,113	\$ 105,941	105%
FIREFIGHTER	FIRE	2808	\$ 63,806	F102	F102	\$ 60,632	\$ 65,982	\$ 71,332	\$ 78,465	\$ 85,598	112%
FIRE CADET	FIRE	2808	\$ 55,618	F101	F101	\$ 57,200					103%
HUMAN RESOURCES & RISK MANAGEMENT DIRECTOR	HR	EX	\$ 202,596	N	N	\$ 158,437	\$ 172,417	\$ 186,397	\$ 205,036	\$ 223,676	92%
HUMAN RESOURCES MANAGER	HR	EX	\$ 130,159	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096	101%
ORGANIZATIONAL DEVELOPMENT MANAGER	HR	EX	\$ 136,447	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096	96%
RISK AND BENEFITS MANAGER	HR	EX	\$ 126,858	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096	103%
BENEFITS SUPERVISOR	HR	EX	\$ 94,708	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124	109%
RISK MANAGEMENT SPECIALIST	HR	EX	\$ 107,796	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124	96%
BENEFITS ANALYST	HR	EX	\$ 84,558	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	109%
EMPLOYEE RELATIONS SPECIALIST	HR	EX	\$ 84,299	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	109%
HUMAN RESOURCES GENERALIST	HR	EX	\$ 86,863	G	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	106%
OCCUPATIONAL HEALTH & SAFETY TRAINER	HR	EX	\$ 100,701	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	91%

ATTACHMENT I CITY OF FRANKLIN JOB TABLE BY DEPARTMENT

JOB TITLE	DEPT	YRLY HOURS	Market 90th pctle 7/1/2025	CRRNT 2024 GRADE	Upgrade PROPOSED 2025 GRADE	PROPOSED JULY 2025 PAY RANGE					New Structure Market Index
						Min	1st Qtle	Mid	3rd Qtle	Max	
BENEFITS GENERALIST	HR	EX	\$ 77,523	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	105%
SR. BENEFITS ANALYST	HR	EX	\$ 89,233	NEW	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	92%
HUMAN RESOURCES COORDINATOR	HR	2080	\$ 76,344	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	95%
INFORMATION TECHNOLOGY DIRECTOR	IT	EX	\$ 214,172	N	N	\$ 158,437	\$ 172,417	\$ 186,397	\$ 205,036	\$ 223,676	87%
ASST. IT DIR. (Applications Group)	IT	EX	\$ 175,788	L	M	\$ 140,833	\$ 153,259	\$ 165,686	\$ 182,254	\$ 198,823	94%
ASST. IT DIR. (Infrastructure Group)	IT	EX	\$ 167,215	L	M	\$ 140,833	\$ 153,259	\$ 165,686	\$ 182,254	\$ 198,823	99%
COMMUNICATION INFRASTRUCTURE MANAGER	IT	2080	\$ 135,623	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096	97%
DATA CENTER/SECURITY MANAGER	IT	EX	\$ 133,163	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096	98%
INFO SYSTEMS MANAGER	IT	EX	\$ 137,335	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096	95%
IS DEVELOPMENT MANAGER	IT	EX	\$ 141,450	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096	93%
NETWORK MANAGER	IT	EX	\$ 127,064	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096	103%
COMMUNICATION INFRASTRUCTURE ENGINEER	IT	2080	\$ 117,386	I	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640	99%
CUSTOMER SUPPORT ANALYTICS MANAGER	IT	EX	\$ 106,237	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640	110%
DATABASE ADMINISTRATOR	IT	EX	\$ 118,054	K	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640	99%
GIS MANAGER	IT	EX	\$ 117,273	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640	99%
SYSTEMS ADMINISTRATOR	IT	EX	\$ 118,633	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640	98%
IS DEVELOPER I	IT	EX	\$ 101,699	NEW	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	90%
SR. INFORMATION SYSTEMS ANALYST	IT	EX	\$ 115,347	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124	90%
COMMUNICATION INFRASTRUCTURE TECHNICIAN II	IT	2080	\$ 88,416	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	104%
DATA CENTER TECH II	IT	2080	\$ 85,711	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	107%
ENTERPRISE SUPPORT & TRAINING SPEC	IT	EX	\$ 96,214	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	96%
INFORMATION SYSTEMS ANALYST II	IT	EX	\$ 99,594	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	92%
NETWORK TECHNICIAN II	IT	2080	\$ 87,457	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	105%
SR. GIS SPECIALIST	IT	2080	\$ 94,278	G	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	98%
COMMUNICATION INFRASTRUCTURE TECHNICIAN I	IT	2080	\$ 78,342	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	104%
DATA CENTER TECH I	IT	2080	\$ 77,616	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	105%
GIS SPECIALIST	IT	2080	\$ 82,220	F	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	99%
INFORMATION SYSTEMS ANALYST I	IT	2080	\$ 80,739	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	101%
IT TECHNICIAN II	IT	2080	\$ 80,706	NEW	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	101%
LEAD VIDEO SECURITY TECHNICIAN	IT	2080	\$ 82,798	NEW	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	99%
NETWORK TECHNICIAN I	IT	2080	\$ 81,659	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	100%
ADMINISTRATIVE TECHNICAL ASSISTANT	IT	2080	\$ 62,569	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	116%
IT TECHNICIAN I	IT	2080	\$ 68,332	E	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	106%

ATTACHMENT I CITY OF FRANKLIN JOB TABLE BY DEPARTMENT

JOB TITLE	DEPT	YRLY HOURS	Market 90th pctl 7/1/2025	CRRNT 2024 GRADE	Upgrade PROPOSED 2025 GRADE	PROPOSED JULY 2025 PAY RANGE					New Structure Market Index
						Min	1st Qtle	Mid	3rd Qtle	Max	
CITY ATTORNEY	LEGAL	EX	\$ 222,093	O	O	\$ 178,242	\$ 193,969	\$ 209,696	\$ 230,666	\$ 251,635	94%
DEPUTY CITY ATTORNEY	LEGAL	EX	\$ 173,252	M	M	\$ 140,833	\$ 153,259	\$ 165,686	\$ 182,254	\$ 198,823	96%
ASSISTANT CITY ATTORNEY II	LEGAL	EX	\$ 142,310	L	L	\$ 125,185	\$ 136,231	\$ 147,276	\$ 162,004	\$ 176,732	103%
ASSISTANT CITY ATTORNEY I	LEGAL	EX	\$ 123,921	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640	94%
CONTRACTS ADMINISTRATOR	LEGAL	2080	\$ 90,386	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	102%
PARALEGAL II	LEGAL	2080	\$ 99,962	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	92%
LEGAL SYSTEMS COORDINATOR	LEGAL	2080	\$ 72,793	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	112%
PARALEGAL I	LEGAL	2080	\$ 83,662	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	98%
DIRECTOR OF PARKS & RECREATION	PARKS	EX	\$ 173,376	L	M	\$ 140,833	\$ 153,259	\$ 165,686	\$ 182,254	\$ 198,823	96%
ASSISTANT DIRECTOR OF PARKS & RECREATION	PARKS	EX	\$ 135,886	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096	96%
FACILITIES SUPERINTENDENT	PARKS	EX	\$ 121,927	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640	95%
PARKS & RECREATION SUPERINTENDENT	PARKS	EX	\$ 122,335	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640	95%
URBAN FORESTRY SUPERINTENDENT	PARKS	EX	\$ 113,864	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640	102%
URBAN FORESTRY SUPERVISOR	PARKS	EX	\$ 104,918	H	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124	99%
ATHLETICS TURF AND FIELD SUPERVISOR	PARKS	EX	\$ 95,934	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	96%
FACILITIES & MAINTENANCE SUPERVISOR	PARKS	2080	\$ 101,353	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	91%
LANDSCAPING & GROUNDS SUPERVISOR	PARKS	EX	\$ 91,679	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	100%
RECREATION SUPERVISOR	PARKS	EX	\$ 90,568	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	102%
ASST. ATHLETICS TURF AND FIELD SUPERVISOR	PARKS	EX	\$ 82,351	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	99%
FACILITIES CREW CHIEF	PARKS	2080	\$ 89,602	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	91%
GROUNDS TURF CREW CHIEF	PARKS	2080	\$ 83,733	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	98%
LANDSCAPING CREW CHIEF	PARKS	2080	\$ 83,045	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	98%
RESEARCH & PLANNING SPECIALIST	PARKS	2080	\$ 81,638	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	100%
FORESTRY TECHNICIAN II	PARKS	2080	\$ 74,118	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	98%
TURF SPECIALIST II	PARKS	2080	\$ 68,973	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	105%
FORESTRY TECHNICIAN I	PARKS	2080	\$ 63,490	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489	102%
PARKS MAINTENANCE WORKER	PARKS	2080	\$ 70,987	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489	91%
PROGRAM SPECIALIST	PARKS	2080	\$ 69,411	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489	93%
TURF SPECIALIST I	PARKS	2080	\$ 62,338	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489	104%
FACILITIES WORKER	PARKS	2080	\$ 53,094	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879	108%
GROUNDS WORKER	PARKS	2080	\$ 41,279	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879	139%
LANDSCAPING WORKER	PARKS	2080	\$ 50,256	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879	114%

ATTACHMENT I CITY OF FRANKLIN JOB TABLE BY DEPARTMENT

JOB TITLE	DEPT	YRLY HOURS	Market 90th pctle 7/1/2025	CRRNT 2024 GRADE	Upgrade PROPOSED 2025 GRADE	PROPOSED JULY 2025 PAY RANGE					New Structure Market Index
						Min	1st Qtle	Mid	3rd Qtle	Max	
PLANNING & SUSTAINABILITY DIRECTOR	PLANNING	EX	\$ 177,612	L	M	\$ 140,833	\$ 153,259	\$ 165,686	\$ 182,254	\$ 198,823	93%
ASST DIR PLANNING & SUSTAINABILITY	PLANNING	EX	\$ 156,298	K	L	\$ 125,185	\$ 136,231	\$ 147,276	\$ 162,004	\$ 176,732	94%
ASST DIR PLANNING (DEVELOPMENT)	PLANNING	EX	\$ 156,298	K	L	\$ 125,185	\$ 136,231	\$ 147,276	\$ 162,004	\$ 176,732	94%
CURRENT PLANNING SUPERVISOR	PLANNING	EX	\$ 107,243	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640	109%
LONG RANGE PLANNING SUPERVISOR	PLANNING	EX	\$ 107,243	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640	109%
PLANNER III	PLANNING	EX	\$ 102,272	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124	101%
PRESERVATION PLANNER	PLANNING	EX	\$ 102,272	H	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124	101%
LAND PLANNER II	PLANNING	EX	\$ 93,478	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	98%
PLANNER II	PLANNING	EX	\$ 87,533	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	105%
SURETY COORDINATOR	PLANNING	EX	\$ 92,617	G	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	99%
ASST. PRESERVATION PLANNER	PLANNING	EX	\$ 76,841	F	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	106%
LAND PLANNER I	PLANNING	EX	\$ 82,633	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	99%
PLANNER I	PLANNING	EX	\$ 76,840	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	106%
TECHNICAL SUPPORT SPECIALIST II	PLANNING	2080	\$ 82,229	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	99%
PLANNING ASSISTANT	PLANNING	2080	\$ 72,207	NEW	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	101%
CHIEF OF POLICE	POLICE	EX	\$ 212,200	N	N	\$ 158,437	\$ 172,417	\$ 186,397	\$ 205,036	\$ 223,676	88%
FISCAL AFFAIRS MANAGER	POLICE	EX	\$ 99,529	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124	104%
PUBLIC AFFAIRS MANAGER	POLICE	EX	\$ 100,663	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124	103%
CRIME ANALYST	POLICE	2080	\$ 94,330	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	97%
RECORDS SUPERVISOR	POLICE	2080	\$ 81,485	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	100%
COMMUNICATIONS SUPPORT COORDINATOR	POLICE-ADM	2080	\$ 64,021	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	113%
DIGITAL RECORDS TECHNICIAN	POLICE	2080	\$ 76,410	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	95%
EVIDENCE AND PROPERTY TECHNICIAN	POLICE	2080	\$ 71,437	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	102%
SR. RECORDS TECHNICIAN	POLICE-ADM	2080	\$ 64,131	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489	101%
CROSSING GUARD	POLICE-ADM	Varies	\$ 40,842	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879	141%
RECORDS TECHNICIAN	POLICE-ADM	2080	\$ 57,260	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879	100%
TRANSIT INSPECTOR	POLICE-PAT	2080	\$ 53,167	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879	108%
POLICE DEPUTY CHIEF	POLICE	EX	\$ 177,301	P108	P108	\$ 141,911	\$ 154,432	\$ 166,954	\$ 187,823	\$ 208,693	94%
POLICE CAPTAIN	POLICE	EX	\$ 131,704	P107	P107	\$ 113,131	\$ 123,113	\$ 133,095	\$ 149,732	\$ 166,368	101%
POLICE LIEUTENANT	POLICE	EX	\$ 123,949	P106	P106	\$ 101,009	\$ 109,922	\$ 118,835	\$ 133,689	\$ 148,543	96%
POLICE SERGEANT	POLICE	2080	\$ 97,475	P105	P105	\$ 85,892	\$ 93,471	\$ 101,050	\$ 113,681	\$ 126,312	104%

ATTACHMENT I

CITY OF FRANKLIN

JOB TABLE BY DEPARTMENT

JOB TITLE	DEPT	YRLY HOURS	Market 90th pctle 7/1/2025	CRRNT 2024 GRADE	Upgrade PROPOSED 2025 GRADE	PROPOSED JULY 2025 PAY RANGE					New Structure Market Index
						Min	1st Qtle	Mid	3rd Qtle	Max	
DETECTIVE	POLICE	2080	\$ 87,812	P104	P104	\$ 76,690	\$ 83,456	\$ 90,223	\$ 101,501	\$ 112,779	103%
MASTER PATROL OFFICER	POLICE	2080	\$ 87,394	P104	P104	\$ 76,690	\$ 83,456	\$ 90,223	\$ 101,501	\$ 112,779	103%
POLICE OFFICER II	POLICE	2080	\$ 72,399	P103	P103	\$ 68,473	\$ 74,515	\$ 80,556	\$ 90,626	\$ 100,695	111%
POLICE OFFICER I	POLICE	2080	\$ 77,020	P102	P102	\$ 62,248	\$ 67,741	\$ 73,233	\$ 80,556	\$ 87,880	95%
POLICE OFFICER TRAINEE	POLICE	2080	\$ 62,933	P101	P101	\$ 61,800					103%
SANITATION & ENV SERVICES DIRECTOR	SANITATION & ENV SERV.	EX	\$ 165,081	L	M	\$ 140,833	\$ 153,259	\$ 165,686	\$ 182,254	\$ 198,823	100%
ASST DIR, SANITATION & ENV SERVICES	SANITATION & ENV SERV.	EX	\$ 135,898	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096	96%
OPERATIONS MANAGER	SANITATION & ENV SERV.	EX	\$ 99,147	G	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	93%
ROUTING/OPERATIONS ANALYST	SANITATION & ENV SERV.	EX	\$ 93,412	G	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	98%
SAN & ENV SERV OPERATIONS CREW SUPERVISOR	SANITATION & ENV SERV.	2080	\$ 86,472	F	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	95%
SES PUBLIC EDUC. & CUSTOMER SERV. COORDINATOR	SANITATION & ENV SERV.	2080	\$ 84,231	F	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	97%
CUSTOMER SERVICE TECHNICIAN	SANITATION & ENV SERV.	2080	\$ 65,077	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489	99%
DROP OFF SITE ATTENDANT	SANITATION & ENV SERV.	2080	\$ 48,611	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879	118%
HHW DROP OFF SITE ATTENDANT	SANITATION & ENV SERV.	2080	\$ 53,635	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879	107%
SCALE OPERATOR	SANITATION & ENV SERV.	2080	\$ 57,516	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879	100%
STREET DIRECTOR	STREET	EX	\$ 228,767	M	N	\$ 158,437	\$ 172,417	\$ 186,397	\$ 205,036	\$ 223,676	81%
ASSISTANT STREET DIRECTOR	STREET	EX	\$ 175,838	K	L	\$ 125,185	\$ 136,231	\$ 147,276	\$ 162,004	\$ 176,732	84%
FLEET MAINTENANCE MANAGER	STREET-FM	EX	\$ 131,364	J	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096	100%
TRAFFIC MAINTENANCE MANAGER	STREET-TRAFFIC	EX	\$ 100,087	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640	116%
STREET DEPT INFRASTRUCTURE & DEVELOPMENT MGR	STREET	EX	\$ 102,030	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124	101%
INSPECTOR/PROJECT MANAGER	STREET	EX	\$ 98,400	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	93%
LANDSCAPE MAINTENANCE SUPERVISOR	STREET	2080	\$ 91,679	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	100%
LEAD SENIOR FLEET MAINTENANCE TECHNICIAN	STREET-FM	2080	\$ 90,893	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	101%
STORM WATER CREW SUPERVISOR	STMWTR - ST	2080	\$ 95,945	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	96%
STREET CREW SUPERVISOR	STREET	2080	\$ 95,945	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	96%
TRAFFIC MAINTENANCE SUPERVISOR	STREET-TRAFFIC	2080	\$ 101,469	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	91%
TRAFFIC STRIPING & SIGN SUPERVISOR	STREET-TRAFFIC	2080	\$ 85,912	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	107%
COMPOST FACILITY MANAGER	STREET	2080	\$ 79,518	F	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	103%
ROAD INSPECTOR	STREET	2080	\$ 89,333	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	91%
SENIOR FLEET MAINTENANCE TECHNICIAN	STREET-FM	2080	\$ 80,557	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	101%
STORM WATER INSPECTOR	STMWTR - ST	2080	\$ 89,333	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	91%
STORMWATER CREW CHIEF	STMWTR - ST	2080	\$ 90,267	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	91%

ATTACHMENT I CITY OF FRANKLIN JOB TABLE BY DEPARTMENT

JOB TITLE	DEPT	YRLY HOURS	Market 90th pctl 7/1/2025	CRRNT 2024 GRADE	Upgrade PROPOSED 2025 GRADE	PROPOSED JULY 2025 PAY RANGE					New Structure Market Index
						Min	1st Qtle	Mid	3rd Qtle	Max	
STREET CREW CHIEF (General)	STREET	2080	\$ 85,207	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	96%
FLEET INVENTORY SPECIALIST	STREET	2080	\$ 78,720	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	92%
TRAFFIC SIGNAL TECH II	STREET-TRAFFIC	2080	\$ 79,861	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	91%
SIGN PRODUCTION SPEC	STREET-TRAFFIC	2080	\$ 76,023	E	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	96%
STRIPING TECHNICIAN	STREET-TRAFFIC	2080	\$ 68,297	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489	95%
TRAFFIC SIGNAL TECH I	STREET-TRAFFIC	2080	\$ 67,696	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489	95%
MAINTENANCE WORKER	STREET	2080	\$ 55,151	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879	104%
DIRECTOR OF WATER MANAGEMENT	WATER-WA	EX	\$ 239,893	N	N	\$ 158,437	\$ 172,417	\$ 186,397	\$ 205,036	\$ 223,676	78%
ASSISTANT DIRECTOR OF WATER MANAGEMENT	WATER-WA	EX	\$ 162,331	L	L	\$ 125,185	\$ 136,231	\$ 147,276	\$ 162,004	\$ 176,732	91%
SERVICE DIVISION SUPERINTENDENT	WATER-WD	EX	\$ 124,125	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096	105%
WATER RECLAMATION SUPERINTENDENT	WATER-SP	EX	\$ 133,260	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096	98%
WATER TREATMENT SUPERINTENDENT	WATER-WP	EX	\$ 133,223	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096	98%
BIO SOLIDS MANAGER	WATER	EX	\$ 117,237	I	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640	99%
CIP ENGINEER	WATER-SP	EX	\$ 123,772	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640	94%
UTILITIES ENGINEER II	WATER	EX	\$ 120,124	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640	97%
WATER RECLAMATION ASSISTANT SUP'T.	WATER-SP	EX	\$ 117,269	I	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640	99%
WATER TREATMENT ASSISTANT SUP'T.	WATER-WP	EX	\$ 117,237	I	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640	99%
FACILITIES MAINTENANCE MANAGER	WATER	EX	\$ 107,675	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124	96%
RIGHT OF WAY AGENT	WATER	EX	\$ 107,894	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124	96%
SERVICE DIVISION ASST. SUPERINTENDENT	WATER-SC	EX	\$ 106,799	H	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124	97%
WATER DEPARTMENT INFRASTRUCTURE AND DEV. MGR	WATER-SC	EX	\$ 111,728	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124	93%
SR. UTILITY INSPECTOR	WATER	EX	\$ 92,752	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	99%
COMMUNICATION / ELECTRICAL TECHNICIAN	WATER	2080	\$ 92,690	NEW	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	99%
WATER IS APPLICATIONS MANAGER	WATER-WA	EX	\$ 91,331	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	101%
CLEAN WATER OPERATOR II	WATER-SP	2080	\$ 86,456	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	95%
INDUSTRIAL PRETREATMENT COORDINATOR	WATER-SP	2080	\$ 88,240	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	93%
UTILITIES CREW CHIEF	WATER-WD	2080	\$ 86,493	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	94%
UTILITY INSPECTOR	WATER-WA	2080	\$ 82,303	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	99%
W/WW CONSTRUCTION SUPERVISOR	WATER-WD	2080	\$ 86,493	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	94%
BIO SOLIDS OPERATOR	WATER	2080	\$ 86,010	NEW	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	95%
WATER OPERATOR II	WATER-WP	2080	\$ 84,746	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	96%
BACKFLOW INSPECTOR	WATER-WD	2080	\$ 80,114	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	91%
CLEAN WATER OPERATOR I	WATER-SP	2080	\$ 67,798	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	107%

ATTACHMENT I CITY OF FRANKLIN JOB TABLE BY DEPARTMENT

JOB TITLE	DEPT	YRLY HOURS	Market 90th pctl 7/1/2025	CRRNT 2024 GRADE	Upgrade PROPOSED 2025 GRADE	PROPOSED JULY 2025 PAY RANGE					New Structure Market Index
						Min	1st Qtle	Mid	3rd Qtle	Max	
LABORATORY ANALYST	WATER-SP	EX	\$ 65,808	NEW	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	110%
INFRASTRUCTURE ASSESSMENT TECHNICIAN	WATER-WD	2080	\$ 74,731	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	97%
MAINTENANCE TECHNICIAN	WATER-SP	2080	\$ 74,594	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	97%
UTILITIES LOCATOR	WATER-WD	2080	\$ 71,340	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	102%
WASTEWATER EQUIPMENT TECH	WATER-SC	2080	\$ 75,099	E	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	97%
WATER OPERATOR I	WATER-WP	2080	\$ 74,648	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	97%
METER READER SENIOR	WATER-WB	2080	\$ 57,486	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489	112%
TV TRUCK WASTEWATER INSPECTOR	WATER-SC	2080	\$ 69,505	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489	93%
GROUNDWORKER	WATER-WD	2080	\$ 41,279	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879	139%
METER READER	WATER-WB	2080	\$ 50,638	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879	113%
UTILITY SERVICE WORKER	WATER-WD	2080	\$ 54,935	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879	104%
OFFICE MANAGER	VARIOUS	2080	\$ 78,668	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	104%
TECHNICAL SUPPORT SPECIALIST II	VARIOUS	2080	\$ 79,717	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	103%
EQUIPMENT OPERATOR II	VARIOUS	2080	\$ 68,202	E	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	107%
EXECUTIVE ASSISTANT	VARIOUS	2080	\$ 78,640	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	92%
TECHNICAL SUPPORT SPECIALIST I	VARIOUS	2080	\$ 72,492	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	100%
ADMINISTRATIVE ASSISTANT	VARIOUS	2080	\$ 71,621	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489	90%
EQUIPMENT OPERATOR I	VARIOUS	2080	\$ 65,530	D	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489	99%
INVENTORY SPECIALIST	VARIOUS	2080	\$ 71,586	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489	90%
GENERAL MAINTENANCE WORKER	VARIOUS	2080	\$ 41,279	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879	139%

Average 99.7%

Median 99.1%

25th 95.1%

75th 103.0%

¹ Average of:

- o Economic Research Institute Salary Assessor (general business data for Williamson County area) median
- o Burris, Thompson and Assoc Survey (16 City of Franklin public sector benchmarks) median

² Pay Range Midpoint divided by Job Market Rate

All job market data projected to July 1, 2025

ATTACHMENT II CITY OF FRANKLIN JOB TABLE BY PAY GRADE

JOB TITLE	DEPT	YRLY HOURS	Market 90th pctl 7/1/2025	CRRNT 2024 GRADE	Upgrade PROPOSED 2025 GRADE	PROPOSED JULY 2025 PAY RANGE					New Structure Market Index
						Min	1st Qtle	Mid	3rd Qtle	Max	
CITY ATTORNEY	LEGAL	EX	\$ 222,093	O	O	\$ 178,242	\$ 193,969	\$ 209,696	\$ 230,666	\$ 251,635	94%
ASSIST CITY ADMIN-COMMUNITY DEVELOPMENT	ADMIN	EX	\$ 200,801	O	O	\$ 178,242	\$ 193,969	\$ 209,696	\$ 230,666	\$ 251,635	104%
ASSIST CITY ADMIN-FINANCE/ADMINISTRATION	ADMIN	EX	\$ 200,801	O	O	\$ 178,242	\$ 193,969	\$ 209,696	\$ 230,666	\$ 251,635	104%
ASSIST CITY ADMIN-PUBLIC WORKS	ADMIN	EX	\$ 200,801	O	O	\$ 178,242	\$ 193,969	\$ 209,696	\$ 230,666	\$ 251,635	104%
DIRECTOR OF WATER MANAGEMENT	WATER-WA	EX	\$ 239,893	N	N	\$ 158,437	\$ 172,417	\$ 186,397	\$ 205,036	\$ 223,676	78%
STREET DIRECTOR	STREET	EX	\$ 228,767	M	N	\$ 158,437	\$ 172,417	\$ 186,397	\$ 205,036	\$ 223,676	81%
INFORMATION TECHNOLOGY DIRECTOR	IT	EX	\$ 214,172	N	N	\$ 158,437	\$ 172,417	\$ 186,397	\$ 205,036	\$ 223,676	87%
CHIEF OF POLICE	POLICE	EX	\$ 212,200	N	N	\$ 158,437	\$ 172,417	\$ 186,397	\$ 205,036	\$ 223,676	88%
HUMAN RESOURCES & RISK MANAGEMENT DIRECTOR	HR	EX	\$ 202,596	N	N	\$ 158,437	\$ 172,417	\$ 186,397	\$ 205,036	\$ 223,676	92%
DIRECTOR OF ENGINEERING	ENG	EX	\$ 185,543	N	N	\$ 158,437	\$ 172,417	\$ 186,397	\$ 205,036	\$ 223,676	100%
FIRE CHIEF	FIRE	EX	\$ 183,074	N	N	\$ 158,437	\$ 172,417	\$ 186,397	\$ 205,036	\$ 223,676	102%
PLANNING & SUSTAINABILITY DIRECTOR	PLANNING	EX	\$ 177,612	L	M	\$ 140,833	\$ 153,259	\$ 165,686	\$ 182,254	\$ 198,823	93%
ASST. IT DIR. (Applications Group)	IT	EX	\$ 175,788	L	M	\$ 140,833	\$ 153,259	\$ 165,686	\$ 182,254	\$ 198,823	94%
DIRECTOR OF PARKS & RECREATION	PARKS	EX	\$ 173,376	L	M	\$ 140,833	\$ 153,259	\$ 165,686	\$ 182,254	\$ 198,823	96%
DEPUTY CITY ATTORNEY	LEGAL	EX	\$ 173,252	M	M	\$ 140,833	\$ 153,259	\$ 165,686	\$ 182,254	\$ 198,823	96%
FINANCE DIRECTOR	FINANCE	EX	\$ 168,777	M	M	\$ 140,833	\$ 153,259	\$ 165,686	\$ 182,254	\$ 198,823	98%
ASST. IT DIR. (Infrastructure Group)	IT	EX	\$ 167,215	L	M	\$ 140,833	\$ 153,259	\$ 165,686	\$ 182,254	\$ 198,823	99%
DIRECTOR, BLDG AND NEIGHBORHOOD SERVS.	BNS	EX	\$ 165,542	L	M	\$ 140,833	\$ 153,259	\$ 165,686	\$ 182,254	\$ 198,823	100%
SANITATION & ENV SERVICES DIRECTOR	SANITATION & ENV SERV.	EX	\$ 165,081	L	M	\$ 140,833	\$ 153,259	\$ 165,686	\$ 182,254	\$ 198,823	100%
ASSISTANT STREET DIRECTOR	STREET	EX	\$ 175,838	K	L	\$ 125,185	\$ 136,231	\$ 147,276	\$ 162,004	\$ 176,732	84%
CHIEF BUDGET & PERFORMANCE OFFICER	BUDGET	EX	\$ 162,434	L	L	\$ 125,185	\$ 136,231	\$ 147,276	\$ 162,004	\$ 176,732	91%
ASSISTANT DIRECTOR OF WATER MANAGEMENT	WATER-WA	EX	\$ 162,331	L	L	\$ 125,185	\$ 136,231	\$ 147,276	\$ 162,004	\$ 176,732	91%
ASSISTANT DIRECTOR OF ENGINEERING	ENG	EX	\$ 156,373	L	L	\$ 125,185	\$ 136,231	\$ 147,276	\$ 162,004	\$ 176,732	94%
ASST DIR PLANNING & SUSTAINABILITY	PLANNING	EX	\$ 156,298	K	L	\$ 125,185	\$ 136,231	\$ 147,276	\$ 162,004	\$ 176,732	94%
ASST DIR PLANNING (DEVELOPMENT)	PLANNING	EX	\$ 156,298	K	L	\$ 125,185	\$ 136,231	\$ 147,276	\$ 162,004	\$ 176,732	94%
CITY TRAFFIC ENGINEER	ENG	EX	\$ 150,888	L	L	\$ 125,185	\$ 136,231	\$ 147,276	\$ 162,004	\$ 176,732	98%
BILLING & LICENSING DIRECTOR	BILLING & LICENSING	EX	\$ 149,699	K	L	\$ 125,185	\$ 136,231	\$ 147,276	\$ 162,004	\$ 176,732	98%
ASST DIR BNS BLDG. & DEVELOPMENT SERVICES	BNS	EX	\$ 147,806	K	L	\$ 125,185	\$ 136,231	\$ 147,276	\$ 162,004	\$ 176,732	100%
ASSISTANT CITY ATTORNEY II	LEGAL	EX	\$ 142,310	L	L	\$ 125,185	\$ 136,231	\$ 147,276	\$ 162,004	\$ 176,732	103%
STORM WATER MANAGEMENT COORDINATOR	ENG - STMWTR	EX	\$ 151,037	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096	87%
CHIEF COMMUNICATIONS OFFICER	ADM-COMM	EX	\$ 144,155	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096	91%

ATTACHMENT II CITY OF FRANKLIN JOB TABLE BY PAY GRADE

JOB TITLE	DEPT	YRLY HOURS	Market 90th pctl 7/1/2025	CRRNT 2024 GRADE	Upgrade PROPOSED 2025 GRADE	PROPOSED JULY 2025 PAY RANGE					New Structure Market Index
						Min	1st Qtle	Mid	3rd Qtle	Max	
IS DEVELOPMENT MANAGER	IT	EX	\$ 141,450	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096	93%
TRAFFIC/TRANSPORTATION ENG III	ENG-TOC	EX	\$ 140,044	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096	93%
PURCHASING MANAGER	FINANCE	EX	\$ 139,818	J	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096	94%
INFO SYSTEMS MANAGER	IT	EX	\$ 137,335	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096	95%
ORGANIZATIONAL DEVELOPMENT MANAGER	HR	EX	\$ 136,447	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096	96%
ASST DIR, SANITATION & ENV SERVICES	SANITATION & ENV SERV.	EX	\$ 135,898	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096	96%
ASSISTANT DIRECTOR OF PARKS & RECREATION	PARKS	EX	\$ 135,886	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096	96%
COMMUNICATION INFRASTRUCTURE MANAGER	IT	2080	\$ 135,623	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096	97%
FACILITIES PROJECT MANAGER	ADM-FACILITIES	EX	\$ 135,222	J	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096	97%
STAFF ENGINEER III	ENG	EX	\$ 135,177	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096	97%
WATER RECLAMATION SUPERINTENDENT	WATER-SP	EX	\$ 133,260	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096	98%
WATER TREATMENT SUPERINTENDENT	WATER-WP	EX	\$ 133,223	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096	98%
DATA CENTER/SECURITY MANAGER	IT	EX	\$ 133,163	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096	98%
FLEET MAINTENANCE MANAGER	STREET-FM	EX	\$ 131,364	J	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096	100%
BUILDING OFFICIAL	BNS	EX	\$ 130,761	J	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096	100%
HUMAN RESOURCES MANAGER	HR	EX	\$ 130,159	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096	101%
NETWORK MANAGER	IT	EX	\$ 127,064	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096	103%
RISK AND BENEFITS MANAGER	HR	EX	\$ 126,858	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096	103%
SERVICE DIVISION SUPERINTENDENT	WATER-WD	EX	\$ 124,125	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096	105%
FINANCIAL MANAGER	FINANCE	EX	\$ 115,210	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096	114%
MULTIMODAL TRANSPORTATION COORDINATOR	ENG	EX	\$ 128,505	NEW	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640	91%
TRAFFIC/TRANSPORTATION ENG II	ENG-TOC	EX	\$ 128,068	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640	91%
ASSISTANT CITY ATTORNEY I	LEGAL	EX	\$ 123,921	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640	94%
CIP ENGINEER	WATER-SP	EX	\$ 123,772	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640	94%
PARKS & RECREATION SUPERINTENDENT	PARKS	EX	\$ 122,335	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640	95%
FACILITIES SUPERINTENDENT	PARKS	EX	\$ 121,927	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640	95%
PUBLIC OUTREACH & SPEC EVENTS SUPERVISOR	ADM-COMM	EX	\$ 121,830	I	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640	96%
CAPITAL PROJECTS CONSTRUCTION MANAGER	ENG	EX	\$ 121,008	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640	96%
UTILITIES ENGINEER II	WATER	EX	\$ 120,124	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640	97%
SYSTEMS ADMINISTRATOR	IT	EX	\$ 118,633	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640	98%
DATABASE ADMINISTRATOR	IT	EX	\$ 118,054	K	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640	99%
COMMUNICATION INFRASTRUCTURE ENGINEER	IT	2080	\$ 117,386	I	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640	99%
GIS MANAGER	IT	EX	\$ 117,273	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640	99%
WATER RECLAMATION ASSISTANT SUP'T.	WATER-SP	EX	\$ 117,269	I	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640	99%

ATTACHMENT II CITY OF FRANKLIN JOB TABLE BY PAY GRADE

JOB TITLE	DEPT	YRLY HOURS	Market 90th pctl 7/1/2025	CRRNT 2024 GRADE	Upgrade PROPOSED 2025 GRADE	PROPOSED JULY 2025 PAY RANGE					New Structure Market Index
						Min	1st Qtle	Mid	3rd Qtle	Max	
BIO SOLIDS MANAGER	WATER	EX	\$ 117,237	I	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640	99%
WATER TREATMENT ASSISTANT SUP'T.	WATER-WP	EX	\$ 117,237	I	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640	99%
STAFF ENGINEER II	ENG	EX	\$ 117,230	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640	99%
INVESTMENT OFFICER	FINANCE	EX	\$ 114,912	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640	101%
LEAD FINANCIAL ANALYST	FINANCE	EX	\$ 114,808	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640	101%
URBAN FORESTRY SUPERINTENDENT	PARKS	EX	\$ 113,864	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640	102%
CURRENT PLANNING SUPERVISOR	PLANNING	EX	\$ 107,243	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640	109%
LONG RANGE PLANNING SUPERVISOR	PLANNING	EX	\$ 107,243	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640	109%
BILLING & LICENSING MANAGER	BILLING & LICENSING	EX	\$ 107,162	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640	109%
TRAFFIC MAINTENANCE MANAGER	STREET-TRAFFIC	EX	\$ 100,087	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640	116%
SR. INFORMATION SYSTEMS ANALYST	IT	EX	\$ 115,347	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124	90%
TRAFFIC/TRANSPORTATION ENG I	ENG-TOC	EX	\$ 112,425	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124	92%
WATER DEPARTMENT INFRASTRUCTURE AND DEV. MGR	WATER-SC	EX	\$ 111,728	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124	93%
DEVELOPMENT SERVICES MANAGER	BNS	EX	\$ 111,088	NEW	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124	93%
BUDGET & PERFORMANCE ANALYST	BUDGET	EX	\$ 110,394	NEW	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124	94%
FINANCIAL ANALYST	FINANCE (ALSO BUDGET)	EX	\$ 109,187	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124	95%
RIGHT OF WAY AGENT	ENG	EX	\$ 107,894	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124	96%
RIGHT OF WAY AGENT	WATER	EX	\$ 107,894	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124	96%
EMERGENCY MANAGEMENT COORDINATOR	ADMIN-PW	EX	\$ 107,839	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124	96%
RISK MANAGEMENT SPECIALIST	HR	EX	\$ 107,796	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124	96%
FACILITIES MAINTENANCE MANAGER	WATER	EX	\$ 107,675	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124	96%
SERVICE DIVISION ASST. SUPERINTENDENT	WATER-SC	EX	\$ 106,799	H	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124	97%
BUILDING INSPECTOR SUPERVISOR	BNS	EX	\$ 105,856	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124	98%
URBAN FORESTRY SUPERVISOR	PARKS	EX	\$ 104,918	H	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124	99%
CUSTOMER SUPPORT ANALYTICS MANAGER	IT	EX	\$ 106,237	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640	110%
ITS PROJECT MANAGER	ENG-TOC	EX	\$ 103,265	H	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124	100%
SR. ITS SPECIALIST	ENG-TOC	2080	\$ 103,252	H	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124	100%
STAFF ENGINEER I	ENG	EX	\$ 102,622	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124	101%
PLANNER III	PLANNING	EX	\$ 102,272	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124	101%
PRESERVATION PLANNER	PLANNING	EX	\$ 102,272	H	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124	101%
STREET DEPT INFRASTRUCTURE & DEVELOPMENT MGR	STREET	EX	\$ 102,030	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124	101%
PROCUREMENT OFFICER IV	FINANCE	EX	\$ 101,688	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124	102%
CHIEF DEPUTY COURT CLERK	COURT	2080	\$ 101,122	H	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124	102%
PUBLIC AFFAIRS MANAGER	POLICE	EX	\$ 100,663	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124	103%

ATTACHMENT II CITY OF FRANKLIN JOB TABLE BY PAY GRADE

JOB TITLE	DEPT	YRLY HOURS	Market 90th pctl 7/1/2025	CRRNT 2024 GRADE	Upgrade PROPOSED 2025 GRADE	PROPOSED JULY 2025 PAY RANGE					New Structure Market Index
						Min	1st Qtle	Mid	3rd Qtle	Max	
PLANS EXAMINER III	BNS	2080	\$ 100,419	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124	103%
FISCAL AFFAIRS MANAGER	POLICE	EX	\$ 99,529	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124	104%
ZONING ADMINISTRATOR	BNS	EX	\$ 98,037	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124	106%
FISCAL MANAGER	FIRE	EX	\$ 97,605	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124	106%
BENEFITS SUPERVISOR	HR	EX	\$ 94,708	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124	109%
IS DEVELOPER I	IT	EX	\$ 101,699	NEW	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	90%
TRAFFIC MAINTENANCE SUPERVISOR	STREET-TRAFFIC	2080	\$ 101,469	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	91%
FACILITIES & MAINTENANCE SUPERVISOR	PARKS	2080	\$ 101,353	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	91%
OCCUPATIONAL HEALTH & SAFETY TRAINER	HR	EX	\$ 100,701	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	91%
WATER QUALITY SPECIALIST III	ENG - STMWTR	EX	\$ 100,002	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	92%
PARALEGAL II	LEGAL	2080	\$ 99,962	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	92%
DEVELOPMENT SERVICES IT SPECIALIST	BNS	2080	\$ 99,805	NEW	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	92%
INFORMATION SYSTEMS ANALYST II	IT	EX	\$ 99,594	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	92%
OPERATIONS MANAGER	SANITATION & ENV SERV.	EX	\$ 99,147	G	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	93%
INSPECTOR/PROJECT MANAGER	STREET	EX	\$ 98,400	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	93%
CABLE TV PRODUCTION OPERATIONS SUPERVISOR	ADM-COMM	EX	\$ 97,918	G	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	94%
BUILDING INSPECTOR IV	BNS	2080	\$ 96,974	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	95%
ENTERPRISE SUPPORT & TRAINING SPEC	IT	EX	\$ 96,214	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	96%
STORM WATER CREW SUPERVISOR	STMWTR - ST	2080	\$ 95,945	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	96%
STREET CREW SUPERVISOR	STREET	2080	\$ 95,945	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	96%
ATHLETICS TURF AND FIELD SUPERVISOR	PARKS	EX	\$ 95,934	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	96%
CAPITAL PROJECTS INSPECTOR	ENG	2080	\$ 95,055	G	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	97%
CITY RECORDER	ADMIN	EX	\$ 94,402	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	97%
CRIME ANALYST	POLICE	2080	\$ 94,330	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	97%
SR. GIS SPECIALIST	IT	2080	\$ 94,278	G	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	98%
PROCUREMENT OFFICER III	FINANCE	2080	\$ 94,139	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	98%
HOUSING DEVELOPMENT COORDINATOR	BNS	EX	\$ 93,744	G	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	98%
SOCIAL AND DIGITAL MEDIA PRODUCER	ADM-COMM	EX	\$ 93,504	F	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	98%
LAND PLANNER II	PLANNING	EX	\$ 93,478	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	98%
ROUTING/OPERATIONS ANALYST	SANITATION & ENV SERV.	EX	\$ 93,412	G	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	98%
NEIGHBORHOOD RESOURCES SUPERVISOR	BNS	EX	\$ 93,235	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	99%
SR. UTILITY INSPECTOR	WATER	EX	\$ 92,752	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	99%
COMMUNICATION / ELECTRICAL TECHNICIAN	WATER	2080	\$ 92,690	NEW	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	99%
SURETY COORDINATOR	PLANNING	EX	\$ 92,617	G	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	99%

ATTACHMENT II CITY OF FRANKLIN JOB TABLE BY PAY GRADE

JOB TITLE	DEPT	YRLY HOURS	Market 90th pctl 7/1/2025	CRRNT 2024 GRADE	Upgrade PROPOSED 2025 GRADE	PROPOSED JULY 2025 PAY RANGE					New Structure Market Index
						Min	1st Qtle	Mid	3rd Qtle	Max	
LANDSCAPE MAINTENANCE SUPERVISOR	STREET	2080	\$ 91,679	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	100%
LANDSCAPING & GROUNDS SUPERVISOR	PARKS	EX	\$ 91,679	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	100%
WATER IS APPLICATIONS MANAGER	WATER-WA	EX	\$ 91,331	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	101%
LEAD SENIOR FLEET MAINTENANCE TECHNICIAN	STREET-FM	2080	\$ 90,893	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	101%
RECREATION SUPERVISOR	PARKS	EX	\$ 90,568	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	102%
CONTRACTS ADMINISTRATOR	LEGAL	2080	\$ 90,386	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	102%
CONTRACT COMPLIANCE ANALYST	ADMIN	EX	\$ 88,612	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	104%
COMMUNICATION INFRASTRUCTURE TECHNICIAN II	IT	2080	\$ 88,416	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	104%
PLANS EXAMINER II	BNS	2080	\$ 87,806	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	105%
FACILITIES MAINTENANCE SUPERVISOR	ADM-FACILITIES	EX	\$ 87,630	G	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	105%
PLANNER II	PLANNING	EX	\$ 87,533	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	105%
DATABASE ADMINISTRATOR	IT	2080	\$ 87,457	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	105%
HUMAN RESOURCES GENERALIST	HR	EX	\$ 86,863	G	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	106%
TRAFFIC STRIPING & SIGN SUPERVISOR	STREET-TRAFFIC	2080	\$ 85,912	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	107%
DATA CENTER TECH II	IT	2080	\$ 85,711	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	107%
BENEFITS ANALYST	HR	EX	\$ 84,558	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	109%
EMPLOYEE RELATIONS SPECIALIST	HR	EX	\$ 84,299	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333	109%
PROCUREMENT OFFICER II	FINANCE	2080	\$ 91,597	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	89%
STORMWATER CREW CHIEF	STMWTR - ST	2080	\$ 90,267	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	91%
FACILITIES CREW CHIEF	PARKS	2080	\$ 89,602	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	91%
EMERGENCY MANAGEMENT SPECIALIST	ADMIN-PW	EX	\$ 89,378	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	91%
ROAD INSPECTOR	STREET	2080	\$ 89,333	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	91%
STORM WATER INSPECTOR	STMWTR - ST	2080	\$ 89,333	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	91%
SR. BENEFITS ANALYST	HR	EX	\$ 89,233	NEW	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	92%
INDUSTRIAL PRETREATMENT COORDINATOR	WATER-SP	2080	\$ 88,240	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	93%
PUBLIC OUTREACH COORDINATOR	ADM-COMM	EX	\$ 87,680	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	93%
PAYROLL SPECIALIST	FINANCE	2080	\$ 86,556	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	94%
UTILITIES CREW CHIEF	WATER-WD	2080	\$ 86,493	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	94%
W/WW CONSTRUCTION SUPERVISOR	WATER-WD	2080	\$ 86,493	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	94%
SAN & ENV SERV OPERATIONS CREW SUPERVISOR	SANITATION & ENV SERV.	2080	\$ 86,472	F	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	95%
CLEAN WATER OPERATOR II	WATER-SP	2080	\$ 86,456	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	95%
BIO SOLIDS OPERATOR	WATER	2080	\$ 86,010	NEW	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	95%
STREET CREW CHIEF (General)	STREET	2080	\$ 85,207	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	96%
WATER OPERATOR II	WATER-WP	2080	\$ 84,746	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	96%

ATTACHMENT II CITY OF FRANKLIN JOB TABLE BY PAY GRADE

JOB TITLE	DEPT	YRLY HOURS	Market 90th pctle 7/1/2025	CRRNT 2024 GRADE	Upgrade PROPOSED 2025 GRADE	PROPOSED JULY 2025 PAY RANGE					New Structure Market Index
						Min	1st Qtle	Mid	3rd Qtle	Max	
SES PUBLIC EDUC. & CUSTOMER SERV. COORDINATOR	SANITATION & ENV SERV.	2080	\$ 84,231	F	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	97%
BUILDING INSPECTOR III	BNS	2080	\$ 83,809	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	98%
GROUND TURF CREW CHIEF	PARKS	2080	\$ 83,733	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	98%
PARALEGAL I	LEGAL	2080	\$ 83,662	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	98%
ITS SPECIALIST	ENG-TOC	2080	\$ 83,287	F	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	98%
EXECUTIVE ASSISTANT TO MAYOR/CITY ADMINISTRATOR	ADMIN	2080	\$ 83,194	F	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	98%
LANDSCAPING CREW CHIEF	PARKS	2080	\$ 83,045	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	98%
LEAD VIDEO SECURITY TECHNICIAN	IT	2080	\$ 82,798	NEW	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	99%
LAND PLANNER I	PLANNING	EX	\$ 82,633	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	99%
ASST. ATHLETICS TURF AND FIELD SUPERVISOR	PARKS	EX	\$ 82,351	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	99%
UTILITY INSPECTOR	WATER-WA	2080	\$ 82,303	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	99%
TECHNICAL SUPPORT SPECIALIST II	PLANNING	2080	\$ 82,229	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	99%
GIS SPECIALIST	IT	2080	\$ 82,220	F	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	99%
ENGINEERING ASSOCIATE II/CONTRACTS ADMINISTRATOR	ENG	2080	\$ 81,826	F	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	100%
ACCOUNTING OFFICER	BILLING & LICENSING	EX	\$ 81,755	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	100%
NETWORK TECHNICIAN I	IT	2080	\$ 81,659	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	100%
RESEARCH & PLANNING SPECIALIST	PARKS	2080	\$ 81,638	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	100%
RECORDS SUPERVISOR	POLICE	2080	\$ 81,485	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	100%
WATER QUALITY SPECIALIST II	ENG - STMWTR	2080	\$ 80,947	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	101%
INFORMATION SYSTEMS ANALYST I	IT	2080	\$ 80,739	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	101%
IT TECHNICIAN II	IT	2080	\$ 80,706	NEW	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	101%
PLANS EXAMINER I	BNS	2080	\$ 80,695	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	101%
TECHNICAL SUPPORT SPECIALIST II	ENG	2080	\$ 80,658	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	101%
SENIOR FLEET MAINTENANCE TECHNICIAN	STREET-FM	2080	\$ 80,557	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	101%
DEPUTY CITY RECORDER	ADMIN	2080	\$ 79,891	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	102%
TECHNICAL SUPPORT SPECIALIST II	VARIOUS	2080	\$ 79,717	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	103%
COMPOST FACILITY MANAGER	STREET	2080	\$ 79,518	F	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	103%
ZONING ENFORCEMENT PLANNER II	BNS	2080	\$ 78,752	F	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	104%
OFFICE MANAGER	FIRE	2080	\$ 78,668	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	104%
OFFICE MANAGER	VARIOUS	2080	\$ 78,668	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	104%
COMMUNICATION INFRASTRUCTURE TECHNICIAN I	IT	2080	\$ 78,342	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	104%
DATA CENTER TECH I	IT	2080	\$ 77,616	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	105%
BENEFITS GENERALIST	HR	EX	\$ 77,523	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	105%
ASST. PRESERVATION PLANNER	PLANNING	EX	\$ 76,841	F	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	106%
PLANNER I	PLANNING	EX	\$ 76,840	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	106%

ATTACHMENT II CITY OF FRANKLIN JOB TABLE BY PAY GRADE

JOB TITLE	DEPT	YRLY HOURS	Market 90th pctle 7/1/2025	CRRNT 2024 GRADE	Upgrade PROPOSED 2025 GRADE	PROPOSED JULY 2025 PAY RANGE					New Structure Market Index
						Min	1st Qtle	Mid	3rd Qtle	Max	
SR. A/P SPECIALIST	FINANCE	2080	\$ 75,040	F	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	109%
LEGAL SYSTEMS COORDINATOR	LEGAL	2080	\$ 72,793	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073	112%
PRESERVATION PLANNER											
BACKFLOW INSPECTOR	WATER-WD	2080	\$ 80,114	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	91%
TRAFFIC SIGNAL TECH II	STREET-TRAFFIC	2080	\$ 79,861	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	91%
FLEET INVENTORY SPECIALIST	STREET	2080	\$ 78,720	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	92%
EXECUTIVE ASSISTANT	VARIOUS	2080	\$ 78,640	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	92%
LEAD BILLING TECHNICIAN	BILLING & LICENSING	2080	\$ 77,780	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	93%
DIGITAL RECORDS TECHNICIAN	POLICE	2080	\$ 76,410	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	95%
HUMAN RESOURCES COORDINATOR	HR	2080	\$ 76,344	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	95%
SIGN PRODUCTION SPEC *UPDATED MATCH	STREET-TRAFFIC	2080	\$ 76,023	E	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	96%
ZONING ENFORCEMENT PLANNER I	BNS	2080	\$ 75,672	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	96%
LEAD CUSTOMER SERVICE/COLLECTIONS TECHNICIAN	BILLING & LICENSING	2080	\$ 75,362	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	96%
TOC OPERATOR	ENG-TOC	2080	\$ 75,289	E	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	96%
WASTEWATER EQUIPMENT TECH	WATER-SC	2080	\$ 75,099	E	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	97%
INFRASTRUCTURE ASSESSMENT TECHNICIAN	WATER-WD	2080	\$ 74,731	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	97%
WATER OPERATOR I	WATER-WP	2080	\$ 74,648	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	97%
MAINTENANCE TECHNICIAN	WATER-SP	2080	\$ 74,594	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	97%
FORESTRY TECHNICIAN II	PARKS	2080	\$ 74,118	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	98%
ASSISTANT DEPUTY CITY RECORDER	ADMIN	2080	\$ 74,061	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	98%
BUILDING INSPECTOR II	BNS	2080	\$ 73,540	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	99%
TECHNICAL SUPPORT SPECIALIST I	VARIOUS	2080	\$ 72,492	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	100%
PLANNING ASSISTANT	PLANNING	2080	\$ 72,207	NEW	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	101%
DEPUTY COURT CLERK	COURT	2080	\$ 72,068	E	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	101%
EVIDENCE AND PROPERTY TECHNICIAN	POLICE	2080	\$ 71,437	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	102%
UTILITIES LOCATOR	WATER-WD	2080	\$ 71,340	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	102%
MUNICIPAL INSPECTION OFFICER II	BNS	2080	\$ 71,055	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	102%
DEVELOPMENT SERVICES TECHNICIAN II	BNS	2080	\$ 69,190	NEW	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	105%
WATER QUALITY SPECIALIST I	ENG - STMWTR	2080	\$ 69,162	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	105%
TURF SPECIALIST II	PARKS	2080	\$ 68,973	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	105%
IT TECHNICIAN I	IT	2080	\$ 68,332	E	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	106%
EQUIPMENT OPERATOR II	VARIOUS	2080	\$ 68,202	E	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	107%
LEAD FACILITIES MAINTENANCE WORKER	ADM-FACILITIES/SW	2080	\$ 67,872	E	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	107%
CLEAN WATER OPERATOR I	WATER-SP	2080	\$ 67,798	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	107%
LABORATORY ANALYST	WATER-SP	EX	\$ 65,808	NEW	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	110%

ATTACHMENT II CITY OF FRANKLIN JOB TABLE BY PAY GRADE

JOB TITLE	DEPT	YRLY HOURS	Market 90th pctl 7/1/2025	CRRNT 2024 GRADE	Upgrade PROPOSED 2025 GRADE	PROPOSED JULY 2025 PAY RANGE					New Structure Market Index
						Min	1st Qtle	Mid	3rd Qtle	Max	
COMMUNICATIONS SUPPORT COORDINATOR	POLICE-ADM	2080	\$ 64,021	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	113%
ADMINISTRATIVE TECHNICAL ASSISTANT	IT	2080	\$ 62,569	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176	116%
ADMINISTRATIVE ASSISTANT	VARIOUS	2080	\$ 71,621	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489	90%
INVENTORY SPECIALIST	VARIOUS	2080	\$ 71,586	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489	90%
BUILDING INSPECTOR I	BNS	2080	\$ 71,197	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489	91%
PARKS MAINTENANCE WORKER	PARKS	2080	\$ 70,987	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489	91%
TV TRUCK WASTEWATER INSPECTOR	WATER-SC	2080	\$ 69,505	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489	93%
PROGRAM SPECIALIST	PARKS	2080	\$ 69,411	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489	93%
BILLING TECHNICIAN	BILLING & LICENSING	2080	\$ 68,968	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489	94%
STRIPING TECHNICIAN	STREET-TRAFFIC	2080	\$ 68,297	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489	95%
TRAFFIC SIGNAL TECH I	STREET-TRAFFIC	2080	\$ 67,696	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489	95%
PROCUREMENT OFFICER I	FINANCE	2080	\$ 67,454	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489	96%
GENERAL SERVICES TECHNICIAN	FIRE	2080	\$ 65,581	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489	98%
EQUIPMENT OPERATOR I	VARIOUS	2080	\$ 65,530	D	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489	99%
CUSTOMER SERVICE TECHNICIAN	SANITATION & ENV SERV.	2080	\$ 65,077	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489	99%
SR. RECORDS TECHNICIAN	POLICE-ADM	2080	\$ 64,131	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489	101%
FORESTRY TECHNICIAN I	PARKS	2080	\$ 63,490	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489	102%
CUSTOMER SERVICE COLLECTIONS TECH	BILLING & LICENSING	2080	\$ 63,145	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489	102%
MUNICIPAL INSPECTION OFFICER I	BNS	2080	\$ 62,528	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489	103%
TURF SPECIALIST I	PARKS	2080	\$ 62,338	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489	104%
DEVELOPMENT SERVICES TECHNICIAN I	BNS	2080	\$ 61,777	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489	105%
FINANCIAL TECHNICIAN I	BILLING & LICENSING	2080	\$ 61,754	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489	105%
FACILITIES MAINTENANCE TECHNICIAN II	ADM-FACILITIES	2080	\$ 60,158	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489	107%
METER READER SENIOR	WATER-WB	2080	\$ 57,486	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489	112%
MANAGEMENT FELLOW	BUDGET	EX	\$ 50,000	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489	110%
SCALE OPERATOR	SANITATION & ENV SERV.	2080	\$ 57,516	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879	100%
RECORDS TECHNICIAN	POLICE-ADM	2080	\$ 57,260	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879	100%
ASSISTANT DEPUTY COURT CLERK	COURT	2080	\$ 56,890	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879	101%
MAINTENANCE WORKER	STREET	2080	\$ 55,151	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879	104%
SIGN PRODUCTION SPEC	WATER-WD	2080	\$ 54,935	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879	104%
HHW DROP OFF SITE ATTENDANT	SANITATION & ENV SERV.	2080	\$ 53,635	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879	107%
TRANSIT INSPECTOR	POLICE-PAT	2080	\$ 53,167	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879	108%
FACILITIES WORKER	PARKS	2080	\$ 53,094	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879	108%

ATTACHMENT II CITY OF FRANKLIN JOB TABLE BY PAY GRADE

JOB TITLE	DEPT	YRLY HOURS	Market 90th pctl 7/1/2025	CRRNT 2024 GRADE	Upgrade PROPOSED 2025 GRADE	PROPOSED JULY 2025 PAY RANGE					New Structure Market Index
						Min	1st Qtle	Mid	3rd Qtle	Max	
FACILITIES MAINTENANCE TECHNICIAN I	ADM-FACILITIES/SW	2080	\$ 52,221	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879	110%
METER READER	WATER-WB	2080	\$ 50,638	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879	113%
LANDSCAPING WORKER	PARKS	2080	\$ 50,256	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879	114%
DROP OFF SITE ATTENDANT	SANITATION & ENV SERV.	2080	\$ 48,611	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879	118%
CASHIER (PT)	BILLING & LICENSING	Varies	\$ 44,149	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879	130%
GENERAL MAINTENANCE WORKER	VARIOUS	2080	\$ 41,279	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879	139%
GROUNDS WORKER	PARKS	2080	\$ 41,279	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879	139%
GROUNDS WORKER	WATER-WD	2080	\$ 41,279	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879	139%
CROSSING GUARD	POLICE-ADM	Varies	\$ 40,842	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879	141%
ENGINEERING INTERN	ENG		\$ 47,752	n/a	n/a	\$ 31,200	\$ 36,400	\$ 41,600	\$ 46,800	\$ 52,000	
ASSISTANT FIRE CHIEF	FIRE	EX	\$ 161,105	F108	F109	\$ 142,266	\$ 154,819	\$ 167,372	\$ 184,109	\$ 200,847	104%
FIRE DEPUTY CHIEF - FIRE MARSHAL	FIRE	EX	\$ 162,139	F107	F108	\$ 127,880	\$ 139,163	\$ 150,447	\$ 165,492	\$ 180,536	93%
EMS OFFICER	FIRE	EX	\$ 131,020	F106	F106	\$ 103,324	\$ 112,441	\$ 121,558	\$ 133,714	\$ 145,869	93%
FIRE BATTALION CHIEF	FIRE	2808	\$ 122,222	F106	F106	\$ 103,324	\$ 112,441	\$ 121,558	\$ 133,714	\$ 145,869	99%
FIRE BATTALION CHIEF - TRAINING	FIRE	EX	\$ 122,222	F106	F106	\$ 103,324	\$ 112,441	\$ 121,558	\$ 133,714	\$ 145,869	99%
ADMINISTRATIVE CAPTAIN TECHNOLOGY	FIRE	EX	\$ 116,126	F105	F105	\$ 92,876	\$ 101,071	\$ 109,265	\$ 120,192	\$ 131,119	94%
ADMINISTRATIVE SERVICES OFFICER	FIRE	2080	\$ 116,126	F105	F105	\$ 92,876	\$ 101,071	\$ 109,265	\$ 120,192	\$ 131,119	94%
ASSISTANT FIRE MARSHAL	FIRE	EX	\$ 113,655	F105	F105	\$ 92,876	\$ 101,071	\$ 109,265	\$ 120,192	\$ 131,119	96%
FIRE CAPTAIN	FIRE	2808	\$ 111,269	F105	F105	\$ 92,876	\$ 101,071	\$ 109,265	\$ 120,192	\$ 131,119	98%
FIRE CAPTAIN/TRAINING OFFICER	FIRE	EX	\$ 111,108	F105	F105	\$ 92,876	\$ 101,071	\$ 109,265	\$ 120,192	\$ 131,119	98%
FIRE PROTECTION SPECIALIST	FIRE	EX	\$ 96,699	NEW	F104	\$ 83,484	\$ 90,850	\$ 98,216	\$ 108,038	\$ 117,859	102%
FIRE LIEUTENANT	FIRE	2808	\$ 95,761	F104	F104	\$ 83,484	\$ 90,850	\$ 98,216	\$ 108,038	\$ 117,859	103%
FIRE AND LIFE SAFETY EDUCATOR	FIRE	EX	\$ 94,784	F104	F104	\$ 83,484	\$ 90,850	\$ 98,216	\$ 108,038	\$ 117,859	104%
DEPUTY FIRE MARSHAL	FIRE	2080	\$ 88,926	F104	F103	\$ 75,042	\$ 81,663	\$ 88,284	\$ 97,113	\$ 105,941	99%
FIRE ENGINEER	FIRE	2808	\$ 86,920	F103	F103	\$ 75,042	\$ 81,663	\$ 88,284	\$ 97,113	\$ 105,941	102%
FIRE INFORMATION SYSTEMS ANALYST	FIRE	EX	\$ 84,253	F104	F103	\$ 75,042	\$ 81,663	\$ 88,284	\$ 97,113	\$ 105,941	105%
FIREFIGHTER	FIRE	2808	\$ 63,806	F102	F102	\$ 60,632	\$ 65,982	\$ 71,332	\$ 78,465	\$ 85,598	112%
FIRE CADET	FIRE	2808	\$ 55,618	F101	F101	\$ 57,200					103%
POLICE DEPUTY CHIEF	POLICE	EX	\$ 177,301	P108	P108	\$ 141,911	\$ 154,432	\$ 166,954	\$ 187,823	\$ 208,693	94%
POLICE CAPTAIN	POLICE	EX	\$ 131,704	P107	P107	\$ 113,131	\$ 123,113	\$ 133,095	\$ 149,732	\$ 166,368	101%
POLICE LIEUTENANT	POLICE	EX	\$ 123,949	P106	P106	\$ 101,009	\$ 109,922	\$ 118,835	\$ 133,689	\$ 148,543	96%
POLICE SERGEANT	POLICE	2080	\$ 97,475	P105	P105	\$ 85,892	\$ 93,471	\$ 101,050	\$ 113,681	\$ 126,312	104%

ATTACHMENT II
CITY OF FRANKLIN
JOB TABLE BY PAY GRADE

JOB TITLE	DEPT	YRLY HOURS	Market 90th pctl 7/1/2025	CRRNT 2024 GRADE	Upgrade PROPOSED 2025 GRADE	PROPOSED JULY 2025 PAY RANGE					New Structure Market Index
						Min	1st Qtle	Mid	3rd Qtle	Max	
DETECTIVE	POLICE	2080	\$ 87,812	P104	P104	\$ 76,690	\$ 83,456	\$ 90,223	\$ 101,501	\$ 112,779	103%
MASTER PATROL OFFICER	POLICE	2080	\$ 87,394	P104	P104	\$ 76,690	\$ 83,456	\$ 90,223	\$ 101,501	\$ 112,779	103%
POLICE OFFICER II	POLICE	2080	\$ 72,399	P103	P103	\$ 68,473	\$ 74,515	\$ 80,556	\$ 90,626	\$ 100,695	111%
POLICE OFFICER I	POLICE	2080	\$ 77,020	P102	P102	\$ 62,248	\$ 67,741	\$ 73,233	\$ 80,556	\$ 87,880	95%
POLICE OFFICER TRAINEE	POLICE	2080	\$ 62,933	P101	P101	\$ 61,800					103%
										Average	99.7%
										Median	99.1%
										25th	95.1%
										75th	103.0%

¹ Average of:
o Economic Research Institute Salary Assessor (general business data for Williamson County area) median
o Burris, Thompson and Assoc Survey (16 City of Franklin public sector benchmarks) median
² Pay Range Midpoint divided by Job Market Rate
All job market data projected to July 1, 2025

CITY OF FRANKLIN

Job Structure Market Index and Employee Salary Market Index by Department

Department	Current Structure Market Index ¹	NEW Structure Market Index ¹	Current Salary Market Index ²	NEW Salary* Market Index ²
Administration	87%	102%	93%	96%
Administration - Emergency Management	81%	94%	86%	91%
Billing Licensing	89%	103%	94%	97%
BNS	84%	100%	80%	89%
Budget	96%	108%	81%	88%
Communications	75%	94%	90%	93%
Court	82%	101%	86%	89%
Engineering	82%	97%	93%	96%
Facilities	86%	105%	88%	94%
Finance	85%	99%	89%	92%
Fire	95%	100%	97%	100%
Human Resources	87%	100%	88%	93%
IT	85%	100%	89%	93%
Law	86%	99%	88%	93%
Parks	87%	101%	89%	93%
Planning	84%	101%	88%	93%
Police	94%	103%	96%	99%
SES	83%	100%	84%	90%
Streets	82%	96%	91%	95%
Water Mgmt	85%	99%	89%	95%
Average	86%	100%	92%	96%
Median	85%	99%	93%	95%
25th Percentile	80%	95%	85%	88%
75th Percentile	91%	103%	98%	101%

¹ Job Pay Range Midpoint divided by Job Market Rate

² Employee Salary divided by Job Market Rate

* Approximate, does not include planned merit based increases

All market data projected to July 1, 2025

CITY OF FRANKLIN
ESTIMATED EMPLOYEE INCREASES

PRELIMINARY DRAFT

SCENARIO B: Market Rates @ 90th Percentile, Projected to 7/1/2025

Department	Average Current Salary Market Index	Increase to Minimum of Range	General Increase (3%)	Total Increase Combined	Average Total Increase %	Average Resulting Salary Market Index
Administration	93%	\$433	\$30,577	\$31,010	3.1%	96%
Administration - Emergency Management	86%	\$4,868	\$5,503	\$10,372	6.0%	91%
Billing Licensing	94%	\$19,799	\$30,953	\$50,751	4.1%	97%
BNS	80%	\$233,573	\$73,559	\$307,131	12.5%	89%
Budget	81%	\$18,954	\$13,720	\$32,674	9.6%	88%
Communications	90%	\$392	\$13,739	\$14,131	3.1%	93%
Court	86%	\$2,454	\$5,471	\$7,926	4.0%	89%
Engineering	93%	\$9,252	\$77,249	\$86,501	3.6%	96%
Facilities	88%	\$8,430	\$12,065	\$20,495	6.2%	94%
Finance	89%	\$6,399	\$31,411	\$37,810	3.7%	92%
Fire	97%	\$4,035	\$448,913	\$452,947	3.0%	100%
Human Resources	88%	\$20,755	\$39,396	\$60,152	5.1%	93%
IT	89%	\$27,296	\$77,668	\$104,964	4.4%	93%
Law	88%	\$21,473	\$18,086	\$39,559	5.5%	93%
Parks	89%	\$62,618	\$99,200	\$161,818	5.4%	93%
Planning	88%	\$30,570	\$40,814	\$71,384	5.8%	93%
Police	96%	\$41,884	\$371,122	\$413,006	3.6%	99%
SES	84%	\$129,543	\$93,607	\$223,151	7.9%	90%
Streets	91%	\$123,009	\$158,638	\$281,647	5.9%	95%
Water Mgmt	89%	\$195,214	\$201,667	\$396,881	6.5%	95%
Grand Total	92%	\$960,951	\$1,843,358	\$2,804,309	5.0%	96%

					Upgrade						
					CRRNT	PROPOSED	PROPOSED JULY 2025 PAY RANGE				
					2024	2025					
JOB TITLE	DEPT	YRLY HOURS	GRADE	GRADE			Min	1st Qtle	Mid	3rd Qrtle	Max
ASSIST CITY ADMIN-COMMUNITY DEVELOPMENT	ADMIN	EX	O	O			\$ 178,242	\$ 193,969	\$ 209,696	\$ 230,666	\$ 251,635
ASSIST CITY ADMIN-FINANCE/ADMINISTRATION	ADMIN	EX	O	O			\$ 178,242	\$ 193,969	\$ 209,696	\$ 230,666	\$ 251,635
ASSIST CITY ADMIN-PUBLIC WORKS	ADMIN	EX	O	O			\$ 178,242	\$ 193,969	\$ 209,696	\$ 230,666	\$ 251,635
CITY ATTORNEY	LEGAL	EX	O	O			\$ 178,242	\$ 193,969	\$ 209,696	\$ 230,666	\$ 251,635
CHIEF OF POLICE	POLICE	EX	N	N			\$ 158,437	\$ 172,417	\$ 186,397	\$ 205,036	\$ 223,676
DIRECTOR OF ENGINEERING	ENG	EX	N	N			\$ 158,437	\$ 172,417	\$ 186,397	\$ 205,036	\$ 223,676
DIRECTOR OF WATER MANAGEMENT	WATER-WA	EX	N	N			\$ 158,437	\$ 172,417	\$ 186,397	\$ 205,036	\$ 223,676
FIRE CHIEF	FIRE	EX	N	N			\$ 158,437	\$ 172,417	\$ 186,397	\$ 205,036	\$ 223,676
HUMAN RESOURCES & RISK MANAGEMENT DIRECTOR	HR	EX	N	N			\$ 158,437	\$ 172,417	\$ 186,397	\$ 205,036	\$ 223,676
INFORMATION TECHNOLOGY DIRECTOR	IT	EX	N	N			\$ 158,437	\$ 172,417	\$ 186,397	\$ 205,036	\$ 223,676
STREET DIRECTOR	STREET	EX	M	N			\$ 158,437	\$ 172,417	\$ 186,397	\$ 205,036	\$ 223,676
ASST. IT DIR. (Applications Group)	IT	EX	L	M			\$ 140,833	\$ 153,259	\$ 165,686	\$ 182,254	\$ 198,823
ASST. IT DIR. (Infrastructure Group)	IT	EX	L	M			\$ 140,833	\$ 153,259	\$ 165,686	\$ 182,254	\$ 198,823
DEPUTY ATTORNEY	LEGAL	EX	M	M			\$ 140,833	\$ 153,259	\$ 165,686	\$ 182,254	\$ 198,823
DIRECTOR OF PARKS & RECREATION	PARKS	EX	L	M			\$ 140,833	\$ 153,259	\$ 165,686	\$ 182,254	\$ 198,823
DIRECTOR, BLDG. AND NEIGHBORHOOD SERVICES	BNS	EX	L	M			\$ 140,833	\$ 153,259	\$ 165,686	\$ 182,254	\$ 198,823
FINANCE DIRECTOR	FINANCE	EX	M	M			\$ 140,833	\$ 153,259	\$ 165,686	\$ 182,254	\$ 198,823
PLANNING & SUSTAINABILITY DIRECTOR	PLANNING	EX	L	M			\$ 140,833	\$ 153,259	\$ 165,686	\$ 182,254	\$ 198,823
SANITATION & ENV SERVICES DIRECTOR	SANITATION & ENV SERV.	EX	L	M			\$ 140,833	\$ 153,259	\$ 165,686	\$ 182,254	\$ 198,823
ASSISTANT ATTORNEY II	LEGAL	EX	L	L			\$ 125,185	\$ 136,231	\$ 147,276	\$ 162,004	\$ 176,732
ASSISTANT DIRECTOR OF ENGINEERING	ENG	EX	L	L			\$ 125,185	\$ 136,231	\$ 147,276	\$ 162,004	\$ 176,732
ASSISTANT DIRECTOR OF WATER MANAGEMENT	WATER-WA	EX	L	L			\$ 125,185	\$ 136,231	\$ 147,276	\$ 162,004	\$ 176,732
ASSISTANT STREET DIRECTOR	STREET	EX	K	L			\$ 125,185	\$ 136,231	\$ 147,276	\$ 162,004	\$ 176,732
ASST DIR BNS BLDG. & DEVELOPMENT SERVICES	BNS	EX	K	L			\$ 125,185	\$ 136,231	\$ 147,276	\$ 162,004	\$ 176,732
ASST DIR PLANNING & SUSTAINABILITY	PLANNING	EX	K	L			\$ 125,185	\$ 136,231	\$ 147,276	\$ 162,004	\$ 176,732
ASST DIR PLANNING (DEVELOPMENT)	PLANNING	EX	K	L			\$ 125,185	\$ 136,231	\$ 147,276	\$ 162,004	\$ 176,732
BILLING & LICENSING DIRECTOR	BILLING & LICENSING	EX	K	L			\$ 125,185	\$ 136,231	\$ 147,276	\$ 162,004	\$ 176,732
CHIEF BUDGET & PERFORMANCE OFFICER	BUDGET	EX	L	L			\$ 125,185	\$ 136,231	\$ 147,276	\$ 162,004	\$ 176,732
CITY TRAFFIC ENGINEER	ENG	EX	L	L			\$ 125,185	\$ 136,231	\$ 147,276	\$ 162,004	\$ 176,732

ASSISTANT DIRECTOR OF PARKS & RECREATION	PARKS	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
ASST DIR, SANITATION & ENV SERVICES	SANITATION & ENV SERV.	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
BUILDING OFFICIAL	BNS	EX	J	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
CHIEF COMMUNICATIONS OFFICER	ADMIN-COMM	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
COMMUNICATION INFRASTRUCTURE MANAGER	IT	2080	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
DATA CENTER/SECURITY MANAGER	IT	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
FACILITIES PROJECT MANAGER	ADMIN-FACILITIES	EX	J	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
FINANCIAL MANAGER	FINANCE	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
FLEET MAINTENANCE MANAGER	STREET-FM	EX	J	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
HUMAN RESOURCES MANAGER	HR	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
INFO SYSTEMS MANAGER	IT	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
IS DEVELOPMENT MANAGER	IT	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
NETWORK MANAGER	IT	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
ORGANIZATIONAL DEVELOPMENT MANAGER	HR	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
PURCHASING MANAGER	FINANCE	EX	J	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
RISK AND BENEFITS MANAGER	HR	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
SERVICE DIVISION SUPERINTENDENT	WATER-WD	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
STAFF ENGINEER III	ENG	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
STORM WATER MANAGEMENT COORDINATOR	ENG-STMWTR	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
TRAFFIC/TRANSPORTATION ENG III	ENG-TOC	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
WATER RECLAMATION SUPERINTENDENT	WATER-SP	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
WATER TREATMENT SUPERINTENDENT	WATER-WP	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
ASSISTANT ATTORNEY I	LEGAL	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
BILLING & LICENSING MANAGER	BILLING & LICENSING	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
BIO SOLIDS MANAGER	WATER	EX	I	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
CAPITAL PROJECTS CONSTRUCTION MANAGER	ENG	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
CIP ENGINEER	WATER-SP	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
COMMUNICATION INFRASTRUCTURE ENGINEER	IT	2080	I	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
CURRENT PLANNING SUPERVISOR	PLANNING	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
CUSTOMER SUPPORT ANALYTICS MANAGER	IT	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
DATABASE ADMINISTRATOR	IT	EX	K	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
FACILITIES SUPERINTENDENT	PARKS	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
GIS MANAGER	IT	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
INVESTMENT OFFICER	FINANCE	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
LEAD FINANCIAL ANALYST	FINANCE	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
LONG RANGE PLANNING SUPERVISOR	PLANNING	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
MULTIMODAL TRANSPORTATION COORDINATOR	ENG	EX	NEW	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640

PARKS & RECREATION SUPERINTENDENT	PARKS	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
PUBLIC OUTREACH & SPEC EVENTS SUPERVISOR	ADMIN-COMM	EX	I	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
STAFF ENGINEER II	ENG	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
SYSTEMS ADMINISTRATOR	IT	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
TRAFFIC MAINTENANCE MANAGER	STREET-TRAFFIC	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
TRAFFIC/TRANSPORTATION ENG II	ENG-TOC	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
URBAN FORESTRY SUPERINTENDENT	PARKS	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
UTILITIES ENGINEER II	WATER	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
WATER RECLAMATION ASSISTANT SUP'T.	WATER-SP	EX	I	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
WATER TREATMENT ASSISTANT SUP'T.	WATER-WP	EX	I	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
BENEFITS SUPERVISOR	HR	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
BUDGET & PERFORMANCE ANALYST	BUDGET	EX	NEW	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
BUILDING INSPECTOR SUPERVISOR	BNS	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
CHIEF DEPUTY COURT CLERK	COURT	2080	H	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
DEVELOPMENT SERVICES MANAGER	BNS	EX	NEW	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
EMERGENCY MANAGEMENT COORDINATOR	ADMIN-PW	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
FACILITIES MAINTENANCE MANAGER	WATER	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
FINANCIAL ANALYST	FINANCE	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
FISCAL AFFAIRS MANAGER	POLICE	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
FISCAL MANAGER	FIRE	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
ITS PROJECT MANAGER	ENG-TOC	EX	H	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
PLANNER III	PLANNING	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
PLANS EXAMINER III	BNS	2080	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
PRESERVATION PLANNER	PLANNING	EX	H	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
PROCUREMENT OFFICER IV	FINANCE	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
PUBLIC AFFAIRS MANAGER	POLICE	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
RIGHT OF WAY AGENT	ENG	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
RIGHT OF WAY AGENT	WATER		I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
RISK MANAGEMENT SPECIALIST	HR	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
SERVICE DIVISION ASST. SUPERINTENDENT	WATER-SC	EX	H	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
SR. INFORMATION SYSTEMS ANALYST	IT	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
ITS SPECIALIST II	ENG-TOC	2080	H	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
STAFF ENGINEER I	ENG	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
STREET DEPT INFRASTRUCTURE & DEVELOPMENT MGR	STREET	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
TRAFFIC/TRANSPORTATION ENG I	ENG-TOC	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
URBAN FORESTRY SUPERVISOR	PARKS	EX	H	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
WATER DEPARTMENT INFRASTRUCTURE AND DEV. MGR	WATER-SC	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124

ZONING ADMINISTRATOR	BNS	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
ATHLETICS TURF AND FIELD SUPERVISOR	PARKS	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
BENEFITS ANALYST	HR	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
BUILDING INSPECTOR IV	BNS	2080	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
CABLE TV PRODUCTION OPERATIONS SUPERVISOR	ADMIN-COMM	EX	G	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
CAPITAL PROJECTS INSPECTOR	ENG	2080	G	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
CITY RECORDER	ADMIN	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
COMMUNICATION / ELECTRICAL TECHNICIAN	WATER	2080	NEW	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
COMMUNICATION INFRASTRUCTURE TECHNICIAN II	IT	2080	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
CONTRACT COMPLIANCE ANALYST	ADMIN	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
CONTRACTS ADMINISTRATOR	LEGAL	2080	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
CRIME ANALYST	POLICE	2080	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
DATA CENTER TECH II	IT	2080	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
DEVELOPMENT SERVICES IT SPECIALIST	BNS	2080	NEW	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
EMPLOYEE RELATIONS SPECIALIST	HR	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
ENTERPRISE SUPPORT & TRAINING SPECIALIST	IT	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
FACILITIES & MAINTENANCE SUPERVISOR	PARKS	2080	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
FACILITIES MAINTENANCE SUPERVISOR	ADMIN-FACILITIES	EX	G	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
GROUNDS & LANDSCAPING SUPERVISOR	PARKS	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
HOUSING DEVELOPMENT COORDINATOR	BNS	EX	G	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
HUMAN RESOURCES GENERALIST	HR	EX	G	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
INFORMATION SYSTEMS ANALYST II	IT	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
INSPECTOR/PROJECT MANAGER	STREET	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
IS DEVELOPER I	IT	EX	NEW	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
LAND PLANNER II	PLANNING	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
LANDSCAPE MAINTENANCE SUPERVISOR	STREET	2080	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
LEAD SENIOR FLEET MAINTENANCE TECHNICIAN	STREET-FM	2080	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
NEIGHBORHOOD RESOURCES SUPERVISOR	BNS	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
NETWORK TECHNICIAN II	IT	2080	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
OCCUPATIONAL HEALTH & SAFETY TRAINER	HR	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
OPERATIONS MANAGER	SANITATION & ENV SERV.	EX	G	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
PARALEGAL II	LEGAL	2080	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
PLANNER II	PLANNING	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
PLANS EXAMINER II	BNS	2080	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
PROCUREMENT OFFICER III	FINANCE	2080	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
RECREATION SUPERVISOR	PARKS	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
ROUTING/OPERATIONS ANALYST	SANITATION & ENV SERV.	EX	G	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333

SOCIAL AND DIGITAL MEDIA PRODUCER	ADMIN-COMM	EX	F	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
SR. GIS SPECIALIST	IT	2080	G	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
SR. UTILITY INSPECTOR	WATER	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
STORM WATER CREW SUPERVISOR	STREET-STMWTR	2080	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
STREET CREW SUPERVISOR	STREET	2080	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
SURETY COORDINATOR	PLANNING	EX	G	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
TRAFFIC MAINTENANCE SUPERVISOR	STREET-TRAFFIC	2080	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
TRAFFIC STRIPING & SIGN SUPERVISOR	STREET-TRAFFIC	2080	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
WATER IS APPLICATIONS MANAGER	WATER-WA	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
WATER QUALITY SPECIALIST III	ENG-STMWTR	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
ACCOUNTING OFFICER	BILLING & LICENSING	EX	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
ASST. ATHLETICS TURF AND FIELD SUPERVISOR	PARKS	EX	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
ASST. PRESERVATION PLANNER	PLANNING	EX	F	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
BENEFITS GENERALIST	HR	EX	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
BIO SOLIDS OPERATOR	WATER	2080	NEW	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
BUILDING INSPECTOR III	BNS	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
CLEAN WATER OPERATOR II	WATER-SP	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
COMMUNICATION INFRASTRUCTURE TECHNICIAN I	IT	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
COMPOST FACILITY MANAGER	STREET	2080	F	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
DATA CENTER TECH I	IT	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
DEPUTY CITY RECORDER	ADMIN	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
EMERGENCY MANAGEMENT SPECIALIST	ADMIN-PW	EX	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
ENGINEERING ASSOCIATE II/CONTRACTS ADMINISTRATOR	ENG	2080	F	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
EXECUTIVE ASSISTANT TO MAYOR/CITY ADMINISTRATOR	ADMIN	2080	F	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
FACILITIES CREW CHIEF	PARKS	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
GIS SPECIALIST	IT	2080	F	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
GROUNDS TURF CREW CHIEF	PARKS	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
INDUSTRIAL PRETREATMENT COORDINATOR	WATER-SP	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
INFORMATION SYSTEMS ANALYST I	IT	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
IT TECHNICIAN II	IT	2080	NEW	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
ITS SPECIALIST	ENG-TOC	2080	F	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
LAND PLANNER I	PLANNING	EX	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
LANDSCAPING CREW CHIEF	PARKS	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
LEAD VIDEO SECURITY TECHNICIAN	IT	2080	NEW	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
LEGAL SYSTEMS COORDINATOR	LEGAL	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
NETWORK TECHNICIAN I	IT	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
OFFICE MANAGER	FIRE	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073

OFFICE MANAGER	VARIOUS	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
PARALEGAL I	LEGAL	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
PAYROLL SPECIALIST	FINANCE	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
PLANNER I	PLANNING	EX	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
PLANS EXAMINER I	BNS	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
PROCUREMENT OFFICER II	FINANCE	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
PUBLIC OUTREACH COORDINATOR	ADMIN-COMM	EX	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
RECORDS SUPERVISOR	POLICE	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
RESEARCH & PLANNING SPECIALIST	PARKS	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
ROAD INSPECTOR	STREET	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
SAN & ENV SERV OPERATIONS CREW SUPERVISOR	SANITATION & ENV SERV.	2080	F	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
SENIOR FLEET MAINTENANCE TECHNICIAN	STREET-FM	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
SES PUBLIC EDUC. & CUSTOMER SERV. COORDINATOR	SANITATION & ENV SERV.	2080	F	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
SR. A/P SPECIALIST	FINANCE	2080	F	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
STORM WATER INSPECTOR	STREET-STMWTR	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
STORMWATER CREW CHIEF	STREET-STMWTR	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
STREET CREW CHIEF (General)	STREET	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
TECHNICAL SUPPORT SPECIALIST II	VARIOUS	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
UTILITIES CREW CHIEF	WATER-WD	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
UTILITY INSPECTOR	WATER-WA	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
W/WW CONSTRUCTION SUPERVISOR	WATER-WD	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
WATER OPERATOR II	WATER-WP	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
WATER QUALITY SPECIALIST II	ENG-STMWTR	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
ZONING ENFORCEMENT PLANNER II	BNS	2080	F	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
ADMINISTRATIVE TECHNICAL ASSISTANT	IT	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
ASSISTANT DEPUTY CITY RECORDER	ADMIN	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
BACKFLOW INSPECTOR	WATER-WD	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
BUILDING INSPECTOR II	BNS	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
CLEAN WATER OPERATOR I	WATER-SP	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
COMMUNICATIONS SUPPORT COORDINATOR	POLICE-ADM	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
DEPUTY COURT CLERK	COURT	2080	E	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
DEVELOPMENT SERVICES TECHNICIAN II	BNS	2080	NEW	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
DIGITAL RECORDS TECHNICIAN	POLICE	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
EQUIPMENT OPERATOR II	VARIOUS	2080	E	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
EVIDENCE AND PROPERTY TECHNICIAN	POLICE	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
EXECUTIVE ASSISTANT	VARIOUS	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
FLEET INVENTORY SPECIALIST	STREET	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176

FORESTRY TECHNICIAN II	PARKS	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
HUMAN RESOURCES COORDINATOR	HR	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
INFRASTRUCTURE ASSESSMENT TECHNICIAN	WATER-WD	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
IT TECHNICIAN I	IT	2080	E	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
LABORATORY ANALYST	WATER-SP	EX	NEW	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
LEAD BILLING TECHNICIAN	BILLING & LICENSING	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
LEAD CUSTOMER SERVICE/COLLECTIONS TECHNICIAN	BILLING & LICENSING	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
LEAD FACILITIES MAINTENANCE WORKER	ADMIN-FACILITIES/SW	2080	E	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
MAINTENANCE TECHNICIAN	WATER-SP	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
MUNICIPAL INSPECTION OFFICER II	BNS	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
PLANNING ASSISTANT	PLANNING	2080	NEW	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
SIGN PRODUCTION SPECIALIST	STREET-TRAFFIC	2080	E	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
TECHNICAL SUPPORT SPECIALIST I	VARIOUS	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
TOC OPERATOR	ENG-TOC	2080	E	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
TRAFFIC SIGNAL TECH II	STREET-TRAFFIC	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
TURF SPECIALIST II	PARKS	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
UTILITIES LOCATOR	WATER-WD	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
WASTEWATER EQUIPMENT TECH	WATER-SC	2080	E	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
WATER OPERATOR I	WATER-WP	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
WATER QUALITY SPECIALIST I	ENG-STMWTR	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
ZONING ENFORCEMENT PLANNER I	BNS	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
ADMINISTRATIVE ASSISTANT	VARIOUS	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
BILLING TECHNICIAN	BILLING & LICENSING	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
BUILDING INSPECTOR I	BNS	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
CUSTOMER SERVICE COLLECTIONS TECH	BILLING & LICENSING	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
CUSTOMER SERVICE TECHNICIAN	SANITATION & ENV SERV.	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
DEVELOPMENT SERVICES TECHNICIAN I	BNS	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
EQUIPMENT OPERATOR I	VARIOUS	2080	D	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
FACILITIES MAINTENANCE TECHNICIAN II	ADMIN-FACILITIES	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
FINANCIAL TECHNICIAN I	BILLING & LICENSING	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
FORESTRY TECHNICIAN I	PARKS	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
GENERAL SERVICES TECHNICIAN	FIRE	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
INVENTORY SPECIALIST	VARIOUS	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
MANAGEMENT FELLOW	BUDGET	EX	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
METER READER SENIOR	WATER-WB	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
MUNICIPAL INSPECTION OFFICER I	BNS	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
PARKS MAINTENANCE WORKER	PARKS	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489

PROCUREMENT OFFICER I	FINANCE	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
PROGRAM SPECIALIST	PARKS	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
SR. RECORDS TECHNICIAN	POLICE-ADM	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
STRIPING TECHNICIAN	STREET-TRAFFIC	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
TRAFFIC SIGNAL TECH I	STREET-TRAFFIC	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
TURF SPECIALIST I	PARKS	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
TV TRUCK WASTEWATER INSPECTOR	WATER-SC	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
ASSISTANT DEPUTY COURT CLERK	COURT	2080	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879
CASHIER (PT)	BILLING & LICENSING	Varies	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879
CROSSING GUARD	POLICE-ADM	Varies	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879
FACILITIES WORKER	PARKS	2080	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879
FACILITIES MAINTENANCE TECHNICIAN I	ADMIN-FACILITIES/SW	2080	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879
GENERAL MAINTENANCE WORKER	VARIOUS	2080	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879
GROUPS WORKER	PARKS	2080	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879
GROUPS WORKER	WATER-WD	2080	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879
LANDSCAPING WORKER	PARKS	2080	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879
MAINTENANCE WORKER	STREET	2080	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879
METER READER	WATER-WB	2080	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879
RECORDS TECHNICIAN	POLICE-ADM	2080	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879
SCALE OPERATOR	SANITATION & ENV SERV.	2080	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879
UTILITY SERVICE WORKER	WATER-WD	2080	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879
TRANSIT INSPECTOR	POLICE-PAT	2080	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879
ASSISTANT FIRE CHIEF	FIRE	EX	F108	F109	\$ 142,266	\$ 154,819	\$ 167,372	\$ 184,109	\$ 200,847
FIRE DEPUTY CHIEF - FIRE MARSHAL	FIRE	EX	F107	F108	\$ 127,880	\$ 139,163	\$ 150,447	\$ 165,492	\$ 180,536
EMS OFFICER	FIRE	EX	F106	F106	\$ 103,324	\$ 112,441	\$ 121,558	\$ 133,714	\$ 145,869
FIRE BATTALION CHIEF	FIRE	2808	F106	F106	\$ 103,324	\$ 112,441	\$ 121,558	\$ 133,714	\$ 145,869
FIRE BATTALION CHIEF - TRAINING	FIRE	EX	F106	F106	\$ 103,324	\$ 112,441	\$ 121,558	\$ 133,714	\$ 145,869
ADMINISTRATIVE CAPTAIN TECHNOLOGY	FIRE	EX	F105	F105	\$ 92,876	\$ 101,071	\$ 109,265	\$ 120,192	\$ 131,119
ASSISTANT FIRE MARSHAL	FIRE	EX	F105	F105	\$ 92,876	\$ 101,071	\$ 109,265	\$ 120,192	\$ 131,119
FIRE CAPTAIN	FIRE	2808	F105	F105	\$ 92,876	\$ 101,071	\$ 109,265	\$ 120,192	\$ 131,119
FIRE CAPTAIN/TRAINING OFFICER	FIRE	EX	F105	F105	\$ 92,876	\$ 101,071	\$ 109,265	\$ 120,192	\$ 131,119
FIRE PROTECTION SPECIALIST	FIRE	EX	NEW	F104	\$ 83,484	\$ 90,850	\$ 98,216	\$ 108,038	\$ 117,859
FIRE LIEUTENANT	FIRE	2808	F104	F104	\$ 83,484	\$ 90,850	\$ 98,216	\$ 108,038	\$ 117,859
FIRE AND LIFE SAFETY EDUCATOR	FIRE	EX	F104	F104	\$ 83,484	\$ 90,850	\$ 98,216	\$ 108,038	\$ 117,859
DEPUTY FIRE MARSHAL	FIRE	2080	F104	F103	\$ 75,042	\$ 81,663	\$ 88,284	\$ 97,113	\$ 105,941
FIRE ENGINEER	FIRE	2808	F103	F103	\$ 75,042	\$ 81,663	\$ 88,284	\$ 97,113	\$ 105,941

FIRE INFORMATION SYSTEMS ANALYST	FIRE	EX	F104	F103	\$ 75,042	\$ 81,663	\$ 88,284	\$ 97,113	\$ 105,941
FIREFIGHTER	FIRE	2808	F102	F102	\$ 60,632	\$ 65,982	\$ 71,332	\$ 78,465	\$ 85,598
FIRE CADET	FIRE	2808	F101	F101	\$ 57,200				
POLICE DEPUTY CHIEF	POLICE	EX	P108	P108	\$ 141,911	\$ 154,432	\$ 166,954	\$ 187,823	\$ 208,693
POLICE CAPTAIN	POLICE	EX	P107	P107	\$ 113,131	\$ 123,113	\$ 133,095	\$ 149,732	\$ 166,368
POLICE LIEUTENANT	POLICE	EX	P106	P106	\$ 101,009	\$ 109,922	\$ 118,835	\$ 133,689	\$ 148,543
POLICE SERGEANT	POLICE	2080	P105	P105	\$ 85,892	\$ 93,471	\$ 101,050	\$ 113,681	\$ 126,312
DETECTIVE	POLICE	2080	P104	P104	\$ 76,690	\$ 83,456	\$ 90,223	\$ 101,501	\$ 112,779
MASTER PATROL OFFICER	POLICE	2080	P104	P104	\$ 76,690	\$ 83,456	\$ 90,223	\$ 101,501	\$ 112,779
POLICE OFFICER II	POLICE	2080	P103	P103	\$ 68,473	\$ 74,515	\$ 80,556	\$ 90,626	\$ 100,695
POLICE OFFICER I	POLICE	2080	P102	P102	\$ 62,248	\$ 67,741	\$ 73,233	\$ 82,387	\$ 91,541
POLICE OFFICER TRAINEE	POLICE	2080	P101	P101	\$ 61,800				
ENGINEERING INTERN	ENG	-	n/a	n/a	\$ 31,200		\$ 41,600		\$ 52,000

					Upgrade				
					CRRNT	PROPOSED			
					2024	2025	PROPOSED JULY 2025 PAY RANGE		
					GRADE	GRADE	Min	1st Qtle	Mid
							3rd Qtle	Max	
JOB TITLE	DEPT	YRLY HOURS							
ASSIST CITY ADMIN-COMMUNITY DEVELOPMENT	ADMIN	EX	O	O	\$ 178,242	\$ 193,969	\$ 209,696	\$ 230,666	\$ 251,635
ASSIST CITY ADMIN-FINANCE/ADMINISTRATION	ADMIN	EX	O	O	\$ 178,242	\$ 193,969	\$ 209,696	\$ 230,666	\$ 251,635
ASSIST CITY ADMIN-PUBLIC WORKS	ADMIN	EX	O	O	\$ 178,242	\$ 193,969	\$ 209,696	\$ 230,666	\$ 251,635
EMERGENCY MANAGEMENT COORDINATOR	ADMIN-PW	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
CITY RECORDER	ADMIN	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
CONTRACT COMPLIANCE ANALYST	ADMIN	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
DEPUTY CITY RECORDER	ADMIN	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
EMERGENCY MANAGEMENT SPECIALIST	ADMIN-PW	EX	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
EXECUTIVE ASSISTANT TO MAYOR/CITY ADMINISTRATOR	ADMIN	2080	F	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
ASSISTANT DEPUTY CITY RECORDER	ADMIN	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
CHIEF COMMUNICATIONS OFFICER	ADMIN-COMM	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
PUBLIC OUTREACH & SPEC EVENTS SUPERVISOR	ADMIN-COMM	EX	I	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
CABLE TV PRODUCTION OPERATIONS SUPERVISOR	ADMIN-COMM	EX	G	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
SOCIAL AND DIGITAL MEDIA PRODUCER	ADMIN-COMM	EX	F	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
PUBLIC OUTREACH COORDINATOR	ADMIN-COMM	EX	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
FACILITIES PROJECT MANAGER	ADMIN-FACILITIES	EX	J	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
FACILITIES MAINTENANCE SUPERVISOR	ADMIN-FACILITIES	EX	G	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
LEAD FACILITIES MAINTENANCE WORKER	ADMIN-FACILITIES/SW	2080	E	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
FACILITIES MAINTENANCE TECHNICIAN II	ADMIN-FACILITIES	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
FACILITIES MAINTENANCE TECHNICIAN I	ADMIN-FACILITIES/SW	2080	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879
BILLING & LICENSING DIRECTOR	BILLING & LICENSING	EX	K	L	\$ 125,185	\$ 136,231	\$ 147,276	\$ 162,004	\$ 176,732
BILLING & LICENSING MANAGER	BILLING & LICENSING	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
ACCOUNTING OFFICER	BILLING & LICENSING	EX	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
LEAD BILLING TECHNICIAN	BILLING & LICENSING	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
LEAD CUSTOMER SERVICE/COLLECTIONS TECHNICIAN	BILLING & LICENSING	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
BILLING TECHNICIAN	BILLING & LICENSING	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
CUSTOMER SERVICE COLLECTIONS TECH	BILLING & LICENSING	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
FINANCIAL TECHNICIAN I	BILLING & LICENSING	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
CASHIER (PT)	BILLING & LICENSING	Varies	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879

DIRECTOR, BLDG. AND NEIGHBORHOOD SERVICES	BNS	EX	L	M	\$ 140,833	\$ 153,259	\$ 165,686	\$ 182,254	\$ 198,823
ASST DIR BNS BLDG. & DEVELOPMENT SERVICES	BNS	EX	K	L	\$ 125,185	\$ 136,231	\$ 147,276	\$ 162,004	\$ 176,732
BUILDING OFFICIAL	BNS	EX	J	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
BUILDING INSPECTOR SUPERVISOR	BNS	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
DEVELOPMENT SERVICES MANAGER	BNS	EX	NEW	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
PLANS EXAMINER III	BNS	2080	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
ZONING ADMINISTRATOR	BNS	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
BUILDING INSPECTOR IV	BNS	2080	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
DEVELOPMENT SERVICES IT SPECIALIST	BNS	2080	NEW	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
HOUSING DEVELOPMENT COORDINATOR	BNS	EX	G	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
NEIGHBORHOOD RESOURCES SUPERVISOR	BNS	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
PLANS EXAMINER II	BNS	2080	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
BUILDING INSPECTOR III	BNS	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
PLANS EXAMINER I	BNS	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
ZONING ENFORCEMENT PLANNER II	BNS	2080	F	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
BUILDING INSPECTOR II	BNS	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
DEVELOPMENT SERVICES TECHNICIAN II	BNS	2080	NEW	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
MUNICIPAL INSPECTION OFFICER II	BNS	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
ZONING ENFORCEMENT PLANNER I	BNS	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
BUILDING INSPECTOR I	BNS	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
DEVELOPMENT SERVICES TECHNICIAN I	BNS	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
MUNICIPAL INSPECTION OFFICER I	BNS	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
CHIEF BUDGET & PERFORMANCE OFFICER	BUDGET	EX	L	L	\$ 125,185	\$ 136,231	\$ 147,276	\$ 162,004	\$ 176,732
BUDGET & PERFORMANCE ANALYST	BUDGET	EX	NEW	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
MANAGEMENT FELLOW	BUDGET	EX	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
CHIEF DEPUTY COURT CLERK	COURT	2080	H	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
DEPUTY COURT CLERK	COURT	2080	E	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
ASSISTANT DEPUTY COURT CLERK	COURT	2080	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879
DIRECTOR OF ENGINEERING	ENG	EX	N	N	\$ 158,437	\$ 172,417	\$ 186,397	\$ 205,036	\$ 223,676
ASSISTANT DIRECTOR OF ENGINEERING	ENG	EX	L	L	\$ 125,185	\$ 136,231	\$ 147,276	\$ 162,004	\$ 176,732
CITY TRAFFIC ENGINEER	ENG	EX	L	L	\$ 125,185	\$ 136,231	\$ 147,276	\$ 162,004	\$ 176,732
STAFF ENGINEER III	ENG	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
STORM WATER MANAGEMENT COORDINATOR	ENG-STMWTR	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
TRAFFIC/TRANSPORTATION ENG III	ENG-TOC	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
CAPITAL PROJECTS CONSTRUCTION MANAGER	ENG	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640

MULTIMODAL TRANSPORTATION COORDINATOR	ENG	EX	NEW	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
STAFF ENGINEER II	ENG	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
TRAFFIC/TRANSPORTATION ENG II	ENG-TOC	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
ITS PROJECT MANAGER	ENG-TOC	EX	H	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
ITS SPECIALIST II	ENG-TOC	2080	H	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
RIGHT OF WAY AGENT	ENG	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
STAFF ENGINEER I	ENG	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
TRAFFIC/TRANSPORTATION ENG I	ENG-TOC	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
CAPITAL PROJECTS INSPECTOR	ENG	2080	G	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
WATER QUALITY SPECIALIST III	ENG-STMWTR	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
ENGINEERING ASSOCIATE II/CONTRACTS ADMINISTRATOR	ENG	2080	F	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
ITS SPECIALIST I	ENG-TOC	2080	F	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
WATER QUALITY SPECIALIST II	ENG-STMWTR	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
TOC OPERATOR	ENG-TOC	2080	E	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
WATER QUALITY SPECIALIST I	ENG-STMWTR	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
ENGINEERING INTERN	ENG		n/a	n/a	\$ 31,200		\$ 41,600		\$ 52,000
FINANCE DIRECTOR	FINANCE	EX	M	M	\$ 140,833	\$ 153,259	\$ 165,686	\$ 182,254	\$ 198,823
FINANCIAL MANAGER	FINANCE	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
PURCHASING MANAGER	FINANCE	EX	J	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
INVESTMENT OFFICER	FINANCE	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
LEAD FINANCIAL ANALYST	FINANCE	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
FINANCIAL ANALYST	FINANCE	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
PROCUREMENT OFFICER IV	FINANCE	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
PROCUREMENT OFFICER III	FINANCE	2080	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
PAYROLL SPECIALIST	FINANCE	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
PROCUREMENT OFFICER II	FINANCE	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
SR. A/P SPECIALIST	FINANCE	2080	F	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
PROCUREMENT OFFICER I	FINANCE	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
FIRE CHIEF	FIRE	EX	N	N	\$ 158,437	\$ 172,417	\$ 186,397	\$ 205,036	\$ 223,676
ASSISTANT FIRE CHIEF	FIRE	EX	F108	F109	\$ 142,266	\$ 154,819	\$ 167,372	\$ 184,109	\$ 200,847
FIRE DEPUTY CHIEF/FIRE MARSHAL	FIRE	EX	F107	F108	\$ 127,880	\$ 139,163	\$ 150,447	\$ 165,492	\$ 180,536
EMS OFFICER	FIRE	EX	F106	F106	\$ 103,324	\$ 112,441	\$ 121,558	\$ 133,714	\$ 145,869
FIRE BATTALION CHIEF	FIRE	2808	F106	F106	\$ 103,324	\$ 112,441	\$ 121,558	\$ 133,714	\$ 145,869
FIRE BATTALION CHIEF - TRAINING	FIRE	EX	F106	F106	\$ 103,324	\$ 112,441	\$ 121,558	\$ 133,714	\$ 145,869
ADMINISTRATIVE CAPTAIN TECHNOLOGY	FIRE	EX	F105	F105	\$ 92,876	\$ 101,071	\$ 109,265	\$ 120,192	\$ 131,119
ASSISTANT FIRE MARSHAL	FIRE	EX	F105	F105	\$ 92,876	\$ 101,071	\$ 109,265	\$ 120,192	\$ 131,119

FIRE CAPTAIN	FIRE	2808	F105	F105	\$ 92,876	\$ 101,071	\$ 109,265	\$ 120,192	\$ 131,119
FIRE CAPTAIN/TRAINING OFFICER	FIRE	EX	F105	F105	\$ 92,876	\$ 101,071	\$ 109,265	\$ 120,192	\$ 131,119
FISCAL MANAGER	FIRE	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
FIRE AND LIFE SAFETY EDUCATOR	FIRE	EX	F104	F104	\$ 83,484	\$ 90,850	\$ 98,216	\$ 108,038	\$ 117,859
FIRE LIEUTENANT	FIRE	2808	F104	F104	\$ 83,484	\$ 90,850	\$ 98,216	\$ 108,038	\$ 117,859
FIRE PROTECTION SPECIALIST	FIRE	EX	NEW	F104	\$ 83,484	\$ 90,850	\$ 98,216	\$ 108,038	\$ 117,859
DEPUTY FIRE MARSHAL	FIRE	2080	F104	F103	\$ 75,042	\$ 81,663	\$ 88,284	\$ 97,113	\$ 105,941
FIRE ENGINEER	FIRE	2808	F103	F103	\$ 75,042	\$ 81,663	\$ 88,284	\$ 97,113	\$ 105,941
FIRE INFORMATION SYSTEMS ANALYST	FIRE	EX	F104	F103	\$ 75,042	\$ 81,663	\$ 88,284	\$ 97,113	\$ 105,941
OFFICE MANAGER	FIRE	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
FIREFIGHTER	FIRE	2808	F102	F102	\$ 60,632	\$ 65,982	\$ 71,332	\$ 78,465	\$ 85,598
FIRE CADET	FIRE	2808	F101	F101	\$ 57,200				
GENERAL SERVICES TECHNICIAN	FIRE	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
HUMAN RESOURCES & RISK MANAGEMENT DIRECTOR	HR	EX	N	N	\$ 158,437	\$ 172,417	\$ 186,397	\$ 205,036	\$ 223,676
HUMAN RESOURCES MANAGER	HR	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
ORGANIZATIONAL DEVELOPMENT MANAGER	HR	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
RISK AND BENEFITS MANAGER	HR	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
BENEFITS SUPERVISOR	HR	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
RISK MANAGEMENT SPECIALIST	HR	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
BENEFITS ANALYST	HR	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
EMPLOYEE RELATIONS SPECIALIST	HR	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
HUMAN RESOURCES GENERALIST	HR	EX	G	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
OCCUPATIONAL HEALTH & SAFETY TRAINER	HR	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
BENEFITS GENERALIST	HR	EX	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
HUMAN RESOURCES COORDINATOR	HR	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
INFORMATION TECHNOLOGY DIRECTOR	IT	EX	N	N	\$ 158,437	\$ 172,417	\$ 186,397	\$ 205,036	\$ 223,676
ASST. IT DIR. (Applications Group)	IT	EX	L	M	\$ 140,833	\$ 153,259	\$ 165,686	\$ 182,254	\$ 198,823
ASST. IT DIR. (Infrastructure Group)	IT	EX	L	M	\$ 140,833	\$ 153,259	\$ 165,686	\$ 182,254	\$ 198,823
COMMUNICATION INFRASTRUCTURE MANAGER	IT	2080	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
DATA CENTER/SECURITY MANAGER	IT	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
INFO SYSTEMS MANAGER	IT	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
IS DEVELOPMENT MANAGER	IT	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
NETWORK MANAGER	IT	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
COMMUNICATION INFRASTRUCTURE ENGINEER	IT	2080	I	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
CUSTOMER SUPPORT ANALYTICS MANAGER	IT	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
DATABASE ADMINISTRATOR	IT	EX	K	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640

GIS MANAGER	IT	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
SYSTEMS ADMINISTRATOR	IT	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
SR. INFORMATION SYSTEMS ANALYST	IT	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
COMMUNICATION INFRASTRUCTURE TECHNICIAN II	IT	2080	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
DATA CENTER TECH II	IT	2080	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
NETWORK TECHNICIAN II	IT	2080	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
ENTERPRISE SUPPORT & TRAINING SPECIALIST	IT	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
INFORMATION SYSTEMS ANALYST II	IT	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
IS DEVELOPER I	IT	EX	NEW	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
SR. GIS SPECIALIST	IT	2080	G	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
COMMUNICATION INFRASTRUCTURE TECHNICIAN I	IT	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
DATA CENTER TECH I	IT	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
GIS SPECIALIST	IT	2080	F	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
INFORMATION SYSTEMS ANALYST I	IT	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
IT TECHNICIAN II	IT	2080	NEW	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
LEAD VIDEO SECURITY TECHNICIAN	IT	2080	NEW	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
NETWORK TECHNICIAN I	IT	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
ADMINISTRATIVE TECHNICAL ASSISTANT	IT	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
IT TECHNICIAN I	IT	2080	E	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
CITY ATTORNEY	LEGAL	EX	O	O	\$ 178,242	\$ 193,969	\$ 209,696	\$ 230,666	\$ 251,635
DEPUTY ATTORNEY	LEGAL	EX	M	M	\$ 140,833	\$ 153,259	\$ 165,686	\$ 182,254	\$ 198,823
ASSISTANT ATTORNEY II	LEGAL	EX	L	L	\$ 125,185	\$ 136,231	\$ 147,276	\$ 162,004	\$ 176,732
ASSISTANT ATTORNEY I	LEGAL	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
CONTRACTS ADMINISTRATOR	LEGAL	2080	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
PARALEGAL II	LEGAL	2080	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
LEGAL SYSTEMS COORDINATOR	LEGAL	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
PARALEGAL I	LEGAL	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
DIRECTOR OF PARKS & RECREATION	PARKS	EX	L	M	\$ 140,833	\$ 153,259	\$ 165,686	\$ 182,254	\$ 198,823
ASSISTANT DIRECTOR OF PARKS & RECREATION	PARKS	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
FACILITIES SUPERINTENDENT	PARKS	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
PARKS & RECREATION SUPERINTENDENT	PARKS	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
URBAN FORESTRY SUPERINTENDENT	PARKS	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
URBAN FORESTRY SUPERVISOR	PARKS	EX	H	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
ATHLETICS TURF AND FIELD SUPERVISOR	PARKS	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
FACILITIES & MAINTENANCE SUPERVISOR	PARKS	2080	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
GROUNDS & LANDSCAPING SUPERVISOR	PARKS	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333

RECREATION SUPERVISOR	PARKS	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
ASST. ATHLETICS TURF AND FIELD SUPERVISOR	PARKS	EX	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
FACILITIES CREW CHIEF	PARKS	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
GROUPS TURF CREW CHIEF	PARKS	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
LANDSCAPING CREW CHIEF	PARKS	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
RESEARCH & PLANNING SPECIALIST	PARKS	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
FORESTRY TECHNICIAN II	PARKS	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
TURF SPECIALIST II	PARKS	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
FORESTRY TECHNICIAN I	PARKS	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
PARKS MAINTENANCE WORKER	PARKS	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
PROGRAM SPECIALIST	PARKS	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
TURF SPECIALIST I	PARKS	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
FACILITIES WORKER	PARKS	2080	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879
GROUPS WORKER	PARKS	2080	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879
LANDSCAPING WORKER	PARKS	2080	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879
PLANNING & SUSTAINABILITY DIRECTOR	PLANNING	EX	L	M	\$ 140,833	\$ 153,259	\$ 165,686	\$ 182,254	\$ 198,823
ASST DIR PLANNING & SUSTAINABILITY	PLANNING	EX	K	L	\$ 125,185	\$ 136,231	\$ 147,276	\$ 162,004	\$ 176,732
ASST DIR PLANNING (DEVELOPMENT)	PLANNING	EX	K	L	\$ 125,185	\$ 136,231	\$ 147,276	\$ 162,004	\$ 176,732
CURRENT PLANNING SUPERVISOR	PLANNING	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
LONG RANGE PLANNING SUPERVISOR	PLANNING	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
PLANNER III	PLANNING	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
PRESERVATION PLANNER	PLANNING	EX	H	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
LAND PLANNER II	PLANNING	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
PLANNER II	PLANNING	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
SURETY COORDINATOR	PLANNING	EX	G	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
ASST. PRESERVATION PLANNER	PLANNING	EX	F	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
LAND PLANNER I	PLANNING	EX	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
PLANNER I	PLANNING	EX	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
PLANNING ASSISTANT	PLANNING	2080	NEW	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
CHIEF OF POLICE	POLICE	EX	N	N	\$ 158,437	\$ 172,417	\$ 186,397	\$ 205,036	\$ 223,676
POLICE DEPUTY CHIEF	POLICE	EX	P108	P108	\$ 141,911	\$ 154,432	\$ 166,954	\$ 187,823	\$ 208,693
POLICE CAPTAIN	POLICE	EX	P107	P107	\$ 113,131	\$ 123,113	\$ 133,095	\$ 149,732	\$ 166,368
POLICE LIEUTENANT	POLICE	EX	P106	P106	\$ 101,009	\$ 109,922	\$ 118,835	\$ 133,689	\$ 148,543
FISCAL AFFAIRS MANAGER	POLICE	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
PUBLIC AFFAIRS MANAGER	POLICE	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
POLICE SERGEANT	POLICE	2080	P105	P105	\$ 85,892	\$ 93,471	\$ 101,050	\$ 113,681	\$ 126,312

CRIME ANALYST	POLICE	2080	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
DETECTIVE	POLICE	2080	P104	P104	\$ 76,690	\$ 83,456	\$ 90,223	\$ 101,501	\$ 112,779
MASTER PATROL OFFICER	POLICE	2080	P104	P104	\$ 76,690	\$ 83,456	\$ 90,223	\$ 101,501	\$ 112,779
RECORDS SUPERVISOR	POLICE	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
POLICE OFFICER II	POLICE	2080	P103	P103	\$ 68,473	\$ 74,515	\$ 80,556	\$ 90,626	\$ 100,695
POLICE OFFICER I	POLICE	2080	P102	P102	\$ 62,248	\$ 67,741	\$ 73,233	\$ 82,387	\$ 91,541
POLICE OFFICER TRAINEE	POLICE	2080	P101	P101	\$ 61,800				
COMMUNICATIONS SUPPORT COORDINATOR	POLICE-ADM	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
DIGITAL RECORDS TECHNICIAN	POLICE	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
EVIDENCE AND PROPERTY TECHNICIAN	POLICE	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
SR. RECORDS TECHNICIAN	POLICE-ADM	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
CROSSING GUARD	POLICE-ADM	Varies	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879
RECORDS TECHNICIAN	POLICE-ADM	2080	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879
TRANSIT INSPECTOR	POLICE-PAT	2080	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879
SANITATION & ENV SERVICES DIRECTOR	SANITATION & ENV SERV.	EX	L	M	\$ 140,833	\$ 153,259	\$ 165,686	\$ 182,254	\$ 198,823
ASST DIR, SANITATION & ENV SERVICES	SANITATION & ENV SERV.	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
OPERATIONS MANAGER	SANITATION & ENV SERV.	EX	G	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
ROUTING/OPERATIONS ANALYST	SANITATION & ENV SERV.	EX	G	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
SAN & ENV SERV OPERATIONS CREW SUPERVISOR	SANITATION & ENV SERV.	2080	F	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
SES PUBLIC EDUC. & CUSTOMER SERV. COORDINATOR	SANITATION & ENV SERV.	2080	F	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
CUSTOMER SERVICE TECHNICIAN	SANITATION & ENV SERV.	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
SCALE OPERATOR	SANITATION & ENV SERV.	2080	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879
STREET DIRECTOR	STREET	EX	M	N	\$ 158,437	\$ 172,417	\$ 186,397	\$ 205,036	\$ 223,676
ASSISTANT STREET DIRECTOR	STREET	EX	K	L	\$ 125,185	\$ 136,231	\$ 147,276	\$ 162,004	\$ 176,732
FLEET MAINTENANCE MANAGER	STREET-FM	EX	J	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
TRAFFIC MAINTENANCE MANAGER	STREET-TRAFFIC	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
STREET DEPT INFRASTRUCTURE & DEVELOPMENT MGR	STREET	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
INSPECTOR/PROJECT MANAGER	STREET	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
LANDSCAPE MAINTENANCE SUPERVISOR	STREET	2080	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
LEAD SENIOR FLEET MAINTENANCE TECHNICIAN	STREET-FM	2080	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
STORM WATER CREW SUPERVISOR	STREET-STMWTR	2080	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
STREET CREW SUPERVISOR	STREET	2080	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
TRAFFIC MAINTENANCE SUPERVISOR	STREET-TRAFFIC	2080	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
TRAFFIC STRIPING & SIGN SUPERVISOR	STREET-TRAFFIC	2080	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
COMPOST FACILITY MANAGER	STREET	2080	F	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
ROAD INSPECTOR	STREET	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073

SENIOR FLEET MAINTENANCE TECHNICIAN	STREET-FM	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
STORM WATER INSPECTOR	STREET-STMWTR	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
STORMWATER CREW CHIEF	STREET-STMWTR	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
STREET CREW CHIEF (General)	STREET	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
FLEET INVENTORY SPECIALIST	STREET	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
SIGN PRODUCTION SPECIALIST	STREET-TRAFFIC	2080	E	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
TRAFFIC SIGNAL TECH II	STREET-TRAFFIC	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
STRIPING TECHNICIAN	STREET-TRAFFIC	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
TRAFFIC SIGNAL TECH I	STREET-TRAFFIC	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
MAINTENANCE WORKER	STREET	2080	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879
DIRECTOR OF WATER MANAGEMENT	WATER-WA	EX	N	N	\$ 158,437	\$ 172,417	\$ 186,397	\$ 205,036	\$ 223,676
ASSISTANT DIRECTOR OF WATER MANAGEMENT	WATER-WA	EX	L	L	\$ 125,185	\$ 136,231	\$ 147,276	\$ 162,004	\$ 176,732
SERVICE DIVISION SUPERINTENDENT	WATER-WD	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
WATER RECLAMATION SUPERINTENDENT	WATER-SP	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
WATER TREATMENT SUPERINTENDENT	WATER-WP	EX	K	K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
BIO SOLIDS MANAGER	WATER	EX	I	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
CIP ENGINEER	WATER-SP	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
UTILITIES ENGINEER II	WATER	EX	J	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
WATER RECLAMATION ASSISTANT SUP'T.	WATER-SP	EX	I	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
WATER TREATMENT ASSISTANT SUP'T.	WATER-WP	EX	I	J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
FACILITIES MAINTENANCE MANAGER	WATER	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
RIGHT OF WAY AGENT	WATER	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
SERVICE DIVISION ASST. SUPERINTENDENT	WATER-SC	EX	H	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
WATER DEPARTMENT INFRASTRUCTURE AND DEV. MGR	WATER-SC	EX	I	I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
COMMUNICATION / ELECTRICAL TECHNICIAN	WATER	2080	NEW	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
SR. UTILITY INSPECTOR	WATER	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
WATER IS APPLICATIONS MANAGER	WATER-WA	EX	H	H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
BIO SOLIDS OPERATOR	WATER	2080	NEW	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
CLEAN WATER OPERATOR II	WATER-SP	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
INDUSTRIAL PRETREATMENT COORDINATOR	WATER-SP	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
UTILITIES CREW CHIEF	WATER-WD	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
UTILITY INSPECTOR	WATER-WA	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
W/WW CONSTRUCTION SUPERVISOR	WATER-WD	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
WATER OPERATOR II	WATER-WP	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
BACKFLOW INSPECTOR	WATER-WD	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
CLEAN WATER OPERATOR I	WATER-SP	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
INFRASTRUCTURE ASSESSMENT TECHNICIAN	WATER-WD	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176

LABORATORY ANALYST	WATER-SP	EX	NEW	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
MAINTENANCE TECHNICIAN	WATER-SP	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
UTILITIES LOCATOR	WATER-WD	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
WASTEWATER EQUIPMENT TECH	WATER-SC	2080	E	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
WATER OPERATOR I	WATER-WP	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
METER READER SENIOR	WATER-WB	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
TV TRUCK WASTEWATER INSPECTOR	WATER-SC	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
GROUNDS WORKER	WATER-WD	2080	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879
METER READER	WATER-WB	2080	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879
UTILITY SERVICE WORKER	WATER-WD	2080	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879
OFFICE MANAGER	VARIOUS	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
TECHNICAL SUPPORT SPECIALIST II	VARIOUS	2080	G	G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
EQUIPMENT OPERATOR II	VARIOUS	2080	E	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
EXECUTIVE ASSISTANT	VARIOUS	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
TECHNICAL SUPPORT SPECIALIST I	VARIOUS	2080	F	F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
ADMINISTRATIVE ASSISTANT	VARIOUS	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
EQUIPMENT OPERATOR I	VARIOUS	2080	D	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
INVENTORY SPECIALIST	VARIOUS	2080	E	E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
GENERAL MAINTENANCE WORKER	VARIOUS	2080	D	D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879

90th Percentile, Projection to 7/1/2025

Exhibit C

NEW PAY GRADE	GENERAL POPULATION				
	Min	1st Qtle	Mid	3rd Qtle	Max
P	\$ 200,522	\$ 218,215	\$ 235,908	\$ 259,499	\$ 283,090
O	\$ 178,242	\$ 193,969	\$ 209,696	\$ 230,666	\$ 251,635
N	\$ 158,437	\$ 172,417	\$ 186,397	\$ 205,036	\$ 223,676
M	\$ 140,833	\$ 153,259	\$ 165,686	\$ 182,254	\$ 198,823
L	\$ 125,185	\$ 136,231	\$ 147,276	\$ 162,004	\$ 176,732
K	\$ 111,276	\$ 121,095	\$ 130,913	\$ 144,004	\$ 157,096
J	\$ 98,912	\$ 107,639	\$ 116,367	\$ 128,004	\$ 139,640
I	\$ 87,921	\$ 95,679	\$ 103,437	\$ 113,781	\$ 124,124
H	\$ 78,152	\$ 85,048	\$ 91,944	\$ 101,138	\$ 110,333
G	\$ 69,468	\$ 75,598	\$ 81,727	\$ 89,900	\$ 98,073
F	\$ 61,750	\$ 67,198	\$ 72,647	\$ 79,911	\$ 87,176
E	\$ 54,888	\$ 59,731	\$ 64,574	\$ 71,032	\$ 77,489
D	\$ 48,789	\$ 53,094	\$ 57,399	\$ 63,139	\$ 68,879
C	\$ 43,367	\$ 47,194	\$ 51,021	\$ 56,123	\$ 61,225
B	\$ 38,549	\$ 41,950	\$ 45,352	\$ 49,887	\$ 54,422
A	\$ 34,266	\$ 37,290	\$ 40,313	\$ 44,345	\$ 48,376

NEW PAY GRADE	FIRE DEPARTMENT				
	Min	1st Qtle	Mid	3rd Qtle	Max
F109	\$ 142,266	\$ 154,819	\$ 167,372	\$ 184,109	\$ 200,847
F108	\$ 127,880	\$ 139,163	\$ 150,447	\$ 165,492	\$ 180,536
F107	\$ 114,948	\$ 125,091	\$ 135,233	\$ 148,756	\$ 162,280
F106	\$ 103,324	\$ 112,441	\$ 121,558	\$ 133,714	\$ 145,869
F105	\$ 92,876	\$ 101,071	\$ 109,265	\$ 120,192	\$ 131,119
F104	\$ 83,484	\$ 90,850	\$ 98,216	\$ 108,038	\$ 117,859
F103	\$ 75,042	\$ 81,663	\$ 88,284	\$ 97,113	\$ 105,941
F102	\$ 60,632	\$ 65,982	\$ 71,332	\$ 78,465	\$ 85,598
F101	\$ 57,200				

Fire Starting Pay

Entry-Level	\$ 57,200
Lateral/Firefighter	\$ 60,632

PAY GRADE	POLICE DEPARTMENT				
	Min	1st Qtle	Mid	3rd Qtle	Max
P108	\$ 141,911	\$ 154,432	\$ 166,954	\$ 187,823	\$ 208,693
P107	\$ 113,131	\$ 123,113	\$ 133,095	\$ 149,732	\$ 166,368
P106	\$ 101,009	\$ 109,922	\$ 118,835	\$ 133,689	\$ 148,543
P105	\$ 85,892	\$ 93,471	\$ 101,050	\$ 113,681	\$ 126,312
P104	\$ 76,690	\$ 83,456	\$ 90,223	\$ 101,501	\$ 112,779
P103	\$ 68,473	\$ 74,515	\$ 80,556	\$ 90,626	\$ 100,695
P102	\$ 62,248	\$ 67,741	\$ 73,233	\$ 82,387	\$ 91,541
P101	\$ 61,800				

Police Starting Pay

Entry-Level/Non-POST Certified	\$ 65,000
Lateral/POST Certified	\$ 68,000

JOB CODE	JOB TITLE	DEPT	YRLY HOURS	NEW Upgrade 2022 GRADE	JULY 2022 PAY RANGE				
					Min	1st Qtle	Mid	3rd Qtle	Max
1045	ASSIST CITY ADMIN-COMMUNITY DEVELOPMENT	ADMIN	EX	O	\$ 154,993	\$ 168,669	\$ 182,345	\$ 200,579	\$ 218,813
1037	ASSIST CITY ADMIN-FINANCE/ADMINISTRATION	ADMIN	EX	O	\$ 154,993	\$ 168,669	\$ 182,345	\$ 200,579	\$ 218,813
1050	ASSIST CITY ADMIN-PUBLIC WORKS	ADMIN	EX	O	\$ 154,993	\$ 168,669	\$ 182,345	\$ 200,579	\$ 218,813
1033	CITY ATTORNEY	LEGAL	EX	O	\$ 154,993	\$ 168,669	\$ 182,345	\$ 200,579	\$ 218,813
1812	CHIEF OF POLICE	POLICE	EX	N	\$ 137,771	\$ 149,928	\$ 162,084	\$ 178,292	\$ 194,501
1201	DIRECTOR OF ENGINEERING	ENG	EX	N	\$ 137,771	\$ 149,928	\$ 162,084	\$ 178,292	\$ 194,501
2307	DIRECTOR OF WATER MANAGEMENT	WATER-WA	EX	N	\$ 137,771	\$ 149,928	\$ 162,084	\$ 178,292	\$ 194,501
1406	FIRE CHIEF	FIRE	EX	N	\$ 137,771	\$ 149,928	\$ 162,084	\$ 178,292	\$ 194,501
1602	HUMAN RESOURCES & RISK MANAGEMENT DIRECTOR	HR	EX	N	\$ 137,771	\$ 149,928	\$ 162,084	\$ 178,292	\$ 194,501
1025	INFORMATION TECHNOLOGY DIRECTOR	IT	EX	N	\$ 137,771	\$ 149,928	\$ 162,084	\$ 178,292	\$ 194,501
1034	ASSISTANT CITY ATTORNEY	LEGAL	EX	M	\$ 122,463	\$ 133,269	\$ 144,075	\$ 158,482	\$ 172,890
1313	COMPTROLLER	FINANCE	EX	M	\$ 122,463	\$ 133,269	\$ 144,075	\$ 158,482	\$ 172,890
2008	STREET DIRECTOR	STREET	EX	M	\$ 122,463	\$ 133,269	\$ 144,075	\$ 158,482	\$ 172,890
2412	ASST. IT DIR. (Applications Group)	IT	EX	L	\$ 108,856	\$ 118,461	\$ 128,066	\$ 140,873	\$ 153,680
1203	ASSISTANT DIRECTOR OF ENGINEERING	ENG	EX	L	\$ 108,856	\$ 118,461	\$ 128,066	\$ 140,873	\$ 153,680
2315	ASSISTANT DIRECTOR OF WATER MANAGEMENT	WATER-WA	EX	L	\$ 108,856	\$ 118,461	\$ 128,066	\$ 140,873	\$ 153,680
2400	ASST. IT DIR. (Infrastructure Group)	IT	EX	L	\$ 108,856	\$ 118,461	\$ 128,066	\$ 140,873	\$ 153,680
1315	CHIEF BUDGET & PERFORMANCE OFFICER	BUDGET	EX	L	\$ 108,856	\$ 118,461	\$ 128,066	\$ 140,873	\$ 153,680
1227	CITY TRAFFIC ENGINEER	ENG	EX	L	\$ 108,856	\$ 118,461	\$ 128,066	\$ 140,873	\$ 153,680
1106	DIRECTOR, BLDG AND NEIGHBORHOOD SERVS.	BNS	EX	L	\$ 108,856	\$ 118,461	\$ 128,066	\$ 140,873	\$ 153,680
1504	PARKS DIRECTOR	PARKS	EX	L	\$ 108,856	\$ 118,461	\$ 128,066	\$ 140,873	\$ 153,680
1701	PLANNING & SUSTAINABILITY DIRECTOR	PLANNING	EX	L	\$ 108,856	\$ 118,461	\$ 128,066	\$ 140,873	\$ 153,680
1909	SANITATION & ENV SERVICES DIRECTOR	SANITATION & ENV SERV.	EX	L	\$ 108,856	\$ 118,461	\$ 128,066	\$ 140,873	\$ 153,680
1049	STAFF ATTORNEY II	LEGAL	EX	L	\$ 108,856	\$ 118,461	\$ 128,066	\$ 140,873	\$ 153,680
1606	ASSISTANT HR DIRECTOR	HR	EX	K	\$ 96,762	\$ 105,300	\$ 113,838	\$ 125,221	\$ 136,605
1503	ASSISTANT PARKS DIRECTOR	PARKS	EX	K	\$ 96,762	\$ 105,300	\$ 113,838	\$ 125,221	\$ 136,605
2001	ASSISTANT STREET DIRECTOR	STREET	EX	K	\$ 96,762	\$ 105,300	\$ 113,838	\$ 125,221	\$ 136,605
1105	ASST DIR BNS BLDG. & DEVELOPMENT SERVICES	BNS	EX	K	\$ 96,762	\$ 105,300	\$ 113,838	\$ 125,221	\$ 136,605
1702	ASST DIR PLANNING & SUSTAINABILITY	PLANNING	EX	K	\$ 96,762	\$ 105,300	\$ 113,838	\$ 125,221	\$ 136,605
1712	ASST DIR PLANNING (DEVELOPMENT)	PLANNING	EX	K	\$ 96,762	\$ 105,300	\$ 113,838	\$ 125,221	\$ 136,605
1913	ASST DIR, SANITATION & ENV SERVICES	SANITATION & ENV SERV.	EX	K	\$ 96,762	\$ 105,300	\$ 113,838	\$ 125,221	\$ 136,605
1012	BILLING AND LICENSING DIRECTOR	REV-MGT	EX	K	\$ 96,762	\$ 105,300	\$ 113,838	\$ 125,221	\$ 136,605

1041	CHIEF COMMUNICATIONS OFFICER	ADM-COMM	EX	K	\$ 96,762	\$ 105,300	\$ 113,838	\$ 125,221	\$ 136,605
2428	COMMUNICATION INFRASTRUCTURE MANAGER	IT	EX	K	\$ 96,762	\$ 105,300	\$ 113,838	\$ 125,221	\$ 136,605
2434	DATA CENTER/SECURITY ENGINEER	IT	EX	K	\$ 96,762	\$ 105,300	\$ 113,838	\$ 125,221	\$ 136,605
	DATA CENTER/SECURITY MANAGER	IT	EX	K	\$ 96,762	\$ 105,300	\$ 113,838	\$ 125,221	\$ 136,605
2439	DATABASE ADMINISTRATOR	IT	EX	K	\$ 96,762	\$ 105,300	\$ 113,838	\$ 125,221	\$ 136,605
1311	FINANCIAL MANAGER	FINANCE	EX	K	\$ 96,762	\$ 105,300	\$ 113,838	\$ 125,221	\$ 136,605
1603	HUMAN RESOURCES MANAGER	HR	EX	K	\$ 96,762	\$ 105,300	\$ 113,838	\$ 125,221	\$ 136,605
2441	INFORMATION SYSTEMS DEVELOPER	IT	EX	K	\$ 96,762	\$ 105,300	\$ 113,838	\$ 125,221	\$ 136,605
2440	INFORMATION SYSTEMS MANAGER	IT	EX	K	\$ 96,762	\$ 105,300	\$ 113,838	\$ 125,221	\$ 136,605
2427	NETWORK ENGINEER	IT	EX	K	\$ 96,762	\$ 105,300	\$ 113,838	\$ 125,221	\$ 136,605
2417	NETWORK MANAGER	IT	EX	K	\$ 96,762	\$ 105,300	\$ 113,838	\$ 125,221	\$ 136,605
1617	ORGANIZATIONAL DEVELOPMENT MANAGER	HR	EX	K	\$ 96,762	\$ 105,300	\$ 113,838	\$ 125,221	\$ 136,605
1604	RISK AND BENEFITS MANAGER	HR	EX	K	\$ 96,762	\$ 105,300	\$ 113,838	\$ 125,221	\$ 136,605
2323	SERVICE DIVISION SUPERINTENDENT	WATER-WD	EX	K	\$ 96,762	\$ 105,300	\$ 113,838	\$ 125,221	\$ 136,605
1212	STAFF ENGINEER III	ENG	EX	K	\$ 96,762	\$ 105,300	\$ 113,838	\$ 125,221	\$ 136,605
1209	STORM WATER MANAGEMENT COORDINATOR	ENG - STMWTR	EX	K	\$ 96,762	\$ 105,300	\$ 113,838	\$ 125,221	\$ 136,605
1207	TRAFFIC/TRANSPORTATION ENG III	ENG-TOC	EX	K	\$ 96,762	\$ 105,300	\$ 113,838	\$ 125,221	\$ 136,605
2103	WATER RECLAMATION SUPERINTENDENT	WATER-SP	EX	K	\$ 96,762	\$ 105,300	\$ 113,838	\$ 125,221	\$ 136,605
2202	WATER TREATMENT SUPERINTENDENT	WATER-WP	EX	K	\$ 96,762	\$ 105,300	\$ 113,838	\$ 125,221	\$ 136,605
1036	STAFF ATTORNEY I	LEGAL	EX	J	\$ 86,010	\$ 93,599	\$ 101,189	\$ 111,307	\$ 121,426
1032	BILLING & LICENSING MANAGER	REV-MGT	EX	J	\$ 86,010	\$ 93,599	\$ 101,189	\$ 111,307	\$ 121,426
1118	BUILDING OFFICIAL	BNS	EX	J	\$ 86,010	\$ 93,599	\$ 101,189	\$ 111,307	\$ 121,426
1226	CAPITAL PROJECTS CONSTRUCTION MANAGER	ENG	EX	J	\$ 86,010	\$ 93,599	\$ 101,189	\$ 111,307	\$ 121,426
1711	CURRENT PLANNING SUPERVISOR	PLANNING	EX	J	\$ 86,010	\$ 93,599	\$ 101,189	\$ 111,307	\$ 121,426
2433	CUSTOMER SUPPORT ANALYTICS MANAGER	IT	EX	J	\$ 86,010	\$ 93,599	\$ 101,189	\$ 111,307	\$ 121,426
1042	CIP ENGINEER	WATER- SP	EX	J	\$ 86,010	\$ 93,599	\$ 101,189	\$ 111,307	\$ 121,426
1040	FACILITIES PROJECT MANAGER	ADM-FACILITIES	EX	J	\$ 86,010	\$ 93,599	\$ 101,189	\$ 111,307	\$ 121,426
1516	FACILITIES SUPERINTENDENT	PARKS	EX	J	\$ 86,010	\$ 93,599	\$ 101,189	\$ 111,307	\$ 121,426
3300	LEAD FINANCIAL ANALYST	FINANCE	EX	J	\$ 86,010	\$ 93,599	\$ 101,189	\$ 111,307	\$ 121,426
1912	FLEET MAINTENANCE MANAGER	STREET-FM	EX	J	\$ 86,010	\$ 93,599	\$ 101,189	\$ 111,307	\$ 121,426
2406	GIS MANAGER	IT	EX	J	\$ 86,010	\$ 93,599	\$ 101,189	\$ 111,307	\$ 121,426
3201	MULTI-MODAL COORDINATOR	ENG-TOC	EX	J	\$ 86,010	\$ 93,599	\$ 101,189	\$ 111,307	\$ 121,426
1717	LONG RANGE PLANNING SUPERVISOR	PLANNING	EX	J	\$ 86,010	\$ 93,599	\$ 101,189	\$ 111,307	\$ 121,426
1522	PARKS & RECREATION SUPERINTENDENT	PARKS	EX	J	\$ 86,010	\$ 93,599	\$ 101,189	\$ 111,307	\$ 121,426
1028	PURCHASING MANAGER	PURCHASING	EX	J	\$ 86,010	\$ 93,599	\$ 101,189	\$ 111,307	\$ 121,426
1202	STAFF ENGINEER II	ENG	EX	J	\$ 86,010	\$ 93,599	\$ 101,189	\$ 111,307	\$ 121,426
3200	SYSTEMS ADMINISTRATOR	IT	EX	J	\$ 86,010	\$ 93,599	\$ 101,189	\$ 111,307	\$ 121,426
2010	TRAFFIC MAINTENANCE MANAGER	STREET-TRAFFIC	EX	J	\$ 86,010	\$ 93,599	\$ 101,189	\$ 111,307	\$ 121,426
1204	TRAFFIC/TRANSPORTATION ENG II	ENG-TOC	EX	J	\$ 86,010	\$ 93,599	\$ 101,189	\$ 111,307	\$ 121,426
1515	URBAN FORESTRY SUPERINTENDENT	PARKS	EX	J	\$ 86,010	\$ 93,599	\$ 101,189	\$ 111,307	\$ 121,426
2322	UTILITIES ENGINEER II	WATER	EX	J	\$ 86,010	\$ 93,599	\$ 101,189	\$ 111,307	\$ 121,426

1615	BENEFITS SPECIALIST	HR	EX	I	\$ 76,453	\$ 83,199	\$ 89,945	\$ 98,940	\$ 107,934
1607	BENEFITS SUPERVISOR	HR	EX	I	\$ 76,453	\$ 83,199	\$ 89,945	\$ 98,940	\$ 107,934
3501	BIOSOLIDS MANAGER	WATER	EX	I	\$ 76,453	\$ 83,199	\$ 89,945	\$ 98,940	\$ 107,934
1112	BUILDING INSPECTOR SUPERVISOR	BNS	EX	I	\$ 76,453	\$ 83,199	\$ 89,945	\$ 98,940	\$ 107,934
2437	COMMUNICATION INFRASTRUCTURE ENGINEER	IT	2080	I	\$ 76,453	\$ 83,199	\$ 89,945	\$ 98,940	\$ 107,934
1716	DEVELOPMENT SERVICES OPERATIONS ANALYST	ADMIN-BUDGET	EX	I	\$ 76,453	\$ 83,199	\$ 89,945	\$ 98,940	\$ 107,934
1014	EMERGENCY MANAGEMENT COORDINATOR	ADMIN	EX	I	\$ 76,453	\$ 83,199	\$ 89,945	\$ 98,940	\$ 107,934
2325	FACILITIES MAINTENANCE MANAGER	WATER	2080	I	\$ 76,453	\$ 83,199	\$ 89,945	\$ 98,940	\$ 107,934
1312	FINANCIAL ANALYST	FINANCE	EX	I	\$ 76,453	\$ 83,199	\$ 89,945	\$ 98,940	\$ 107,934
1813	FISCAL AFFAIRS MANAGER	POLICE	EX	I	\$ 76,453	\$ 83,199	\$ 89,945	\$ 98,940	\$ 107,934
1414	FISCAL MANAGER	FIRE	EX	I	\$ 76,453	\$ 83,199	\$ 89,945	\$ 98,940	\$ 107,934
1120	PLANS EXAMINER III	BNS	2080	I	\$ 76,453	\$ 83,199	\$ 89,945	\$ 98,940	\$ 107,934
1020	PROCUREMENT OFFICER IV	PURCHASING	EX	I	\$ 76,453	\$ 83,199	\$ 89,945	\$ 98,940	\$ 107,934
1022	PUBLIC OUTREACH & SPEC EVENTS SUPERVISOR	ADM-COMM	EX	I	\$ 76,453	\$ 83,199	\$ 89,945	\$ 98,940	\$ 107,934
1890	PUBLIC AFFAIRS MANAGER	POLICE	EX	I	\$ 76,453	\$ 83,199	\$ 89,945	\$ 98,940	\$ 107,934
9987	PUBLIC WORKS OPERATIONS ANALYST	ADMIN-BUDGET	EX	I	\$ 76,453	\$ 83,199	\$ 89,945	\$ 98,940	\$ 107,934
1214	RIGHT OF WAY AGENT	ENG	EX	I	\$ 76,453	\$ 83,199	\$ 89,945	\$ 98,940	\$ 107,934
1214WA	RIGHT OF WAY AGENT	WATER	EX	I	\$ 76,453	\$ 83,199	\$ 89,945	\$ 98,940	\$ 107,934
1616	RISK MANAGEMENT SPECIALIST	HR	EX	I	\$ 76,453	\$ 83,199	\$ 89,945	\$ 98,940	\$ 107,934
2430	SR. INFORMATION SYSTEMS ANALYST	IT	EX	I	\$ 76,453	\$ 83,199	\$ 89,945	\$ 98,940	\$ 107,934
1208	STAFF ENGINEER I	ENG	EX	I	\$ 76,453	\$ 83,199	\$ 89,945	\$ 98,940	\$ 107,934
2024	STREET DEPT INFRASTRUCTURE & DEVELOPMENT MGR	STREET	EX	I	\$ 76,453	\$ 83,199	\$ 89,945	\$ 98,940	\$ 107,934
1210	TRAFFIC/TRANSPORTATION ENG I	ENG-TOC	EX	I	\$ 76,453	\$ 83,199	\$ 89,945	\$ 98,940	\$ 107,934
2312	WATER DEPARTMENT INFRASTRUCTURE AND DEV. MGR	WATER-SC	EX	I	\$ 76,453	\$ 83,199	\$ 89,945	\$ 98,940	\$ 107,934
2104	WATER RECLAMATION ASSISTANT SUP'T.	WATER-SP	EX	I	\$ 76,453	\$ 83,199	\$ 89,945	\$ 98,940	\$ 107,934
2201	WATER TREATMENT ASSISTANT SUP'T.	WATER-WP	EX	I	\$ 76,453	\$ 83,199	\$ 89,945	\$ 98,940	\$ 107,934
1114	ZONING ADMINISTRATOR	BNS	EX	I	\$ 76,453	\$ 83,199	\$ 89,945	\$ 98,940	\$ 107,934
2416	INFORMATION SYSTEMS ANALYST II	IT	EX	H	\$ 67,958	\$ 73,955	\$ 79,951	\$ 87,946	\$ 95,941
1527	ATHLETICS TURF AND FIELD SUPERVISOR	PARKS	EX	H	\$ 67,958	\$ 73,955	\$ 79,951	\$ 87,946	\$ 95,941
1618	BENEFITS ANALYST	HR	EX	H	\$ 67,958	\$ 73,955	\$ 79,951	\$ 87,946	\$ 95,941
1111	BUILDING INSPECTOR IV	BNS	2080	H	\$ 67,958	\$ 73,955	\$ 79,951	\$ 87,946	\$ 95,941
1008	CITY RECORDER	ADMIN	EX	H	\$ 67,958	\$ 73,955	\$ 79,951	\$ 87,946	\$ 95,941
1039	CHIEF DEPUTY COURT CLERK	COURT	2080	H	\$ 67,958	\$ 73,955	\$ 79,951	\$ 87,946	\$ 95,941
	COMMUNICATION INFRASTRUCTURE TECHNICIAN II	IT	2080	H	\$ 67,958	\$ 73,955	\$ 79,951	\$ 87,946	\$ 95,941
1124	CONTRACTS ADMINISTRATOR	LEGAL	EX	H	\$ 67,958	\$ 73,955	\$ 79,951	\$ 87,946	\$ 95,941
1925P	CONTRACT COMPLIANCE ANALYST	ADMIN	EX	H	\$ 67,958	\$ 73,955	\$ 79,951	\$ 87,946	\$ 95,941
1032	CUSTOMER SERVICE SUPERVISOR	REV-MGT	EX	H	\$ 67,958	\$ 73,955	\$ 79,951	\$ 87,946	\$ 95,941
2431	DATA CENTER TECH II	IT	2080	H	\$ 67,958	\$ 73,955	\$ 79,951	\$ 87,946	\$ 95,941
1614	EMPLOYEE RELATIONS SPECIALIST	HR	EX	H	\$ 67,958	\$ 73,955	\$ 79,951	\$ 87,946	\$ 95,941
2414	ENTERPRISE SUPPORT & TRAINING SPEC	IT	EX	H	\$ 67,958	\$ 73,955	\$ 79,951	\$ 87,946	\$ 95,941

1540	FACILITIES MAINTENANCE SUPERVISOR	PARKS	EX	H	\$ 67,958	\$ 73,955	\$ 79,951	\$ 87,946	\$ 95,941
3000	INSPECTOR/PROJECT MANAGER	STREET	2080	H	\$ 67,958	\$ 73,955	\$ 79,951	\$ 87,946	\$ 95,941
1220	ITS PROJECT MANAGER	ENG-TOC	EX	H	\$ 67,958	\$ 73,955	\$ 79,951	\$ 87,946	\$ 95,941
1710	LAND PLANNER II	PLANNING	EX	H	\$ 67,958	\$ 73,955	\$ 79,951	\$ 87,946	\$ 95,941
2017	LANDSCAPE MAINTENANCE SUPERVISOR	STREET	2080	H	\$ 67,958	\$ 73,955	\$ 79,951	\$ 87,946	\$ 95,941
2422	LANDSCAPING & GROUNDS SUPERVISOR	PARKS	EX	H	\$ 67,958	\$ 73,955	\$ 79,951	\$ 87,946	\$ 95,941
0058	LEAD SENIOR FLEET MAINTENANCE TECHNICIAN	STREET-FM	2080	H	\$ 67,958	\$ 73,955	\$ 79,951	\$ 87,946	\$ 95,941
1123	NEIGHBORHOOD RESOURCES SUPERVISOR	BNS	EX	H	\$ 67,958	\$ 73,955	\$ 79,951	\$ 87,946	\$ 95,941
2426	NETWORK TECHNICIAN II	IT	2080	H	\$ 67,958	\$ 73,955	\$ 79,951	\$ 87,946	\$ 95,941
1609	OCCUPATIONAL HEALTH & SAFETY TRAINER	HR	EX	H	\$ 67,958	\$ 73,955	\$ 79,951	\$ 87,946	\$ 95,941
3100	PARALEGAL II	LEGAL	2080	H	\$ 67,958	\$ 73,955	\$ 79,951	\$ 87,946	\$ 95,941
1101	PERMITTING OPERATIONS SUPERVISOR	BNS	EX	H	\$ 67,958	\$ 73,955	\$ 79,951	\$ 87,946	\$ 95,941
1119	PLANS EXAMINER II	BNS	2080	H	\$ 67,958	\$ 73,955	\$ 79,951	\$ 87,946	\$ 95,941
1705	PRESERVATION PLANNER	PLANNING	EX	H	\$ 67,958	\$ 73,955	\$ 79,951	\$ 87,946	\$ 95,941
1706	PLANNER II	PLANNING	EX	H	\$ 67,958	\$ 73,955	\$ 79,951	\$ 87,946	\$ 95,941
	SENIOR PLANNER	PLANNING	EX	H	\$ 67,958	\$ 73,955	\$ 79,951	\$ 87,946	\$ 95,941
1017	PROCUREMENT OFFICER III	PURCHASING	2080	H	\$ 67,958	\$ 73,955	\$ 79,951	\$ 87,946	\$ 95,941
1022	PUBLIC OUTREACH SPECIALIST	ADM-COMM	EX	H	\$ 67,958	\$ 73,955	\$ 79,951	\$ 87,946	\$ 95,941
1508	RECREATION SUPERVISOR	PARKS	EX	H	\$ 67,958	\$ 73,955	\$ 79,951	\$ 87,946	\$ 95,941
2013	SENIOR ROAD INSPECTOR	STREET	EX	H	\$ 67,958	\$ 73,955	\$ 79,951	\$ 87,946	\$ 95,941
2326SC	SERVICE DIVISION ASST. SUPERINTENDENT	WATER-SC	EX	H	\$ 67,958	\$ 73,955	\$ 79,951	\$ 87,946	\$ 95,941
1206	SR. ITS SPECIALIST	ENG-TOC	2080	H	\$ 67,958	\$ 73,955	\$ 79,951	\$ 87,946	\$ 95,941
2310	SR. UTILITY INSPECTOR	WATER	EX	H	\$ 67,958	\$ 73,955	\$ 79,951	\$ 87,946	\$ 95,941
2011	STORM WATER CREW SUPERVISOR	STMWTR - ST	2080	H	\$ 67,958	\$ 73,955	\$ 79,951	\$ 87,946	\$ 95,941
2012	STREET CREW SUPERVISOR	STREET	2080	H	\$ 67,958	\$ 73,955	\$ 79,951	\$ 87,946	\$ 95,941
2419	TRAFFIC STRIPING & SIGN SUPERVISOR	STREET-TRAFFIC	2080	H	\$ 67,958	\$ 73,955	\$ 79,951	\$ 87,946	\$ 95,941
2023	TRAFFIC MAINTENANCE CREW SUPERVISOR	STREET-TRAFFIC	2080	H	\$ 67,958	\$ 73,955	\$ 79,951	\$ 87,946	\$ 95,941
1532	URBAN FORESTRY SUPERVISOR	PARKS	EX	H	\$ 67,958	\$ 73,955	\$ 79,951	\$ 87,946	\$ 95,941
2415	WATER IS APPLICATIONS MANAGER	WATER-WA	EX	H	\$ 67,958	\$ 73,955	\$ 79,951	\$ 87,946	\$ 95,941
1219	WATER QUALITY SPECIALIST III	ENG - STMWTR	EX	H	\$ 67,958	\$ 73,955	\$ 79,951	\$ 87,946	\$ 95,941
2423	ACCOUNTING OFFICER	REV-MGT	EX	G	\$ 60,407	\$ 65,737	\$ 71,067	\$ 78,174	\$ 85,281
1539	ASST. ATHLETICS TURF AND FIELD SUPERVISOR	PARKS	EX	G	\$ 60,407	\$ 65,737	\$ 71,067	\$ 78,174	\$ 85,281
1610	BENEFITS GENERALIST	HR	EX	G	\$ 60,407	\$ 65,737	\$ 71,067	\$ 78,174	\$ 85,281
3500	BIOSOLIDS OPERATOR	WATER	2080	G	\$ 60,407	\$ 65,737	\$ 71,067	\$ 78,174	\$ 85,281
1108	BUILDING INSPECTOR III	BNS	2080	G	\$ 60,407	\$ 65,737	\$ 71,067	\$ 78,174	\$ 85,281
1026	CABLE TV PRODUCTION OPERATIONS SUPERVISOR	ADM-COMM	EX	G	\$ 60,407	\$ 65,737	\$ 71,067	\$ 78,174	\$ 85,281
1216	CAPITAL PROJECTS INSPECTOR	ENG	2080	G	\$ 60,407	\$ 65,737	\$ 71,067	\$ 78,174	\$ 85,281
1039	CHIEF DEPUTY COURT CLERK	COURT	2080	G	\$ 60,407	\$ 65,737	\$ 71,067	\$ 78,174	\$ 85,281
2435	COMMUNICATION INFRASTRUCTURE TECH I	IT	2080	G	\$ 60,407	\$ 65,737	\$ 71,067	\$ 78,174	\$ 85,281
1841	CRIME ANALYST	POLICE	2080	G	\$ 60,407	\$ 65,737	\$ 71,067	\$ 78,174	\$ 85,281
2432	DATA CENTER TECH I	IT	2080	G	\$ 60,407	\$ 65,737	\$ 71,067	\$ 78,174	\$ 85,281

1009	DEPUTY CITY RECORDER	ADMIN	2080	G	\$ 60,407	\$ 65,737	\$ 71,067	\$ 78,174	\$ 85,281
1013	EMERGENCY MANAGEMENT SPECIALIST	ADMIN	EX	G	\$ 60,407	\$ 65,737	\$ 71,067	\$ 78,174	\$ 85,281
1526	FACILITIES CREW CHIEF	PARKS	2080	G	\$ 60,407	\$ 65,737	\$ 71,067	\$ 78,174	\$ 85,281
1005	FACILITIES MAINTENANCE SUPERVISOR	ADM-FACILITIES	2080	G	\$ 60,407	\$ 65,737	\$ 71,067	\$ 78,174	\$ 85,281
1519	GROUNDS TURF CREW CHIEF	PARKS	2080	G	\$ 60,407	\$ 65,737	\$ 71,067	\$ 78,174	\$ 85,281
1122	HOUSING DEVELOPMENT COORDINATOR	BNS	EX	G	\$ 60,407	\$ 65,737	\$ 71,067	\$ 78,174	\$ 85,281
1601	HUMAN RESOURCES GENERALIST	HR	EX	G	\$ 60,407	\$ 65,737	\$ 71,067	\$ 78,174	\$ 85,281
2109	INDUSTRIAL PRETREATMENT COORDINATOR	WATER-SP	2080	G	\$ 60,407	\$ 65,737	\$ 71,067	\$ 78,174	\$ 85,281
2424	INFORMATION SYSTEMS ANALYST I	IT	2080	G	\$ 60,407	\$ 65,737	\$ 71,067	\$ 78,174	\$ 85,281
1709	LAND PLANNER I	PLANNING	EX	G	\$ 60,407	\$ 65,737	\$ 71,067	\$ 78,174	\$ 85,281
1518PARKS	LANDSCAPE MAINTENANCE CREW CHIEF	PARKS	2080	G	\$ 60,407	\$ 65,737	\$ 71,067	\$ 78,174	\$ 85,281
0055	LEAD FLEET MAINTENANCE TECHNICIAN	STREET-FM	2080	G	\$ 60,407	\$ 65,737	\$ 71,067	\$ 78,174	\$ 85,281
3009	LEGAL SYSTEMS COORDINATOR	LEGAL	2080	G	\$ 60,407	\$ 65,737	\$ 71,067	\$ 78,174	\$ 85,281
2402	NETWORK TECHNICIAN I	IT	2080	G	\$ 60,407	\$ 65,737	\$ 71,067	\$ 78,174	\$ 85,281
0018	OFFICE MANAGER	VARIOUS	2080	G	\$ 60,407	\$ 65,737	\$ 71,067	\$ 78,174	\$ 85,281
1915	OPERATIONS MANAGER	SANITATION & ENV SERV.	EX	G	\$ 60,407	\$ 65,737	\$ 71,067	\$ 78,174	\$ 85,281
1035LAW	PARALEGAL	LEGAL	2080	G	\$ 60,407	\$ 65,737	\$ 71,067	\$ 78,174	\$ 85,281
1308	PAYROLL SPECIALIST (Fin Tech II)	FINANCE	2080	G	\$ 60,407	\$ 65,737	\$ 71,067	\$ 78,174	\$ 85,281
1704	PLANNER I	PLANNING	EX						
1113	PLANS EXAMINER I	BNS	2080	G	\$ 60,407	\$ 65,737	\$ 71,067	\$ 78,174	\$ 85,281
1015	PROCUREMENT OFFICER II	PURCHASING	2080	G	\$ 60,407	\$ 65,737	\$ 71,067	\$ 78,174	\$ 85,281
1821	PUBLIC OUTREACH COORDINATOR	ADM-COMM	EX	G	\$ 60,407	\$ 65,737	\$ 71,067	\$ 78,174	\$ 85,281
9987	PUBLIC WORKS OPERATIONS ANALYST	ADMIN	EX	G	\$ 60,407	\$ 65,737	\$ 71,067	\$ 78,174	\$ 85,281
1881	RECORDS SUPERVISOR	POLICE	2080	G	\$ 60,407	\$ 65,737	\$ 71,067	\$ 78,174	\$ 85,281
1525	RESEARCH & PLANNING SPECIALIST	PARKS	2080	G	\$ 60,407	\$ 65,737	\$ 71,067	\$ 78,174	\$ 85,281
2009	ROAD INSPECTOR	STREET	2080	G	\$ 60,407	\$ 65,737	\$ 71,067	\$ 78,174	\$ 85,281
1907	ROUTING/OPERATIONS ANALYST	SANITATION & ENV SERV.	EX	G	\$ 60,407	\$ 65,737	\$ 71,067	\$ 78,174	\$ 85,281
0057	SENIOR FLEET MAINTENANCE TECHNICIAN	STREET-FM	2080	G	\$ 60,407	\$ 65,737	\$ 71,067	\$ 78,174	\$ 85,281
2405	SR. GIS SPECIALIST	IT	2080	G	\$ 60,407	\$ 65,737	\$ 71,067	\$ 78,174	\$ 85,281
2020	STORM WATER INSPECTOR	STMWTR - ST	2080	G	\$ 60,407	\$ 65,737	\$ 71,067	\$ 78,174	\$ 85,281
2011	STORMWATER CREW CHIEF	STMWTR - ST	2080	G	\$ 60,407	\$ 65,737	\$ 71,067	\$ 78,174	\$ 85,281
2007	STREET CREW CHIEF (General)	STREET	2080	G	\$ 60,407	\$ 65,737	\$ 71,067	\$ 78,174	\$ 85,281
1715	SURETY COORDINATOR	PLANNING	EX	G	\$ 60,407	\$ 65,737	\$ 71,067	\$ 78,174	\$ 85,281
2003	TECHNICAL SUPPORT SPECIALIST II	VARIOUS	2080	G	\$ 60,407	\$ 65,737	\$ 71,067	\$ 78,174	\$ 85,281
2320	UTILITIES CREW CHIEF	WATER-WD	2080	G	\$ 60,407	\$ 65,737	\$ 71,067	\$ 78,174	\$ 85,281
2309	UTILITY INSPECTOR	WATER-WA	2080	G	\$ 60,407	\$ 65,737	\$ 71,067	\$ 78,174	\$ 85,281
2105	WWW CONSTRUCTION SUPERVISOR	WATER-WD	2080	G	\$ 60,407	\$ 65,737	\$ 71,067	\$ 78,174	\$ 85,281
2206	CLEAN WATER OPERATOR II	WATER-SP	2080	G	\$ 60,407	\$ 65,737	\$ 71,067	\$ 78,174	\$ 85,281
2205	WATER OPERATOR II	WATER-WP	2080	G	\$ 60,407	\$ 65,737	\$ 71,067	\$ 78,174	\$ 85,281
1218	WATER QUALITY SPECIALIST II	ENG - STMWTR	2080	G	\$ 60,407	\$ 65,737	\$ 71,067	\$ 78,174	\$ 85,281
1031	EXECUTIVE ASSISTANT	VARIOUS	2080	F	\$ 53,695	\$ 58,433	\$ 63,171	\$ 69,488	\$ 75,805

2438	ADMINISTRATIVE TECHNICAL ASSISTANT	IT	2080	F	\$ 53,695	\$ 58,433	\$ 63,171	\$ 69,488	\$ 75,805
1703	ASST. PRESERVATION PLANNER	PLANNING	EX	F	\$ 53,695	\$ 58,433	\$ 63,171	\$ 69,488	\$ 75,805
1019	ASSISTANT DEPUTY CITY RECORDER	ADMIN	2080	F	\$ 53,695	\$ 58,433	\$ 63,171	\$ 69,488	\$ 75,805
2321	BACKFLOW INSPECTOR	WATER-WD	2080	F	\$ 53,695	\$ 58,433	\$ 63,171	\$ 69,488	\$ 75,805
1107	BUILDING INSPECTOR II	BNS	2080	F	\$ 53,695	\$ 58,433	\$ 63,171	\$ 69,488	\$ 75,805
1886	COMMUNICATIONS SUPPORT COORDINATOR	POLICE	2080	F	\$ 53,695	\$ 58,433	\$ 63,171	\$ 69,488	\$ 75,805
2021	COMPOST FACILITY MANAGER	STREET	2080	F	\$ 53,695	\$ 58,433	\$ 63,171	\$ 69,488	\$ 75,805
1225	CONSTRUCTION INSPECTOR	ENG-TOC	EX	F	\$ 53,695	\$ 58,433	\$ 63,171	\$ 69,488	\$ 75,805
1884	DIGITAL RECORDS TECHNICIAN	POLICE	Ex	F	\$ 53,695	\$ 58,433	\$ 63,171	\$ 69,488	\$ 75,805
1211	ENGINEERING ASSOCIATE I	ENG	2080	F	\$ 53,695	\$ 58,433	\$ 63,171	\$ 69,488	\$ 75,805
1882	EVIDENCE AND PROPERTY TECHNICIAN	POLICE	2080	F	\$ 53,695	\$ 58,433	\$ 63,171	\$ 69,488	\$ 75,805
0060	FLEET INVENTORY SPECIALIST	STREET	2080	F	\$ 53,695	\$ 58,433	\$ 63,171	\$ 69,488	\$ 75,805
1531	FORESTRY TECHNICIAN II	PARKS	2080	F	\$ 53,695	\$ 58,433	\$ 63,171	\$ 69,488	\$ 75,805
2404	GIS SPECIALIST	IT	2080	F	\$ 53,695	\$ 58,433	\$ 63,171	\$ 69,488	\$ 75,805
1625	HUMAN RESOURCES COORDINATOR	HR	EX	F	\$ 53,695	\$ 58,433	\$ 63,171	\$ 69,488	\$ 75,805
2327	INFRASTRUCTURE ASSESSMENT TECHNICIAN	WATER-WD	2080	F	\$ 53,695	\$ 58,433	\$ 63,171	\$ 69,488	\$ 75,805
1221	ITS SPECIALIST	ENG-TOC	2080	F	\$ 53,695	\$ 58,433	\$ 63,171	\$ 69,488	\$ 75,805
0024	LEAD BILLING TECHNICIAN	REV-MGT	2080	F	\$ 53,695	\$ 58,433	\$ 63,171	\$ 69,488	\$ 75,805
0025	LEAD CUSTOMER SERVICE/COLLECTIONS TECHNICIAN	REV-MGT	2080	F	\$ 53,695	\$ 58,433	\$ 63,171	\$ 69,488	\$ 75,805
0017	LEGAL ASSISTANT	LEGAL	2080	F	\$ 53,695	\$ 58,433	\$ 63,171	\$ 69,488	\$ 75,805
2107	MAINTENANCE TECHNICIAN	WATER-SP	2080	F	\$ 53,695	\$ 58,433	\$ 63,171	\$ 69,488	\$ 75,805
1109	MUNICIPAL INSPECTION OFFICER II	BNS	2080	F	\$ 53,695	\$ 58,433	\$ 63,171	\$ 69,488	\$ 75,805
1919	PUBLIC EDU & CUSTOMER SERV COORDINATOR	SANITATION & ENV SERV.	2080	F	\$ 53,695	\$ 58,433	\$ 63,171	\$ 69,488	\$ 75,805
1918	SAN & ENV SERV OPERATIONS CREW SUPERVISOR	SANITATION & ENV SERV.	2080	F	\$ 53,695	\$ 58,433	\$ 63,171	\$ 69,488	\$ 75,805
1023	SOCIAL AND DIGITAL MEDIA PRODUCER	ADM-COMM	2080	F	\$ 53,695	\$ 58,433	\$ 63,171	\$ 69,488	\$ 75,805
1305	SR. A/P SPECIALIST	FINANCE	2080	F	\$ 53,695	\$ 58,433	\$ 63,171	\$ 69,488	\$ 75,805
2006	TECHNICAL SUPPORT SPECIALIST I	VARIOUS	2080	F	\$ 53,695	\$ 58,433	\$ 63,171	\$ 69,488	\$ 75,805
2022	TRAFFIC SIGNAL TECH II	STREET-TRAFFIC	2080	F	\$ 53,695	\$ 58,433	\$ 63,171	\$ 69,488	\$ 75,805
1529	TURF SPECIALIST II	PARKS	2080	F	\$ 53,695	\$ 58,433	\$ 63,171	\$ 69,488	\$ 75,805
2304	UTILITIES LOCATOR	WATER-WD	2080	F	\$ 53,695	\$ 58,433	\$ 63,171	\$ 69,488	\$ 75,805
2204	CLEAN WATER OPERATOR I	WATER-SP	2080	F	\$ 53,695	\$ 58,433	\$ 63,171	\$ 69,488	\$ 75,805
2203	WATER OPERATOR I	WATER-WP	2080	F	\$ 53,695	\$ 58,433	\$ 63,171	\$ 69,488	\$ 75,805
2421	WATER QUALITY SPECIALIST I	ENG - STMWTR	2080	F	\$ 53,695	\$ 58,433	\$ 63,171	\$ 69,488	\$ 75,805
1116	ZONING ENFORCEMENT PLANNER	BNS	2080	F	\$ 53,695	\$ 58,433	\$ 63,171	\$ 69,488	\$ 75,805
1010	MANAGEMENT FELLOW	ADMIN	EX	E	\$ 47,729	\$ 51,940	\$ 56,151	\$ 61,767	\$ 67,382
	A/P SPECIALIST	FINANCE	2080	E	\$ 47,729	\$ 51,940	\$ 56,151	\$ 61,767	\$ 67,382
0016	ADMINISTRATIVE ASSISTANT	VARIOUS	2080	E	\$ 47,729	\$ 51,940	\$ 56,151	\$ 61,767	\$ 67,382
0022	BILLING TECHNICIAN	REV-MGT	2080	E	\$ 47,729	\$ 51,940	\$ 56,151	\$ 61,767	\$ 67,382
1102	BUILDING INSPECTOR I	BNS	2080	E	\$ 47,729	\$ 51,940	\$ 56,151	\$ 61,767	\$ 67,382
0021	CUSTOMER SERVICE COLLECTIONS TECH	REV-MGT	2080	E	\$ 47,729	\$ 51,940	\$ 56,151	\$ 61,767	\$ 67,382
1904	CUSTOMER SERVICE TECHNICIAN	SANITATION & ENV SERV.	2080	E	\$ 47,729	\$ 51,940	\$ 56,151	\$ 61,767	\$ 67,382

1011	DEPUTY COURT CLERK	COURT	2080	E	\$ 47,729	\$ 51,940	\$ 56,151	\$ 61,767	\$ 67,382
0051	EQUIPMENT OPERATOR II	VARIOUS	2080	E	\$ 47,729	\$ 51,940	\$ 56,151	\$ 61,767	\$ 67,382
03001	FACILITIES MAINTENANCE TECHNICIAN II	ADM-FACILITIES/SW	2080	E	\$ 47,729	\$ 51,940	\$ 56,151	\$ 61,767	\$ 67,382
1310	FINANCIAL TECHNICIAN I	REV-MGT	2080	E	\$ 47,729	\$ 51,940	\$ 56,151	\$ 61,767	\$ 67,382
1407T	FIRE CADET	FIRE	2808	E	\$ 47,729	\$ 51,940	\$ 56,151	\$ 61,767	\$ 67,382
0056	FLEET MAINTENANCE TECHNICIAN	STREET-FM	2080	E	\$ 47,729	\$ 51,940	\$ 56,151	\$ 61,767	\$ 67,382
1530	FORESTRY TECHNICIAN I	PARKS	2080	E	\$ 47,729	\$ 51,940	\$ 56,151	\$ 61,767	\$ 67,382
1416	GENERAL SERVICES TECHNICIAN	FIRE	2080	E	\$ 47,729	\$ 51,940	\$ 56,151	\$ 61,767	\$ 67,382
2319	INVENTORY SPECIALIST	VARIOUS	2080	E	\$ 47,729	\$ 51,940	\$ 56,151	\$ 61,767	\$ 67,382
2436	IT TECHNICIAN	IT	2080	E	\$ 47,729	\$ 51,940	\$ 56,151	\$ 61,767	\$ 67,382
1046	LEAD FACILITIES MAINTENANCE WORKER	ADM-FACILITIES/SW	2080	E	\$ 47,729	\$ 51,940	\$ 56,151	\$ 61,767	\$ 67,382
2316	METER READER SENIOR	WATER-WB	2080	E	\$ 47,729	\$ 51,940	\$ 56,151	\$ 61,767	\$ 67,382
1103	MUNICIPAL INSPECTION OFFICER I	BNS	2080	E	\$ 47,729	\$ 51,940	\$ 56,151	\$ 61,767	\$ 67,382
1502	PARKS MAINTENANCE WORKER	PARKS	2080	E	\$ 47,729	\$ 51,940	\$ 56,151	\$ 61,767	\$ 67,382
0015	PERMIT TECHNICIAN	BNS/PLANNING	2080	E	\$ 47,729	\$ 51,940	\$ 56,151	\$ 61,767	\$ 67,382
1016	PROCUREMENT OFFICER I	PURCHASING	2080	E	\$ 47,729	\$ 51,940	\$ 56,151	\$ 61,767	\$ 67,382
1510	PROGRAM SPECIALIST	PARKS	2080	E	\$ 47,729	\$ 51,940	\$ 56,151	\$ 61,767	\$ 67,382
2314	WASTEWATER EQUIPMENT TECH	WATER-SC	2080	E	\$ 47,729	\$ 51,940	\$ 56,151	\$ 61,767	\$ 67,382
2018	SIGN PRODUCTION SPEC	STREET-TRAFFIC	2080	E	\$ 47,729	\$ 51,940	\$ 56,151	\$ 61,767	\$ 67,382
1879	SR. RECORDS TECHNICIAN	POLICE	2080	E	\$ 47,729	\$ 51,940	\$ 56,151	\$ 61,767	\$ 67,382
2019	STRIPING TECHNICIAN	STREET-TRAFFIC	2080	E	\$ 47,729	\$ 51,940	\$ 56,151	\$ 61,767	\$ 67,382
1205	TOC OPERATOR	ENG-TOC	2080	E	\$ 47,729	\$ 51,940	\$ 56,151	\$ 61,767	\$ 67,382
2014	TRAFFIC SIGNAL TECH I	STREET-TRAFFIC	2080	E	\$ 47,729	\$ 51,940	\$ 56,151	\$ 61,767	\$ 67,382
1528	TURF SPECIALIST I	PARKS	2080	E	\$ 47,729	\$ 51,940	\$ 56,151	\$ 61,767	\$ 67,382
2318	TV TRUCK WASTEWATER INSPECTOR	WATER-SC	2080	E	\$ 47,729	\$ 51,940	\$ 56,151	\$ 61,767	\$ 67,382
1021	DIGITAL MEDIA SPECIALIST PART-TIME	ADM-COMM	1500	D	\$ 42,426	\$ 46,169	\$ 49,912	\$ 54,904	\$ 59,895
0014	ADMINISTRATIVE SECRETARY	VARIOUS	2080	D	\$ 42,426	\$ 46,169	\$ 49,912	\$ 54,904	\$ 59,895
0026P	ASSISTANT DEPUTY COURT CLERK	COURT	2080	D	\$ 42,426	\$ 46,169	\$ 49,912	\$ 54,904	\$ 59,895
0020	CASHIER - COURT/REV MGMT.	REV-MGT/COURT	2080	D	\$ 42,426	\$ 46,169	\$ 49,912	\$ 54,904	\$ 59,895
0023P	CASHIER (PT)	REV-MGT	1500	D	\$ 42,426	\$ 46,169	\$ 49,912	\$ 54,904	\$ 59,895
1018	CUSTODIAN	ADM-FACILITIES	2080	D	\$ 42,426	\$ 46,169	\$ 49,912	\$ 54,904	\$ 59,895
1901	DROP OFF SITE ATTENDANT	SANITATION & ENV SERV.	2080	D	\$ 42,426	\$ 46,169	\$ 49,912	\$ 54,904	\$ 59,895
0052	EQUIPMENT OPERATOR I	VARIOUS	2080	D	\$ 42,426	\$ 46,169	\$ 49,912	\$ 54,904	\$ 59,895
1512	FACILITIES WORKER	PARKS	2080	D	\$ 42,426	\$ 46,169	\$ 49,912	\$ 54,904	\$ 59,895
1004	FACILITIES MAINTENANCE TECHNICIAN I	ADM-FACILITIES/SW	2080	D	\$ 42,426	\$ 46,169	\$ 49,912	\$ 54,904	\$ 59,895
	FIREFIGHTER INTERN	FIRE	1500	D					
2004	GENERAL MAINTENANCE WORKER	VARIOUS	2080	D	\$ 42,426	\$ 46,169	\$ 49,912	\$ 54,904	\$ 59,895
1520	GROUNDWORKER	PARKS	2080	D	\$ 42,426	\$ 46,169	\$ 49,912	\$ 54,904	\$ 59,895
1520	GROUNDWORKER	WATER	2080	D	\$ 42,426	\$ 46,169	\$ 49,912	\$ 54,904	\$ 59,895
1905	HHW DROP OFF SITE ATTENDANT	SANITATION & ENV SERV.	2080	D	\$ 42,426	\$ 46,169	\$ 49,912	\$ 54,904	\$ 59,895
1517	LANDSCAPING WORKER	PARKS	2080	D	\$ 42,426	\$ 46,169	\$ 49,912	\$ 54,904	\$ 59,895

2004	MAINTENANCE WORKER (General)	STREET	2080	D	\$ 42,426	\$ 46,169	\$ 49,912	\$ 54,904	\$ 59,895
2303	METER READER	WATER-WB	2080	D	\$ 42,426	\$ 46,169	\$ 49,912	\$ 54,904	\$ 59,895
1877	PARKING AMBASSADOR	POLICE	2080	D	\$ 42,426	\$ 46,169	\$ 49,912	\$ 54,904	\$ 59,895
1880	RECORDS TECHNICIAN	POLICE	2080	D	\$ 42,426	\$ 46,169	\$ 49,912	\$ 54,904	\$ 59,895
1880	RECORDS TECHNICIAN	ADMIN	2080	D	\$ 42,426	\$ 46,169	\$ 49,912	\$ 54,904	\$ 59,895
1902	SAN & ENV SERVICES WORKER	SANITATION & ENV SERV.	2080	D	\$ 42,426	\$ 46,169	\$ 49,912	\$ 54,904	\$ 59,895
1914	SCALE OPERATOR	SANITATION & ENV SERV.	2080	D	\$ 42,426	\$ 46,169	\$ 49,912	\$ 54,904	\$ 59,895
2313	UTILITY SERVICE WORKER	WATER-WD	2080	D	\$ 42,426	\$ 46,169	\$ 49,912	\$ 54,904	\$ 59,895
1043P	VIDEO PRODUCTION ASSISTANT (PT)	ADM-COMM	1500	D	\$ 42,426	\$ 46,169	\$ 49,912	\$ 54,904	\$ 59,895
0003	SCHOOL PATROL	POLICE	Varies		\$ 42,426	\$ 46,169	\$ 49,912	\$ 54,904	\$ 59,895

	<u>JOB TITLE</u>	<u>DEPT</u>	<u>YRLY HOURS</u>	<u>PAY GRADE</u>	<u>PAY RANGE</u>				
					<u>Min</u>	<u>1st Qtle</u>	<u>Mid</u>	<u>3rd Qtle</u>	<u>Max</u>
1816	POLICE DEPUTY CHIEF	POLICE	EX	P108	\$ 137,778	\$ 149,934	\$ 162,091	\$ 182,353	\$ 202,614
1817	POLICE CAPTAIN	POLICE	EX	P107	\$ 109,835	\$ 119,527	\$ 129,218	\$ 145,370	\$ 161,523
1872	POLICE LIEUTENANT	POLICE	EX	P106	\$ 98,067	\$ 106,720	\$ 115,373	\$ 129,795	\$ 144,217
1873	POLICE SERGEANT	POLICE	2080	P105	\$ 83,391	\$ 90,749	\$ 98,107	\$ 110,370	\$ 122,633
1842	DETECTIVE	POLICE	2080	P104	\$ 74,456	\$ 81,026	\$ 87,595	\$ 98,545	\$ 109,494
1840	MASTER PATROL OFFICER	POLICE	2080	P104	\$ 74,456	\$ 81,026	\$ 87,595	\$ 98,545	\$ 109,494
1871	POLICE OFFICER II	POLICE	2080	P103	\$ 66,479	\$ 72,344	\$ 78,210	\$ 87,986	\$ 97,763
1870	POLICE OFFICER I	POLICE	2080	P102	\$ 60,435	\$ 65,768	\$ 71,100	\$ 78,210	\$ 85,320
1870T	POLICE OFFICER TRAINEE	POLICE	2080	P101	\$ 60,000				

					PAY RANGE				
JOB TITLE		DEPT	YRLY HOURS	PAY GRADE	Min	1st Qtle	Mid	3rd Qtle	Max
1426	ASSISTANT FIRE CHIEF	FIRE	EX	F108	\$ 136,795	\$ 148,865	\$ 160,935	\$ 177,028	\$ 193,122
1415	FIRE DEPUTY CHIEF - FIRE MARSHAL	FIRE	EX	F107	\$ 110,527	\$ 120,279	\$ 130,032	\$ 143,035	\$ 156,038
1401TRA	FIRE BATTALION CHIEF - TRAINING	FIRE	EX	F106	\$ 99,350	\$ 108,116	\$ 116,883	\$ 128,571	\$ 140,259
1401	FIRE BATTALION CHIEF	FIRE	2808	F106	\$ 99,350	\$ 108,116	\$ 116,883	\$ 128,571	\$ 140,259
1419	EMS OFFICER	FIRE	EX	F106	\$ 99,350	\$ 108,116	\$ 116,883	\$ 128,571	\$ 140,259
1417	ADMINISTRATIVE CAPTAIN TECHNOLOGY	FIRE	EX	F105	\$ 89,304	\$ 97,183	\$ 105,063	\$ 115,569	\$ 126,076
1412	ASSISTANT FIRE MARSHAL	FIRE	EX	F105	\$ 89,304	\$ 97,183	\$ 105,063	\$ 115,569	\$ 126,076
1411	FIRE CAPTAIN/TRAINING OFFICER	FIRE	EX	F105	\$ 89,304	\$ 97,183	\$ 105,063	\$ 115,569	\$ 126,076
1404	FIRE CAPTAIN	FIRE	2808	F105	\$ 89,304	\$ 97,183	\$ 105,063	\$ 115,569	\$ 126,076
	FIRE PROTECTION SPECIALIST	FIRE	2080	F104	\$ 80,273	\$ 87,356	\$ 94,439	\$ 103,882	\$ 113,326
1409	FIRE LIEUTENANT	FIRE	2808	F104	\$ 80,273	\$ 87,356	\$ 94,439	\$ 103,882	\$ 113,326
1420	FIRE INFORMATION SYSTEMS ANALYST	FIRE	EX	F104	\$ 80,273	\$ 87,356	\$ 94,439	\$ 103,882	\$ 113,326
1421	FIRE AND LIFE SAFETY EDUCATOR	FIRE	EX	F104	\$ 80,273	\$ 87,356	\$ 94,439	\$ 103,882	\$ 113,326
1418	FIRE INSPECTOR	FIRE	2080	F104	\$ 80,273	\$ 87,356	\$ 94,439	\$ 103,882	\$ 113,326
1405	FIRE ENGINEER	FIRE	2808	F103	\$ 72,155	\$ 78,522	\$ 84,889	\$ 93,378	\$ 101,866
1407	FIREFIGHTER	FIRE	2808	F102	\$ 58,300	\$ 63,444	\$ 68,588	\$ 75,447	\$ 82,306
1407T	FIRE CADET	FIRE	2808	F101	\$ 55,000				

Compensation Plan FY26

Eric Stuckey - City Administrator

Kevin Townsel, J.D. - Director of Human Resources



Background

- The current Compensation and Classification Plan was last updated three years ago for FY23.



Background

- In June 2024, Compensation Consultants Burris, Thompson & Associates worked with our team to develop a Public Safety Compensation & Classification Plan targeting 90th percentile market data.
- These changes were implemented on June 9, 2024.



Target

Develop a Compensation & Classification Plan targeting the 90th percentile market data for the remainder of the city.

Our target is to be in the top 10% or better compared to the market



Benchmark Local Governments

- Bartlett
- Brentwood
- Chattanooga
- Clarksville
- Collierville
- Germantown
- Goodlettsville
- Hendersonville
- Knoxville
- Mt. Juliet
- Murfreesboro
- Nashville
- Smyrna
- Rutherford County
- Williamson County
- Wilson County



Private Sector Data

Represents all employers in Middle Tennessee.

ALL data projected to July 1, 2025.



Department Head Feedback

- Compensation Consultants Burris, Thompson & Associates met with each Department Director, Human Resources, City Administration, and our Budget Team.



Findings

- The Compensation Study showed that overall, a 15% increase was necessary to bring the population to the target position of top 10% or better compared to the market. (Police and Fire are only 4% below.)
- Some positions required movement of pay grades based on changes in the labor market and inflationary pressures.



Findings

- Of the City's 300 positions, 58 positions (19%) will increase one or two pay grades.
- 125 City team members (~17% of full-time employees) will increase one or two pay grades.



What we propose to do July '25

1st

Adopt the new pay plan that increases all
paygrade ranges.



What we propose to do July '25

2nd

Move all impacted employees to their updated pay grades. All who are below the new minimums will be moved to the new minimum pay of their paygrade.

All employees with an upgraded pay grade will, at least, receive a 3% increase.



What we propose to do July '25

3rd

Employees receive an across-the-board market adjustment that will raise each team member's compensation by 2.5%.



What we propose to do July '25

4th

Employees receive a merit increase of 0.5% - 2.5%
based on the previous year's review.



What we propose to do July '25

Disclaimer

Employees hired after July 1st, 2024, or promoted after January 1st, 2025, are eligible for the market increase only.



What we propose to do July '25

5th

All increases will be capped at \$15,000.



Questions?





File #: 21-0597

DATE: May 14, 2025
TO: Board of Mayor and Aldermen
FROM: Eric Stuckey, City Administrator
Kevin Townsel, Director of Human Resources
Tracy Harness, Benefits Supervisor

SUBJECT:

Consideration Of Procurement Award To Urgent Team Management, LLC Of Nashville, Tennessee In The Total Annual Estimated Amount Of \$359,610 For Near-Site Clinic Healthcare Services For The Human Resources Department For A Term Of Award (Procurement Solicitation No. 2025-018; Contract No. 2025-0214)

PURPOSE:

The purpose of this procurement is to purchase near-site clinic healthcare services for the Human Resources Department for a term of award of one (1) year with four (4) options to extend, each time for up to one (1) additional year. The near-site clinic healthcare services would provide another option to City employees, retirees, covered dependents and prospective employees for certain medical services.

BACKGROUND/STAFF COMMENTS:

The City published on April 3, 2025 a Notice to Proposers in the *Williamson Herald* for near-site clinic healthcare services. In addition, solicitation documents were sent on April 5, 2025 directly to fifteen (15) potential proposers known or thought to be interested in this solicitation. Proposals from four (4) service providers were publicly opened at the submittal opening held on April 24, 2025. A tabulation of the proposals received for this solicitation is attached.

Using evaluation criteria included in the request for proposals, the proposal evaluation team, consisting of four Department staff, recommended Urgent Team Management, LLC which is the incumbent service provider. The evaluation criteria included in the request for proposals consisted of (a) competency, experience and qualifications (20%), (b) unique strengths of the proposer/proposal (20%), (c) thoroughness and quality of proposal (10%), (d) methodology and approach; pricing and payment clarity (10%), (e) schedule (10%), and (f) fee for proposed products and services (30%). The proposal evaluation team scored the four firms' proposals based on these criteria. Vanderbilt Health and Williamson Medical Center Clinics and Services, LLC was the top-ranked firm primarily due to the price but had several limitations and declined to provide the required Drug Free Workplace affidavit and was disqualified. Urgent Team Management, LLC was the next highest-ranked firm and staff felt they were the best fit for the City and employees because of their comprehensive proposal and ability to meet the requirements. Also, employees, retirees, and dependents would have access

to approximately 14 locations across middle Tennessee.

A reference check by staff for Urgent Team Management, LLC was not needed as this is the current provider.

FINANCIAL IMPACT:

The proposal recommended by the proposal evaluation team, from Urgent Team Management, LLC, is in the annual estimated amount of \$359,610 for near-site clinic healthcare services. The City budget for FY2026 for all funds and all departments combined for this service is \$344,370. Services are allocated back to departments based on usage. The proposal amount from Urgent Team Management, LLC is \$15,240 (4.42%) over budget.

RECOMMENDATION:

Staff recommends that the City accept, contingent upon Law Department and City Administrator approval of City Contract No. 2025-0214, the proposal recommended by the proposal evaluation team, from Urgent Team Management, LLC of Nashville, Tennessee, in the total annual estimated amount of \$359,610 for near-site clinic healthcare services, and award this procurement to this proposer. The City's Purchasing Manager believes the prepared solicitation documents as distributed allowed for competition among multiple service providers, and that the staff recommendation appears to be made in a fair and impartial manner based upon the proposals received. Contract No. 2025-0214 is not yet in final form and therefore is not attached. When it is in final form, and if the staff recommendation to accept the proposal from and award the procurement to Urgent Team Management, LLC is approved by the Board of Mayor and Aldermen, then, pursuant to authority previously granted by the Board of Mayor and Aldermen, Contract No. 2025-0214 will be executed by the City Administrator and subsequently reported to the Board of Mayor and Aldermen.

City of Franklin, Tennessee
Tabulation of Submittals*

Event Number	2025-018	Organization	City of Franklin, TN		
Event Title	near-site clinic healthcare services	Workgroup	Purchasing		
Event Description	near-site clinic healthcare services	Event Owner	Suzanne Ward		
Event Type	RFP	Email	suzanne.ward@franklintn.gov		
Issue Date	4/5/2025 09:57:55 PM (CT)	Phone	615-550-6698		
Close Date	4/24/2025 02:00:00 PM (CT)	Fax	n/a		
Responding Supplier	City, State	Does the proposal include all required documents?	Does the proposal take any exceptions to the City's procurement solicitation? If so, how many?	Average points allocated by proposal evaluation team (out of a possible 100):	Total estimated fees per year:
CareNow Urgent Care (Urgent Care Enterprise LLC)	Brentwood, TN	No (Did not provide PEPM pricing)	No	55	n/a*
Health by Design Medical Group	San Antonio, TX	Yes	Yes / 5 (CoF Standard Ts & Cs)	44	\$912,000.00
Urgent Team (Urgent Team Management, LLC)	Nashville, TN	Yes	No	74.5	\$359,610.00
Vanderbilt Health and Williamson Medical Center Clinics and Services, LLC	Cincinnati, OH	No (Missing the Affidavit of Drug-Free Workplace and did not sign three signature blocks)	Yes / 1 (Affidavit of Drug-Free Workplace)	90	\$161,184.00

*Shaded submittal is the responsive submittal scored highest by the evaluation panel



File #: 21-0575

DATE: May 9, 2025
TO: Board of Mayor and Aldermen
FROM: Eric Stuckey, City Administrator
Michelle Hatcher, Director of Water Management
Brian Goodwin, Asst. Director of Water Management
Patricia McNeese, Utilities Engineer

SUBJECT:

*Consideration Of COF Contract No. 2025-0166, With Gresham Smith & Partners For The Water Line Relocation Design For The Franklin Road Bridge Replacement Over The Harpeth River In The Amount Of \$75,120

PURPOSE:

The purpose of this memorandum is to provide information to the Franklin Board of Mayor and Aldermen (BOMA) concerning the Professional Services Agreement (PSA) with Gresham Smith for the Water Line Relocation Design for the TDOT project, Franklin Road Bridge over the Harpeth River.

BACKGROUND/STAFF COMMENTS:

The City of Franklin has a water line that will need to be relocated because of TDOT's project, SR6 bridge over the Harpeth River. TDOT creates their own dates to meet for this project based on when they want to bid the project. They have dictated that we have the A Date package to them by 7/7/25 for their approval. The A date package includes:

1. Five (5) half-sized, color-coded relocation plans;
2. Completed TDOT Form 2013-16XLS, including signed Declaration of Scheduled Calendar Days and Chapter 86 Eligibility; and
3. Utility declaration for reimbursement.

TDOT has to approve the engineering consultant before any work can be done that we want to have reimbursed. They request the following documentation:

1. TDOT Form 2015-13
 - Certification of Consultant
 - Memorandum of Understanding
2. TDOT Form 2015-16XLS
 - Sheet 1.1 Estimate of Engineering

We received a letter in March 2025 informing us of the upcoming project and asked if we had utilities in the area. We reviewed the plans to determine that we have a utility conflict and need a consultant on board. WMD contacted Gresham Smith (Gresham Smith did the design for the TDOT project so they would already have a lot of the information and would not have to start from scratch) and we met

with them to explain what we had and what we needed. This PSA will need to be approved before the City and Gresham Smith can sign off on the documents as requested.

FINANCIAL IMPACT:

The cost of the PSA is \$75,120.00 and is reimbursable by TDOT based on the Chapter 86 requirements.

RECOMMENDATION:

Staff recommends that the Board of Mayor and Aldermen approve COF Contract No. 2025-0166.

**CITY OF FRANKLIN, TENNESSEE
PROFESSIONAL SERVICES AGREEMENT
COF Contract No. 2025-0166**

THIS PROFESSIONAL SERVICES AGREEMENT ("Agreement") is by and between the **CITY OF FRANKLIN, TENNESSEE**, hereinafter referenced as City, and **GRESHAM SMITH & PARTNERS** hereinafter referenced as Consultant, who mutually agree as follows:

DECLARATIONS. City desires to retain Consultant to provide engineering, related technical, and other services in connection with City's project hereinafter referenced as Project. The Project is described as follows:

Franklin Road Water Main Relocation for Harpeth River Bridge

1. SCOPE OF SERVICES. Consultant shall provide engineering related technical services and/or construction engineering and inspection services, and/or survey services and/or appraisal services for the Project in accordance with the Scope of Services (Services) as found in Attachment A which shall be considered as an integral part hereof.
2. Consultant shall submit as a part of Attachment A an individual Fee Schedule and a Completion Schedule for the Project based on the detailed Scope of Services.
3. In event of a conflict between this Agreement and the attached document(s), this Agreement shall supersede conflicting terms and conditions.
4. Consultant shall be paid on a monthly basis for work performed based on the Fee Schedule as contained in Attachment A in the Amount of **Seventy-Five Thousand One Hundred and Twenty and No/100 Dollars (\$75,120.00).**

The Board of Mayor and Aldermen Approved this Agreement on the _____ Day of _____ 202__.

TERMS AND CONDITIONS FOR PROFESSIONAL SERVICES

ARTICLE 1. SERVICES. Consultant will:

- 1.1 Act for City in a professional manner, using that degree of care and skill ordinarily exercised by and consistent with standards of competent consultants using the standards in the industry:
- 1.2 Consider all reports to be confidential and distribute copies of the same only to those persons specifically designated by the City.
- 1.3 Perform all services under the general direction of a senior professional employee, licensed and/or registered in the State of Tennessee, when appropriate.
- 1.4 Designate, in writing, the sole Project representative to coordinate with City the Services to be provided, including all contact information.
- 1.5 Unless provided for in the Project Scope of Services (Attachment A), Consultant shall perform all Services with his own forces (employees). Should sub-consultants be proposed to be used in the Project, a listing of said sub-consultants with Services to be performed shall be provided. After approval of this Agreement, no substitute for sub-consultants shall be allowed unless approved by City.
- 1.6 Retain pertinent records relating to the services performed for a period of seven (7) years following the completion of the work; during this period the records shall be available for review by City at all reasonable times.

ARTICLE 2. CITY'S RESPONSIBILITIES. City, or its authorized representative, will:

- 2.1 Provide Consultant with all information regarding the Project, which is available to, or reasonably obtainable by, the City.
- 2.2 Furnish right-of-entry onto the Project site for Consultant's necessary field studies and surveys. Consultant will endeavor to restore the site to its original condition and shall remain solely liable for all damages, costs and expenses, including reasonable attorneys' fees, for failure to make such restoration.
- 2.3 Designate, in writing, the sole Project representative to coordinate with and direct the Consultant, including all contact information.
- 2.4 Guarantee to Consultant that it has the legal capacity to enter into this contract and that sufficient monies are available to fund Consultant's compensation.

ARTICLE 3. GENERAL CONDITIONS.

- 3.1 Consultant, by the performance of services covered hereunder, does not in any way assume, abridge or abrogate any of those duties, responsibilities or authorities customarily vested in other professionals or agencies participating in the Project.

- 3.2 Consultant shall be responsible for the acts or omissions of any party involved in concurrent or subsequent phases of the Project acting upon written instruction issued by the Consultant.
- 3.3 Neither City nor Consultant may assign or transfer its duties or interest in this Agreement without written consent of the other party.
- 3.4 **ALLOCATION OF RISK AND LIABILITY; GENERAL.** Considering the potential liabilities that may exist during the performance of the services of this Agreement, the relative benefits and risks of the Project, and the Consultant's fee for the services rendered, and in consideration of the promises contained in this Agreement, the City and the Consultant agree to allocate and limit such liabilities in accordance with this Article.
- 3.5 **INDEMNIFICATION.** Consultant agrees to indemnify and hold City harmless from and against legal liability for all judgments, losses, damages, and expenses to the extent such judgments, losses, damages, or expenses are caused by Consultant's negligent act, error or omission in the performance of the services of this Agreement. In the event judgments, losses, damages, or expenses are caused by the joint or concurrent negligence of Consultant and City, they shall be borne by each party in proportion to its own negligence.
- 3.5.1 **SURVIVAL.** The terms and conditions of this paragraph shall survive completion of this services agreement.
- 3.6 **LIMITATIONS OF RESPONSIBILITY.** Consultant shall not be responsible for (a) construction means, methods, techniques, sequences, procedures, or safety precautions and programs in connection with the Project unless specifically undertaken in Attachment A, Scope of Services ; (b) the failure of any contractor, subcontractor, Consultant, or other Project participant, not under contract to Consultant, to fulfill contractual responsibilities to City or to comply with federal, state, or local laws, regulations, and codes; or (c) procuring permits, certificates, and licenses required for any construction unless such procurement responsibilities are specifically assigned to Consultant in Attachment A, Scope of Services.

ARTICLE 4. TERMINATION BY THE CITY. The City may terminate this Agreement in accordance with the following terms and conditions:

- 4.1 **Termination for Convenience.** The City may, when in the interests of the City, terminate performance under this Agreement with the Consultant, in whole or in part, for the convenience of the City. The City shall give written notice of such termination to the Consultant specifying when termination becomes effective. The Consultant shall incur no further obligations in connection with the work so terminated, other than warranties and guarantees for completed work and installed equipment, and the Consultant shall stop work when such termination becomes

effective. The Consultant shall also terminate outstanding orders and subcontracts for the affected work. The Consultant shall settle the liabilities and claims arising out of the termination of subcontracts and orders. The City may direct the Consultant to assign the Consultant's right, title and interest under termination orders or subcontracts to the City or its designee. The Consultant shall transfer title and deliver to the City such completed or partially completed work and materials, equipment, parts, fixtures, information and Contract rights as the Consultant has in its possession or control. When terminated for convenience, the Consultant shall be compensated as follows:

- (1) The Consultant shall submit a termination claim to the City specifying the amounts due because of the termination for convenience together with costs, pricing or other data required by the City. If the Consultant fails to file a termination claim within one (1) year from the effective date of termination, the City shall pay the Consultant the amount the City deems the Consultant is due.
- (2) The City and the Consultant may agree to the compensation, if any, due to the Consultant hereunder.
- (3) Absent agreement to the amount due to the Consultant, the City shall pay the Consultant the following amounts:
 - (a) Contract costs for labor, materials, equipment and other services accepted under this Agreement;
 - (b) Reasonable costs incurred in preparing to perform and in performing the terminated portion of the work, and in terminating the Consultant's performance, plus a fair and reasonable allowance for direct job site overhead and earned profit thereon (such profit shall not include anticipated profit or consequential damages); provided however, that if it reasonably appears that the Consultant would have not profited or would have sustained a loss if the entire Agreement would have been completed, no profit shall be allowed or included and the amount of compensation shall be reduced to reflect the anticipated rate of loss, if any;

The total sum to be paid the Consultant under this Section shall not exceed the total Agreement Price, as properly adjusted, reduced by the amount of payments otherwise made, and shall in no event include duplication of payment.

- 4.2 Termination for Cause. If the Consultant does not perform the work, or any part thereof, in a timely manner, supply adequate labor, supervisory personnel or proper equipment or materials, or if it fails to timely discharge its obligations for labor, equipment and materials, or proceeds to disobey applicable law, or otherwise commits a violation of a material provision of this Agreement, then the City, in addition to any other rights it may have against the Consultant or others, may terminate the performance of the Consultant, in whole or in part at the City's sole option, and assume possession of the Project Plans and materials and may complete the work.

In such case, the Consultant shall not be paid further until the work is complete. After Completion has been achieved, if any portion of the Contract Price, as it may be modified hereunder, remains after the cost to the City of completing the work, including all costs and expenses of every nature incurred, has been deducted by the City, such remainder shall belong to the Consultant. Otherwise, the Consultant shall pay and make whole the City for such cost. This obligation for payment shall survive the termination of the Agreement.

In the event the employment of the Consultant is terminated by the City for cause pursuant to this Section and it is subsequently determined by a Court of competent jurisdiction that such termination was without cause, such termination shall thereupon be deemed a Termination for Convenience under this Section and the provisions of Section 4.1 shall apply.

- 4.3 Termination for Non-Appropriation. The City may also terminate this Agreement, in whole or in part, for non-appropriation of sufficient funds to complete or partially complete the Project, regardless of the source of such funds, and such termination shall be on the terms of Section 4.1.
- 4.4 The City's rights under this Section shall be in addition to those contained elsewhere herein or provided by law.

ARTICLE 5. SCOPE OF SERVICES. Consultant shall provide the Services as described in Attachment A, Scope of Services.

- 5.1 By mutual agreement, this Agreement and scope can be amended by the parties. The scope and fee for any additional tasks or services under such amendment shall be mutually negotiated and agreed to in writing prior to beginning such additional tasks or services.

5.2 ENVIRONMENTAL RESPONSIBILITY.

Where drilling/sampling services are involved, the samples obtained from the Project site are the property of the City. Should any of these samples be recognized by the Consultant to be contaminated, the City shall remove them from the Consultant's custody and transport them to a disposal site, all in accordance with applicable government statutes, ordinances, and regulations. For all other samples, the Consultant shall retain them for a sixty (60)-day period following the submission of the drilling/sampling report unless the City directs otherwise; thereafter, the Consultant shall discard the samples in accordance with all federal, state and local laws.

ARTICLE 6. SCHEDULE.

- 6.1 TIME OF THE ESSENCE. The parties agree that time is of the essence with respect to the parties' performance of all provisions of the Agreement.
- 6.2 Before executing this Agreement, the Consultant shall have prepared and submitted for approval to the City a Completion Schedule for the Project with milestones for the various stages (tasks) of the Services as outlined in the Scope of Services. The Consultant shall submit and obtain the City's approval for any proposed changes to the logic, durations, sequences, or timing of tasks as approved in the Completion Schedule.
- 6.3 FORCE MAJEURE. Neither party will be liable to the other for any delay or failure to perform any of the services or obligations set forth in this Agreement due to causes beyond its reasonable control, and performance times will be considered extended for a period of time equivalent to the time lost because of such delay plus a reasonable period of time to allow the parties to recommence performance of their respective obligations hereunder. Should a circumstance of force majeure last more than ninety (90) days, either party may by written notice to the other terminate this Agreement. The term "force majeure" as used herein shall mean the following: acts of God; strikes, lockouts or other industrial disturbances; acts of public enemies; orders or restraints of any kind of the government of the United States or of the State or any of their departments, agencies or officials, or any civil or military authority; insurrections, riots, landslides, earthquakes, fires, storms, tornadoes, droughts, floods, explosions, breakage or accident to machinery, transmission pipes or canals; or any other cause or event not reasonably within the control of either party.
- 6.4 Should City request changes in the scope, extent, or character of the Project, the fee and the time of performance of Consultant's Services as indicated in Attachment A shall be adjusted equitably.

ARTICLE 7. USE OF DOCUMENTS, DATA.

7.1 All Documents, including, but not limited to, reports, drawings, specifications, and computer software prepared by Consultant pursuant to this Agreement are instruments of service in respect to the Project. Consultant shall retain an ownership and property interest therein (including the right of reuse at the discretion of the Consultant) whether or not the Project is completed.

7.1.1 **USE OF DATA SYSTEMS:** Ownership, property interests and proprietary rights in data systems used by Consultant do not extend to the data created by or supplied to Consultant by the City; all rights to that data (including derivative or hidden data such as metadata) shall vest solely in City at the moment of creation.

7.1.2 **DISCLOSURE OF DOCUMENTS/DATA.** City may be required to disclose documents or data under state or federal law. City shall notify Consultant if a request for data or documents has been made and shall give Consultant a reasonable opportunity under the circumstances to respond to the request by redacting proprietary or other confidential information. Consultant waives any right to confidentiality of any document, e-mail or file it fails to clearly mark on each page as confidential or proprietary. In exchange, Consultant agrees to indemnify, defend, and hold harmless City for any claims by third parties relating thereto or arising out of (i) the City's failure to disclose such documents or information required to be disclosed by law, or (ii) the City's release of documents as a result of City's reliance upon Consultant representation that materials supplied by Consultant (in full or redacted form) do not contain trade secrets or proprietary information, provided that the City impleads Consultant and Consultant assumes control over that claim.

7.2 By execution of this Agreement, Consultant and his sub-consultant(s) grant the City a royalty-free, perpetual, irrevocable, and assignable license to use any and all intellectual property interest Consultant or his sub-consultant(s) possess to any drawings, details, specifications, documents, and other information created before each of their first involvement with the Project and subsequently incorporated into the Project's documents. City-furnished data that may be relied upon by Consultant is limited to the printed copies that are delivered to the Consultant pursuant to Article 2 of this Agreement. Any copyrighted electronic files furnished by City shall be used by Consultant only for the Project as described herein. City's posting or publication of such documents created by Consultant for City shall constitute fair use and shall not constitute an infringement of Consultant's copyright, if any.

- 7.3 Documents that may be relied upon by City are limited to the printed copies (also known as hard copies) that are signed or sealed by the Consultant. Files in electronic media format of text, data, graphics, or of other types that are furnished by Consultant to City are only for convenience of City, unless the delivery of the Project in electronic media format has been dictated in Attachment A, Scope of Services. Any conclusion or information obtained or derived from electronic files provided for convenience will be at the user's sole risk.
- 7.4 Because data stored in electronic media format can deteriorate or be modified inadvertently or otherwise without authorization of the data's creator, the party receiving electronic files agrees that it will perform acceptance tests or procedures within sixty (60) days, after which the receiving party shall be deemed to have accepted the data thus transferred. Any errors detected within the 60-day acceptance period will be corrected by the party delivering the electronic files. Unless stated otherwise herein, Consultant shall not be responsible to maintain documents stored in electronic media format after acceptance by City.
- 7.5 When transferring documents in electronic media format, Consultant makes no representations as to long term compatibility, usability, or readability, of documents resulting from the use of software application packages, operating systems, or computer hardware differing from that as required of, and used by, Consultant at the beginning of this Project.
- 7.6 City may make and retain copies of Documents for information and reference in connection with use on the Project by the City, or his authorized representative. Such Documents are not intended or represented to be suitable for reuse by City or others on extensions of the Project or on any other project. Any such reuse or modifications without written verification or adaptation by Consultant, as appropriate for the specific purpose intended, will be at City's sole risk and without liability or legal exposure to the Consultant or to Consultant's sub-consultants.
- 7.7 If there is a discrepancy between the electronic files and the hard copies, the hard copies govern.
- 7.8 Any verification or adaptation of the Documents for extensions of the Project or for any other project will entitle Consultant to further compensation at rates to be agreed upon by City and Consultant.

ARTICLE 8. INSURANCE.

- 8.1 During the performance of the Services under this Agreement, Consultant shall maintain the following minimum insurance:
- a) General Liability Insurance with a combined single limit of \$1,000,000 per occurrence and \$2,000,000 annual aggregate.
 - b) Automobile Liability Insurance with a combined single limit of \$1,000,000 for each person and \$1,000,000 for each accident.

- c) Workers' Compensation Insurance Coverage A in accordance with statutory requirements and Coverage B, Employer's Liability Insurance, with a limit of \$500,000 for each occurrence.
 - d) Professional Liability Insurance with a limit of \$1,000,000 annual aggregate.
- 8.2 Consultant shall add the City an additional insured on all policies unless otherwise prohibited.
- 8.3 Consultant shall, upon execution of this Agreement, furnish City certificates of insurance, which shall include a provision that such insurance shall not be canceled without at least thirty (30) days' written notice to City.
- 8.4 No insurance, of whatever kind or type is to be considered as in any way limiting other parties' responsibility for damages resulting from their activities in the execution of the Project. City agrees to include, or cause to be included, in the Project's construction contract, such requirements for insurance coverage and performance bonds by the Project's construction contractor as City deems adequate to indemnify City, Consultant, and other concerned parties against claims for damages and to insure compliance of work performance and materials with Project requirements.

ARTICLE 9. PAYMENT.

- 9.1 City will pay Consultant for services and expenses in accordance with the Fee Schedule proposal submitted for the Project as part of the Scope of Services. Consultant's invoices will be presented at the completion of the work or monthly and will be payable upon receipt. Payment is due upon presentation of invoice and is past due thirty (30) days from invoice date. City shall give prompt written notice of any disputed amount and shall pay the remaining amount.
- 9.2 Consultant shall be paid in full for all services under this Agreement, including City authorized overruns of the Project budget or unforeseen need for Consultant's services exceeding the original Scope of Services.
- 9.3 **TRAVEL; EXPENSES**
City shall reimburse reasonable expenses, including travel and meals, when specified in the Scope of Services, but only in accordance with the City's Travel and Expense Policy and Procedures Manual. The maximum amount will be applied as of the date of travel and as listed in the per diem reimbursement rates on the "CONUS" website developed by the United States General Services Administration, located at www.gsa.gov [click on 'per diem rates' under the 'etools' category].

ARTICLE 10. MISCELLANEOUS PROVISIONS

- 10.1 **EQUAL EMPLOYMENT OPPORTUNITY.** In connection with this Agreement and the Project, City and Consultant shall not discriminate against any employee or applicant for employment because of race, color, sex, national origin, disability or marital status. City and Consultant will take affirmative action to ensure that the contractor used for the Project does not discriminate against any employee and employees are treated during employment without regard to their race, age, religion, color, gender, national origin, disability or marital status. Such action shall include, but not be limited to, the following: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination, rates of pay or other forms of compensation; and selection for training, including apprenticeship.
- 10.1.1 Consultant shall insert the foregoing provision in all contracts relating to this Project.
- 10.2 **TITLE VI – CIVIL RIGHTS ACT OF 1964.** City and Consultant shall comply with all the requirements imposed by Title VI of the Civil Rights Act of 1964 (42 U.S.C. 2000d), 49 C.F.R., Part 21, and related statutes and regulations.
- 10.2.1 Consultant shall insert the foregoing provision in all contracts relating to this Project.
- 10.3 **NO THIRD PARTY RIGHTS CREATED.** City and Consultant each binds itself and its successors, executors, administrators, permitted assigns, legal representatives and, in the case of a partnership, its partners, to the other party to this Agreement and to their successors, executors, administrators, permitted assigns, legal representatives and partners of such other party in respect to all provisions of this Agreement. The Services provided for in this Agreement are for the sole use and benefit of City and Consultant. Nothing in this Agreement shall be construed to give any rights or benefits to anyone other than City and Consultant.
- 10.4 **WARRANTIES/LIMITATION OF LIABILITY/WAIVER.** City reserves all rights afforded to local governments under law for all general and implied warranties. City does not waive any rights it may have to all remedies provided by law and therefore any attempt by Consultant to limit its liability shall be void and unenforceable.
- 10.5 **IRAN DIVESTMENT ACT** By 1) entering into this Agreement and/or by 2) submission of a bid or proposal to the City of Franklin, the Consultant and each person signing on behalf of any Consultant, certifies, and in the case of a joint bid or proposal each party thereto certifies as to its own organization, under penalty of perjury, that to the best of its knowledge and belief that neither they, nor any assignee of the resulting contract, is on the list created pursuant to T.C.A. § 12-12-106. The Consultant further certifies that it shall not utilize any

subcontractor/subconsultant identified on the list created pursuant to T.C.A. § 12-12-106.

- 10.6 NON-BOYCOTT OF ISRAEL Except for any contract with a total potential value of less than \$250,000, each consultant, except those with fewer than ten employees, and each person signing on behalf of any such consultant, by entering into this agreement certifies, under penalty of perjury, that, to the best of its knowledge and belief, such consultant is not currently engaged in, and will not, for the duration of any such contract, engage in, a boycott of Israel, as that term is defined in Tenn. Code Ann. § 12-4-119.

ARTICLE 11. EXTENT OF AGREEMENT:

- 11.1 APPLICABLE LAW/CHOICE OF FORUM AND VENUE. This Agreement is made under and will be construed in accordance with the laws of the State of Tennessee without giving effect to that state's choice of law rules. The parties' choice of forum and venue shall be exclusively in the courts of Williamson County, Tennessee. Any provision of this Agreement held to violate a law or regulation shall be deemed void, and all remaining provisions shall continue in force.
- 11.2 ENTIRE AGREEMENT. This Agreement, including these terms and conditions, represent the entire Agreement between City and Consultant for this Project and supersedes all prior negotiations, representations or agreements, written or oral. This Agreement may be amended only by written instrument signed by City and Consultant.

ARTICLE 12. DISPUTE RESOLUTION, BREACH.

- 12.1 If a dispute should arise relating to the performance of or payment for the Services under this Agreement, the aggrieved party shall notify the other party of the dispute within a reasonable time after such dispute arises. During the pendency of any dispute, the parties shall continue diligently to fulfill their respective obligations hereunder. No arbitration or mediation shall be required as a condition precedent to filing any legal claim arising out of or relating to this Agreement. No arbitration or mediation shall be binding.
- 12.2 BREACH. Upon deliberate breach of the Agreement by either party, the non-breaching party shall be entitled to terminate the Agreement with notice, with all of the remedies it would have in the event of termination, and may also have such other remedies as it may be entitled to in law or in equity.

ARTICLE 13. SURVIVAL.

The provisions contained in this Professional Services Agreement shall survive the completion of or any termination of the Agreement, contract

or other document to which it may accompany or incorporate by reference or which subsequently may be modified, unless expressly excepted from this Article upon consent of both parties.

GRESHAM SMITH & PARTNERS

CITY OF FRANKLIN, TENNESSEE

BY: _____
Consultant's Signature
Print Name & Title: _____
Date: _____

BY: _____
Dr. Ken Moore
Mayor
Date: _____

ATTEST:

BY: _____
Angie Skarp
City Recorder
Date: _____

Approved as to Form:

J. Blake Harper, Staff Attorney



May 2, 2025

Ms. Patricia McNeese, P.E.
Utilities Engineer II
City of Franklin
Water Management Department
124 Lumber Drive
Franklin, Tennessee 37064

Subject: Proposal for Professional Services
S.R. 6 Bridge over Harpeth River (TDOT)
Franklin, Tennessee

Dear Ms. McNeese:

Pursuant to recent discussions and email correspondence, I am pleased to present for your consideration the attached proposal for providing professional services for the subject project.

Should you have any questions, please do not hesitate to contact me.

Sincerely,

A handwritten signature in blue ink, appearing to read 'CSP', with a stylized flourish at the end.

Craig S. Parker, P.E.
Senior Vice President

Attachment Exhibit A – Proposal for Professional Services

Genuine Ingenuity

222 Second Avenue South
Suite 1400
Nashville, TN 37201
615.770.8100

GreshamSmith.com

Proposal for Professional Services

for

**Water Main Relocation for S.R. 6 Bridge Replacement
Over the Harpeth River**

for

City of Franklin, TN

May 2025



222 2nd Avenue South, Suite 1400
Nashville, Tennessee 37201

1. SCOPE OF SERVICES

a. General

Gresham Smith (Engineer) will provide professional engineering, technical, and support services for relocation of the existing water main impacted by the S.R. 6 Bridge Replacement over the Harpeth River (Project) for the City of Franklin (Owner). The scope of the Project includes relocation of existing potable water mains and appurtenances impacted by the S.R. 6 Bridge Replacement. Engineer will coordinate services with Gresham Smith's Transportation Market responsible for the bridge replacement design ("Bridge Designer"). It is assumed the relocated water main will be bid and constructed as part of the Bridge Replacement Project.

Engineer anticipates the scope of the Project will require preparation of up to 10 plan sheets to depict new and relocated potable water pipelines and appurtenances. Erosion prevention and sediment control (EPSC) for water main relocation will be incorporated into the Bridge Designer's EPSC plans. Engineer's preliminary index of sheets is presented in Table 1.

Table 1 – Preliminary Index of Sheets

Count	Plan Sheets
1	Index of Sheets and Vicinity Map
2	General Utility Notes & Legend
3	Erosion Control Plan
4	Erosion Control Notes & Details
5	Erosion Control Details
6	Existing Utilities Layout Plan
7	Proposed Utilities Layout Plan
8	Water Main Profiles
9	Water Main Details
10	Water Main and Miscellaneous Details

Engineer's proposed scope of services for the Project is described herein.

b. Preliminary Design

The Preliminary Design Phase of the Project will commence upon receipt from Owner of an executed Agreement and written notice to proceed (NTP). The scope of services for the Preliminary Design Phase will include the tasks described in this subparagraph.

During the Preliminary Design phase, Engineer will:

- 1) Provide project management services from commencement to completion of the phase.

-
- 2) Prepare a detailed master Project Schedule with deliverable dates and other milestones identified.
 - 3) Schedule and conduct a kick-off meeting with Owner; prepare and distribute an agenda for the meeting, conduct the meeting, and document the meeting via a meeting summary that will be distributed to all attendees for review, comment and recordkeeping.
 - 4) Schedule and conduct via teleconference monthly design progress meetings with Owner to provide updates, seek input, and request information and decisions.
 - 5) Perform site reconnaissance and review existing survey, maps, utility record drawings, roadway and bridge plans, and other pertinent data provided by Owner.
 - 6) Coordinate with Bridge Designer to minimize conflicts between proposed bridge and associated grading and storm sewer facilities and existing and proposed water mains.
 - 7) Coordinate with City departments and owners of other utilities to minimize and resolve conflicts between other utilities and proposed water mains.
 - 8) Using the base drawings prepared by the Bridge Designer, prepare a color-coded set of Utility Marked Relocation Plans ("Rainbow Plans") using TDOT's standard color coding scheme (red=new, green=remove, yellow=existing to remain, blue=temporary) documenting and addressing impacts to existing water and sewer (if any). Rainbow Plans will depict proposed pipeline alignments in plan view but will not include profile views.
 - 9) Prepare an Opinion of Probable Construction Cost (OPCC) for proposed water main improvements.
 - 10) Within four weeks of receipt of the NTP, provide Owner one electronic copy of the Rainbow Plans and OPCC in Adobe™ portable digital format (PDF) for review and comment.
 - 11) Participate in a Rainbow Plans design review meeting with Owner at least one week but not more than two weeks following submittal of the Rainbow Plans and OPCC.
 - 12) Prepare and distribute a meeting summary within one week of the date of the Rainbow Plans review meeting to document comments and questions to be addressed in the Final Design submittal.
 - 13) Within six weeks of the date of the Rainbow Drawings review meeting, provide Owner three full-size hard copies and one PDF copy of the Final design documents consisting of plan and profile views of the proposed improvements and an updated OPCC. Participate in a 60% design review meeting with Owner at least one week but no more than two weeks following submittal of the 60% design documents.

-
- 14) Prepare and distribute a meeting summary within one week of the date of the 60% design review meeting to document comments and questions to be addressed in the 90% Design submittal.

Engineer's Preliminary Design phase services will be considered complete upon publication of the final 60% design review meeting summary. Significant changes to the design, if requested by Owner after the date of completion of the 60% design documents, will be considered an additional service and, as such, Engineer may seek additional compensation and schedule to incorporate Owner-requested changes into the scope of the Project.

c. Final Design

The Final Design Phase of the Project will commence upon receipt from Owner of a written (e.g. electronic mail) authorization to proceed with this phase. The scope of services for the Final Design Phase will include the tasks described in this subparagraph.

During the Final Design phase, Engineer will:

- 1) Continue to provide project management services from commencement to completion of the phase.
- 2) Incorporate Owner's 60% review comments into the Project design.
- 3) Continue to conduct monthly design progress meetings via teleconference to provide updates, seek input, and request information and decisions.
- 4) Coordinate with the Bridge Designer on preparation of 90% design drawings.
- 5) Prepare 90% design drawings, including base survey drawings, location maps, pipeline alignment sheets, profile sheets, and construction details and notes in a form suitable for incorporation by the Bridge Designer into the Bridge drawings. As indicated previously, EPSC design for utilities will be coordinated with the Bridge Designer and included on the Bridge Project drawings.
- 6) Using Owner's standard construction specifications, revised as necessary for the Project, prepare technical specifications for the Work in a format suitable for incorporation into the Bridge Project drawings;
- 7) Prepare a "near-final" OPCC for construction of utilities improvements depicted on the 90% design drawings.
- 8) Prepare utility easement descriptions in both MS Word™ and PDF format and exhibits in PDF format for Owner's use in easement acquisition for the Project, and provide support to Owner and Bridge Designer throughout the acquisition process.
- 9) Within six weeks of receipt of the NTP for the final design phase, provide three hard copies and one PDF copy of the 90% Design submittal consisting of 90% design drawings, draft technical specifications and updated OPCC to Owner for review.

-
- 10) Schedule and conduct a 90% Design review meeting with Owner at least one week but not more than two weeks following delivery of the 90% Design submittal.
 - 11) Prepare and distribute a 90% review meeting summary within one week of the 90% Design review meeting to document comments and questions to be addressed in the final bid documents.
 - 12) Coordinate with Bridge Designer and provide information as necessary for Bridge Designer to prepare permit applications for each Authority Having Jurisdiction (AHJ) to approve Work on the Project, and provide responses to AHJ review comments as may be requested as part of the approval process.
 - 13) Provide, in accordance with agency requirements, stamped and sealed utility plans, specifications and supporting documentation to TDEC Division of Water Resources (DWR) for review and approval.

Owner will provide checks to Engineer for payment of fees for permits and approvals for utility improvements where required by AHJs.

Engineer's Final Design services will be considered complete upon delivery of the 90% design drawings and specifications and publishing of the final meeting summary of the 90% design review meeting as well as upon receipt of permits and approvals from AHJs required to construct the Project.

d. Final Bid Documents

Upon receipt of notice from TDEC, TDOT, and other AHJs that the required permits and approvals for utilities have been issued, Engineer will:

- 1) Provide Bridge Designer with 100% utility bid documents, comprising technical specifications and drawings.
- 2) Prepare and submit to Owner a final OPCC for the utilities improvements depicted on the bid/construction documents, if different than the 90% OPCC.

e. Additional Services

If requested and authorized in writing by Owner, Engineer shall furnish or obtain from others Additional Services of the types listed below:

- 1) Revising design drawings previously approved by Owner to accommodate changes or conflicts brought about by bridge design revisions or third-party utility owners (the most common example being electric and communication companies' location or relocation of assets (e.g. power poles) late in the design phase or in the construction phase);
- 2) Providing services associated with acquiring permits and approvals not explicitly listed herein;
- 3) Providing services attributable to more than one prime construction contract;
- 4) Preparing to serve or serving as a consultant or witness for Owner in any litigation, arbitration, or other dispute resolution process related to the Project;
- 5) Other services performed or furnished by Engineer not explicitly included in this scope of services.

Engineer shall not be responsible for the acts or omissions of any Contractor, Subcontractor or Supplier, or other individuals or entities performing or furnishing any of the Work, for safety or security at the Site, or for safety precautions and programs incident to Contractor's Work, during the Construction Phase or otherwise. Engineer shall not be responsible for the failure of any Contractor to perform or furnish the Work in accordance with the Contract Documents.

2. COMPENSATION

Engineer will perform the scope of services described herein at the personnel hourly rates in Attachment A, plus reimbursement for expenses directly related to the work including reimbursement for mileage at the prevailing federal reimbursement rate. The total not-to-exceed fee including all personnel labor and reimbursable expenses is \$69,950. The estimated distribution of the proposed compensation by project phase/task is presented in Table 2.

Table 2: Compensation Summary by Project Phase

Description/Phase	Compensation
Project Management & Coordination	\$18,540
Preliminary Design	\$19,105
Final Design & Bid/Construction Documents	\$34,475
Subtotal	\$72,120
Allowance for Utility Easement Document Preparation (based upon 4 easements @ \$750/ea. average cost)	\$3,000
Total Not-to-Exceed Fee	\$75,120

The amount of compensation for a given task indicated in Table 2 may vary from the amount indicated; however, the Total Not-to-Exceed Fee will not exceed the amount shown without prior authorization from Owner. Allowance for Utility Easement Document Preparation shown in Table 2 will be used only as directed by Owner. Compensation amounts shown in Table 2 include reimbursable expenses.

3. SCHEDULE

Engineer will commit the resources necessary to complete the scope of services described herein in a timely manner and as required to adhere to Owner's schedule for the Project. However, given that the Project will be part of the Bridge Project, anticipated project milestones and durations presented in Table 3 are subject to change based upon the specific project needs of the Bridge Project.

Table 3: Projected Milestone Schedule

Project Milestone	Anticipated Duration, Weeks
<i>Preliminary Design</i>	
Submit Rainbow Plans and OPCC	4
Conduct and Document Preliminary Design Review Meeting	3
Submit 60% Design Documents	4
Conduct and Document 60% Design Review Meeting	3
<i>Subtotal – Preliminary Design</i>	14
<i>Final Design</i>	
Submit 90% Design Documents and easement documents	4
Conduct and Document 90% Design Review Meeting	3
Submit applications for permits and approvals to AHJs	2
Review and issuance of permits and approvals by AHJs	4
<i>Subtotal – Final Design</i>	13
<i>R.O.W. and Utility Easement Acquisition</i>	<i>TBD</i>
<i>Bid/Construction Documents</i>	
Submit 100% Bid Documents	2
<i>Bid and Award</i>	16
<i>Construction Phase Services</i>	<i>TBD</i>

The durations indicated in Table 3 are based upon Engineer's best estimate; however, actual durations will depend on the Bridge Replacement Project schedule. Engineer will provide periodic updates to the schedule as the design phase progresses. Engineer will coordinate with the Bridge Designer to prepare a master schedule for the Project and endeavor to comply with the master schedule throughout the project. Engineer assumes a duration of five business days will be typical for Owner's review of draft deliverables.

4. EXCLUSIONS AND QUALIFICATIONS

- a. Topographical and utilities survey has been completed; as such, surveying services are excluded from Engineer's scope of services.
- b. Subsurface investigations will be completed under the bridge design project; thus, subsurface investigations and geotechnical evaluations are excluded from Engineer's scope of services. Because of the inherent uncertainties in subsurface evaluations, changed or unanticipated underground conditions may occur that could affect total project cost, schedule and/or execution.

-
- c. Construction quality assurance testing and monitoring will be specified in the Contract Documents as the responsibility of the construction contractor; thus, these services are excluded from Engineer's scope of services.
 - d. Regarding permits and approvals, the scope of services assumes an individual ARAP or USCOE Section 404 permit, if required, will be obtained as part of the bridge replacement project and authorize temporary disturbance activities associated with utilities; otherwise, any impacts to jurisdictional waters will be eligible for coverage under TDEC or USCOE general permits, which likewise will be requested under the roadway project by the Bridge Design team.
 - e. In the event the Project is not approved by TDEC or other AHJs due to circumstances beyond Engineer's control, Engineer shall be entitled to compensation for all effort expended and expenses incurred.
 - f. Engineer's proposed compensation and schedule are based on preparation of documents for construction of the Work under a single prime design/bid/build construction contract, including both the proposed bridge construction and utilities. If more than one prime contract is awarded, Engineer may request an equitable increase in compensation and schedule, to be negotiated with Owner.
 - g. In the event Engineer is delayed in performance of services by any act or negligence of Owner or any agent therefor, or by Acts of God, strikes, lockouts, accidents, or other events beyond the control of Engineer, Owner and Engineer agree that Engineer's compensation and the schedule for the affected task(s) shall be equitably adjusted. In the event delays to the Project are encountered for any reason, Engineer and Owner agree to undertake reasonable steps to mitigate the effect of such delays.

Exhibit A-1: Compensation Schedule

Personnel Classification	Hourly Rate
Project Executive/Principal	\$280
Senior Project Engineer	\$235
Senior Project Manager	\$220
Project Engineer	\$155
Staff Engineer	\$135
Sr. Engineering Intern/Staff Professional	\$115
Engineering Intern	\$100
Senior Designer	\$155
Design Technician	\$125
Project Analyst/Assistant Project Manager	\$135
Sr. Administrative Professional/Document Control Specialist	\$95

Notes:

- (1) Hourly rates may be adjusted once per year, upon request and mutual agreement. Engineer reserves the right to re-classify an individual in the event of promotion or role change.
- (2) Engineer does not anticipate engaging Subconsultants to provide services for the Project; however, in the event Engineer engages Subconsultants, compensation for the charges of Engineer's Subconsultants shall be the amounts billed by same to Engineer times a factor of 1.06, which includes Engineer's overhead and profit associated with Engineer's responsibility for the administration of such services and costs.
- (3) Reimbursable expenses, including out-of-house printing and copying charges, project related travel expenses, and payment by Engineer of fees for permits and approvals shall be invoiced at cost with no mark-up. Automobile mileage will be invoiced at the prevailing federal reimbursement rate.



File #: 21-0598

DATE: May 14, 2025
TO: Board of Mayor and Aldermen
FROM: Eric Stuckey, City Administrator
Michelle Hatcher, Director of Water Management
Chris Franklin, Public Works Operations Analyst

SUBJECT:

*Consideration Of Amendment 5 To COF Contract No. 2020-0012, With Hazen And Sawyer For No Cost And Modifications For The Southeast Wastewater Capacity Evaluation

PURPOSE:

The purpose of this memorandum is to provide information to the Franklin Board of Mayor and Aldermen (BOMA) concerning Amendment No. 5 to the contract with Hazen And Sawyer for the Southeast Wastewater Capacity Evaluation.

BACKGROUND/STAFF COMMENTS:

The Franklin Board of Mayor and Aldermen originally approved contract No. 2020-0012 on April 27, 2020, a professional services agreement with Hazen Sawyer in the amount of \$2,822,300.00 for engineering services related to Southeast Wastewater Capacity. On November 11, 2023, this project was awarded federal funding under the TDEC American Rescue Plan Act (ARPA) competitive grant program, which means that any actions taken regarding this project now must meet federal grant guidelines. One such guideline is that any entity that contracts to do work related to a project funded by TDEC ARPA dollars must be contracted to do so using federal procurement guidelines. This amendment adds that language to the original contract to satisfy federal procurement guidelines.

FINANCIAL IMPACT:

There is no costs associated with this amendment.

RECOMMENDATION:

Staff recommends that the Board of Mayor and Aldermen approve Amendment 5 to COF Contract No. 2020-0012.

**AMENDMENT NO. 5 TO PROFESSIONAL SERVICES AGREEMENT FOR FRANKLIN SE
WASTEWATER CAPACITY SCOPE**

COF Contract No. 2020-0012

ENTERED INTO by and between the CITY OF FRANKLIN, TENNESSEE (the “City”) and HAZEN AND SAWYER (“Consultant”), as of this ____ day of _____ 2025.

WHEREAS, City and Consultant entered into a Professional Services Agreement ("Agreement"), dated the 10th day of March 2020; and

WHEREAS, said Agreement stipulated that the Consultant would be paid a not to exceed fee of TWO MILLION EIGHT HUNDRED TWENTY-TWO THOUSAND THREE HUNDRED AND 00/100 DOLLARS (\$2,822,300.00), as authorized by the City Engineer and as detailed in the fee Schedule; and **WHEREAS**, on March 24, 2021, the City and Consultant amended the Agreement to provide for additional design work for the Project and additional payment to the Consultant in the amount of ONE HUNDRED EIGHT THOUSAND NINE HUNDRED AND 00/100 DOLLARS (\$108,900.00); and

WHEREAS, on June 1, 2021, the City and Consultant amended the Agreement to provide for additional design work for the Project and additional payment to the Consultant in the amount of SIX HUNDRED THIRTY-SEVEN THOUSAND ONE HUNDRED AND 00/100 DOLLARS (\$637,100.00); and

WHEREAS, on March 10, 2022, the City and Consultant amended the Agreement to provide for additional design work for the Project and additional payment to the Consultant in the amount of in the amount of ONE HUNDRED EIGHTEEN THOUSAND THREE HUNDRED AND 00/100 DOLLARS (\$118,300.00); and

WHEREAS, on December 14, 2022, the City and Consultant amended the Agreement to provide for additional design work for the Project and additional payment to the Consultant in the amount of in the amount of THREE MILLION FORTY-TWO THOUSAND FOUR HUNDRED AND 00/100 DOLLARS (\$3,042,400.00); and

WHEREAS, the parties desire to further amend the Agreement, and being that this Project will be partially funded by TDEC ARP monies, it is required by federal procurement standards that certain language be included in the contract related to federal law, regulations, executive orders, Treasury policies, procedures, and directives.

WHEREAS, the City and Consultant desire to amend the Agreement as set forth herein.

NOW, THEREFORE, in consideration of these premises and the mutual promises contained herein, it is agreed by and between the parties as follows:

1. The Agreement shall be amended to include Section 3.6.1 which states the following:
“This is an acknowledgement that Treasury ARP SLFRF financial assistance will be used to fund all or a portion of the contract. Consultant will comply with all applicable Federal law, regulations, executive orders, Treasury policies, procedures, and directives.”

2. Waiver. Neither party's failure nor delay to exercise any of its rights or powers under this Amendment will constitute or be deemed a waiver or forfeiture of those rights or powers. For a waiver of a right or power to be effective, it must be in writing signed by the waiving party. An effective waiver of a right or power shall not be construed as either (a) a future or continuing waiver of that same right or power, or (b) the waiver of any other right or power.

3. Severability. If any term or provision of the Amendment is held to be illegal or unenforceable, the validity or enforceability of the remainder of the Amendment will not be affected.

4. Precedence. In the event of conflict between this Amendment and the provisions of the previous Agreement(s), or any other contract, agreement or other document to which this Amendment may accompany or incorporate by reference, the provisions of this Amendment will, to the extent of such conflict (or to the extent the Agreement is silent), take precedence unless such document expressly states that it is amending this Amendment.

5. Entire Agreement. The Amendment between the parties supersedes any prior or contemporaneous communications, representations or agreements between the parties, whether oral or written, regarding the subject matter of the entire Amendment. The terms and conditions of this Amendment may not be changed except by an amendment expressly referencing this Amendment by section number and signed by an authorized representative of each party.

6. Additions/Modifications. If seeking any addition or modification to the Amendment, the parties agree to reference the specific paragraph number sought to be changed on any future document or purchase order issued in furtherance of the Amendment, however, an omission of the reference to same shall not affect its applicability. In no event shall either party be bound by any terms contained in any purchase order, acknowledgement, or other writings unless: (a) such purchase order, acknowledgement, or other writings specifically refer to the Amendment or to the specific clause they are intended to modify; (b) clearly indicate the intention of both parties to override and modify the Amendment; and (c) such purchase order, acknowledgement, or other writings are signed, with specific material clauses separately initialed, by authorized representatives of both parties.

7. Breach. Upon deliberate breach of the Amendment by either party, the non-breaching party shall be entitled to terminate the Amendment without notice, with all of the remedies it would have in the event of termination, and may also have such other remedies as it may be entitled to in law or in equity.

8. Survival. This Amendment shall survive the completion of or any termination of the original contract, revised contract, or agreement or other document to which it may accompany or incorporate by reference.

9. All other provisions of the Agreement, dated March 10, 2020, as amended, are unchanged and remain in full force and effect.

CITY:

CITY OF FRANKLIN, TENNESSEE

By: _____
Dr. Ken Moore, Mayor

Date: _____

Attest:

By: _____
Angie Skarp, City Recorder

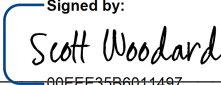
Date: _____

APPROVED AS TO FORM BY:

J. Blake Harper, Staff Attorney

CONSULTANT:

HAZEN AND SAWYER

By:  _____
Signed by: Scott Woodward
00EEE35B6011497...

Title: Vice President

Date: 4/21/2025



File #: 21-0511

DATE: April 22, 2025
TO: Board of Mayor and Aldermen
FROM: Eric Stuckey, City Administrator
Lisa Clayton, Director of Parks
Heather Eusebio, Research & Planning Specialist

SUBJECT:

Consideration Of Amendment 2 To COF Contract No. 2019-0122, With SS-CH Franklin, LLC For Parkland Impact Fee And Construction Agreement For Aureum PUD

PURPOSE:

The purpose of this memorandum is to provide information to the Franklin Board of Mayor and Aldermen (BOMA) concerning Amendment 2 to Parkland Impact Fee and Construction Agreement for Aureum PUD.

BACKGROUND/STAFF COMMENTS:

The City and SS-CH Franklin, LLC entered into an agreement (COF Contract No. 2019-0122) dated June 11, 2019 (the "Agreement"). The purpose of the Agreement was for the Parkland Impact Fee and Construction Agreement for Aureum PUD. The Agreement was amended on October 9, 2024, to replace and update the exhibits to demonstrate the changes in locations for both private and public amenities. The parties desire to further amend the agreement to remove the restrooms from the exhibits and decrease the dwelling unit count from 480 dwelling units to 296.

FINANCIAL IMPACT:

The new total Parkland Impact Fee obligation for this project is One Million Two Hundred Seventy-Three Thousand Nine Hundred Eighty-Four and No/100 Dollars (\$1,273,984.00); and One Hundred Percent (100%) of the Parkland Impact fees shall be paid at the first residential building permit for the residential portion of this development and eligible for One Hundred Percent (100%) reimbursement with the construction and dedication to the City the Public Parkland Project located within the southwest corner of the property on parcel 19.03 and within the multi-family components of the Aureum Development.

RECOMMENDATION:

Staff recommends that the Board of Mayor and Aldermen approve Amendment 2 to COF Contract No 2019-0122.

**AMENDMENT NO. 2 TO PARKLAND IMPACT FEE
AND CONSTRUCTION AGREEMENT FOR AUREUM PUD**

COF Contract No. 2019-0122

ENTERED INTO by and between the CITY OF FRANKLIN, TENNESSEE (the “City”) and SS-CH Franklin, LLC as of this _____ day of _____, 20____.

RECITALS:

WHEREAS, the City and SS-CH Franklin, LLC entered into an agreement (COF Contract No. 2019-0122) dated June 11, 2019 (the “Agreement”); and

WHEREAS, the purpose of the Agreement was for the Parkland Impact Fee and Construction Agreement for the Aureum PUD; and

WHEREAS, the Agreement was amended on October 9, 2024 to replace and update the Exhibits to demonstrate the changes in locations for both private and public amenities; and

WHEREAS, the parties desire to further amend the Agreement to remove the restrooms from the Exhibits A and B and decrease the dwelling unit count from 480 dwelling units to 296 dwelling units; and

WHEREAS, the new total Parkland Impact Fee obligation for this project is One Million Two Hundred Seventy-Three Thousand Nine Hundred Eighty-Four and No/100 Dollars (\$1,273,984.00); and One Hundred Percent (100%) of the Parkland Impact fees shall be paid at the first residential building permit for the residential portion of this development and eligible for One Hundred Percent (100%) reimbursement with the construction and dedication to the City the Public Parkland Project located within the southwest corner of the property on parcel 19.03 and within the multi-family components of the Aureum Development; and

WHEREAS, the City and SS-CH Franklin, LLC desire to amend the Agreement as set forth herein.

NOW, THEREFORE, in consideration of these premises and the mutual promises contained herein, it is agreed by and between the parties as follows:

1. The Agreement is hereby amended and restated as follows:
2. The Agreement is hereby amended to remove the restrooms from the Exhibits A and B and decrease the total dwelling unit count from 480 dwelling units to 296 dwelling units and the original Exhibits are hereby removed and replaced with the attached Exhibits A and B.
3. Waiver. Neither party’s failure nor delay to exercise any of its rights or powers under this Amendment will constitute or be deemed a waiver or forfeiture of those rights or powers. For a waiver of a right or power to be effective, it must be in writing signed by the waiving party. An effective waiver of a right or power shall not be construed as either (a) a future or continuing waiver of that same right or power, or (b) the waiver of any other right or power.
4. Severability. If any term or provision of the Amendment is held to be illegal or unenforceable, the validity or enforceability of the remainder of the Amendment will not be affected.

5. Precedence. In the event of conflict between this Amendment and the provisions of the previous Agreement(s), or any other contract, agreement or other document to which this Amendment may accompany or incorporate by reference, the provisions of this Amendment will, to the extent of such conflict (or to the extent the Agreement is silent), take precedence unless such document expressly states that it is amending this Amendment.

6. Entire Agreement. The Amendment between the parties supersedes any prior or contemporaneous communications, representations or agreements between the parties, whether oral or written, regarding the subject matter of the entire Amendment. The terms and conditions of this Amendment may not be changed except by an amendment expressly referencing this Amendment by section number and signed by an authorized representative of each party.

7. Additions/Modifications. If seeking any addition or modification to the Amendment, the parties agree to reference the specific paragraph number sought to be changed on any future document or purchase order issued in furtherance of the Amendment, however, an omission of the reference to same shall not affect its applicability. In no event shall either party be bound by any terms contained in any purchase order, acknowledgement, or other writings unless: (a) such purchase order, acknowledgement, or other writings specifically refer to the Amendment or to the specific clause they are intended to modify; (b) clearly indicate the intention of both parties to override and modify the Amendment; and (c) such purchase order, acknowledgement, or other writings are signed, with specific material clauses separately initialed, by authorized representatives of both parties.

8. Breach. Upon deliberate breach of the Amendment by either party, the non-breaching party shall be entitled to terminate the Amendment without notice, with all of the remedies it would have in the event of termination, and may also have such other remedies as it may be entitled to in law or in equity.

9. Survival. This Amendment shall survive the completion of or any termination of the original contract, revised contract, or agreement or other document to which it may accompany or incorporate by reference.

10. All other provisions of the Agreement, dated June 11, 2019 and October 9, 2024 are unchanged and remain in full force and effect.

CITY:

CITY OF FRANKLIN, TENNESSEE

By: _____
Dr. Ken Moore, Mayor

Date: _____

ATTEST:

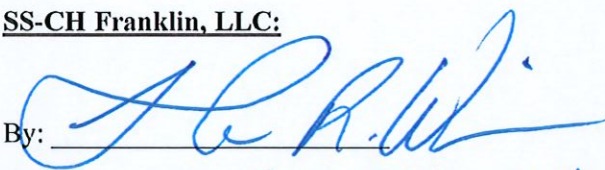
By: _____
Angie Skarp, City Recorder

Date: _____

APPROVED AS TO FORM BY:

J. Blake Harper, Staff Attorney

SS-CH Franklin, LLC:

By:  _____
Print Name & Title: GLENN R. WILSON, MANAGER
Date: MAY 8, 2025

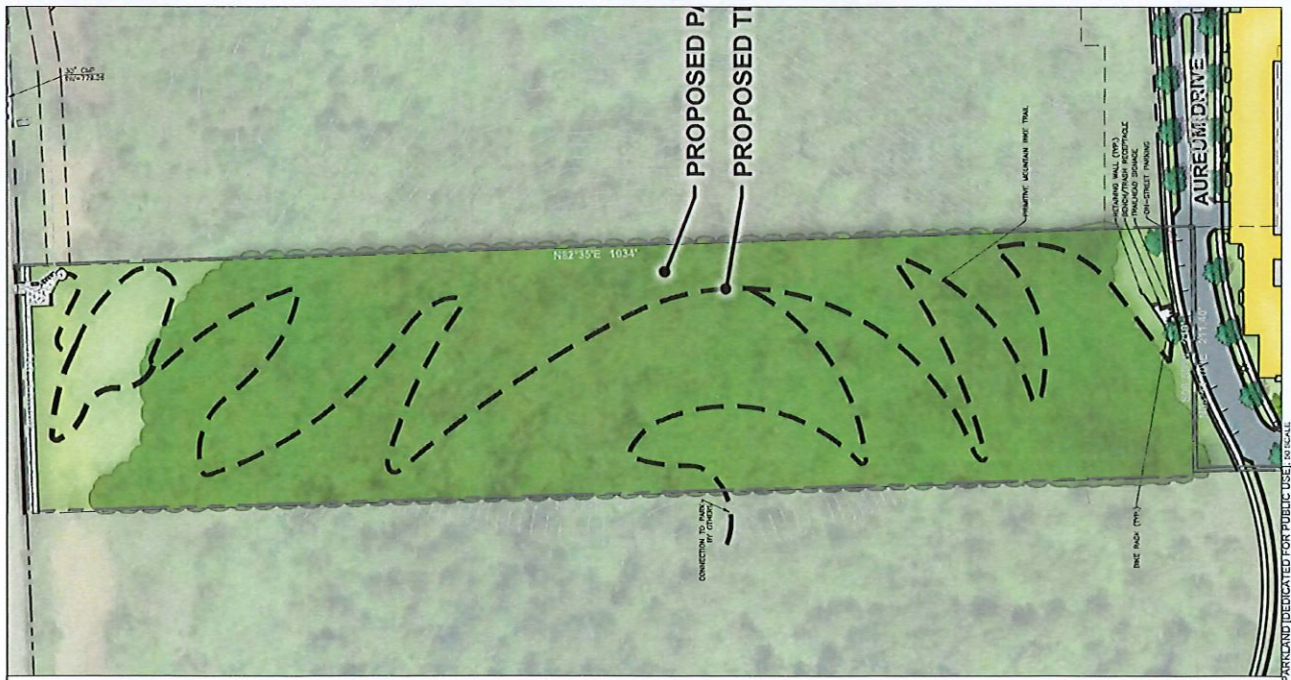
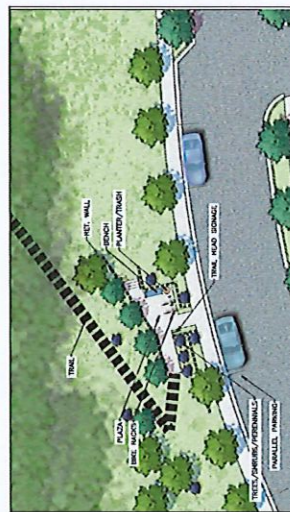
Aureum Parkland Dedication Calculations					
Parkland Impact Fee Calculations					
	Description	Qty.	Units	cost/unit	Required Impact Fee
	Multi-Family Units	296	Units	\$ 4,304.00	\$ 1,273,984.00
Parkland Land Dedication / Set-aside Calculations					
	Description	Qty.	Units	Remarks	
	Acreage Required (For Pulic Park Dedication)	5	ac	As Approved by BOMA	
	Acreage Provided (For Public Park Dedication)	5.15	ac		
	Acreage Provided Value (Actual Purchase Cost)	\$ 1,300,000.00		Plus Closing/Legal/Survey/Title Fees	
Public for Public Use (100% of Off-Set Allowed)					
	5.15 Public Park: Land Dedication Value (100%)	5.15	Ac.	\$ 62,121.00	\$ 319,923.15
Private for Public Use (75% of Off-Set Allowed)					
	Plaza: Land Set-aside Value (75%)	0.00	Ac.	\$ 62,121.00	\$ -
Private for Private Use (25% of Off-Set Allowed)					
	Multi-family (Phase 1): Land Set-aside Value (25%)	0.25	Ac.	\$ 62,121.00	\$ 3,882.56
Construction of Public Park Improvements in Lieu of Parkland Impact Fee Off-sets					
	Description	Qty.	Units	cost/unit	Total
Land Acquistion Cost:					
	Legal, Survey, Title, Clsoing	1	ls	\$ 40,000.00	\$ 40,000.00
	Land Financing Cost Prior to Const. (3yr@5%)	1	ls	\$ 195,000.00	\$ 195,000.00
	Total Land Acquisition Cost:				\$ 235,000.00
Parkland Improvement Costs:					
	Parkland Construction Drawing Design Cost	1	ls	\$ 125,000.00	\$ 125,000.00
Park - Trail Improvements:					
	Primitive Bike/Hiking Trail (on-site)	2,900	lf	\$ 15.00	\$ 43,500.00
	Primitive Bike/Hiking Trail (off-site)	100	ac	\$ 20.00	\$ 2,000.00
	Trail Grading, Clearing, Grubbing	27,000	sf	\$ 1.80	\$ 48,600.00
Park Appurtenances					
	Benches	4	ea	\$ 2,500.00	\$ 10,000.00
	Trash Receptacles	1	ea	\$ 1,200.00	\$ 1,200.00
	Bike Racks (For up to 22 Bikes, 2 bikes per Rack)	11	ea	\$ 500.00	\$ 5,500.00
	Trail Head Map Kiosk	2	ea	\$ 7,500.00	\$ 15,000.00
	Trail Head Plaza	1,600	sf	\$ 15.00	\$ 24,000.00
Plaza Hardscape & Parallel Parking					
	Asphalt (Parallel Parking)	165	sy	\$ 65.00	\$ 10,725.00
	Concrete Sidewalk	2,700	sf	\$ 6.00	\$ 16,200.00
	Steps/Ramp/Handrails	1	ls	\$ 7,500.00	\$ 7,500.00
	Curb/Gutter	500	lf	\$ 15.00	\$ 7,500.00
	Light Poles	3	ea	\$ 3,200.00	\$ 9,600.00
	Parking/Amenity Grading, Clearing, Grubbing	1	ea	\$ 55,000.00	\$ 55,000.00
	Storm Pipe	100	lf	\$ 105.00	\$ 10,500.00
	Storm Inlets	2	ea	\$ 4,800.00	\$ 9,600.00
	Utility Connections (Water/Sewer)	1	ls	\$ 35,000.00	\$ 35,000.00
	Retaining Wall	2,200	sf	\$ 35.00	\$ 77,000.00
Landscaping					
	3" Cal. Canopy Trees (Parking Lot Islands)	12	ea	\$ 550.00	\$ 6,600.00
	2" Cal. Understory Trees (Accent Plantings)	12	ea	\$ 400.00	\$ 4,800.00
	36" Ht. Shrubs (Parking Lot Screening)	50	ea	\$ 180.00	\$ 9,000.00
	Perennials	75	ea	\$ 15.00	\$ 1,125.00
	Seed	27,000	sf	\$ 0.25	\$ 6,750.00
	Construction Supervision and Management	1	ls	\$ 108,000.00	\$ 108,000.00
	Construction Inspection Costs - Consultants	1	ls	\$ 25,000.00	\$ 25,000.00
	Construction Financing Costs (1-Year)	1	ls	\$ 115,000.00	\$ 115,000.00
	Total Public Park Improvements Cost:				\$ 1,024,700.00
Construction of Private Park and Recreation Amenities Improvements in Lieu of Parkland Impact Fee Off-sets (Not Open to Public)					
	Description	Qty.	Units	25% cost/unit	Total
Private Recreation Amenities (Courtyards/Dog Park/Gardens)					
	Multi-family (Phase 1) [Cost - 25% x \$1,000,000]	1	ls	\$ 250,000.00	\$ 250,000.00
	Total Private Park Improvements Cost [25%]:				\$ 250,000.00
Parkland Dedication Offset Calculations					
	Description	Qty.	Units	cost/unit	Total
	Parkland Land Dedication / Set-aside Value:				\$ 323,805.71
	Public & Private Parkland Construction Cost Total:				\$ 1,274,700.00
	Total Proposed Parkland Dedication				\$ 1,598,505.71
	Required Parkland Dedication				\$ 1,273,984.00
	Parkland Dedication Balance				\$ (324,521.71)

NOTE: The Aureum Parkland Dedication Calculations were developed based upon the following key assumptions:

- The actual Land Acquisition Cost will be \$1,300,000.00 however reimbursement for Land Dedication will be \$319,923.00 based upon the current Parkland Dedication Ordinance eligible value of \$62,121.00 per acre and 5.15 acres of parkland Area;
- Closing Costs resulting from the land acquisition for legal, survey, title, taxes, recording, etc. will be +/- \$40,000.00;
- Due to Aureum Construction Phasing/Sequencing, Aureum Development Team will need to hold land for 3 years following acquisition prior to beginning any physical Parkland Dedication Improvements. This will result in land financing costs of \$195,000.00 based upon 3 years interest at 5% of purchase price;
- Design costs related to civil, architectural, landscape and trail design costs of the Parkland Improvements will be \$125,000.00;
- Construction of Parkland Improvements will begin in year 4 following acquisition and will require 1 year to construct. Construction financing costs including the cost of the land in year 4 are estimated at \$115,000.00;
- Private Recreational Facilities for the pool, deck, furnishings and amenities for Aureum's planned multi-family apartments will be approximately \$1,000,000.00. Per the ordinance, these costs are eligible to be offset at 25% or a total of \$250,000.00;
- Elements/features listed in schedule above are for design intent and may vary at the Site Plan phase. As such, costs provided may vary also. All elements/features used to make Parkland Improvement shall count towards the 100% offset.

[illegible][illegible]

NOTE:
BEARINGS SHOWN
HEREON ARE BASED ON
THE TENNESSEE STATE
PLANE COORDINATE
SYSTEM, ZONE 5301,
FIP:ZONE 4100, NAD 83
DATUM.





File #: 21-0539

DATE: May 1, 2025

TO: Board of Mayor and Aldermen

FROM: Eric Stuckey, City Administrator
Jason Potts, IT Director
Shauna Billingsley, City Attorney
Kevin Townsel, Director of Human Resources
Brandi Arnett, Asst. IT Director, Applications & Admin

SUBJECT:

Presentation On Artificial Intelligence For Government

PURPOSE:

The purpose of this memorandum is to provide information to the Franklin Board of Mayor and Aldermen (BOMA) concerning artificial intelligence for government and policies.

BACKGROUND/STAFF COMMENTS:

In December, several members of COF's Artificial Intelligence (AI) Committee attended the GovAI Coalition Summit in San Jose. This conference covered a range of topics, including AI trends, policy development, ethical practices, data management, and practical applications in local government.

For this presentation, we will provide a brief overview of AI technology, discuss the importance of having an AI policy in place, responsible use of the AI technology that benefits operations, address legal considerations, and present current use cases.

FINANCIAL IMPACT:

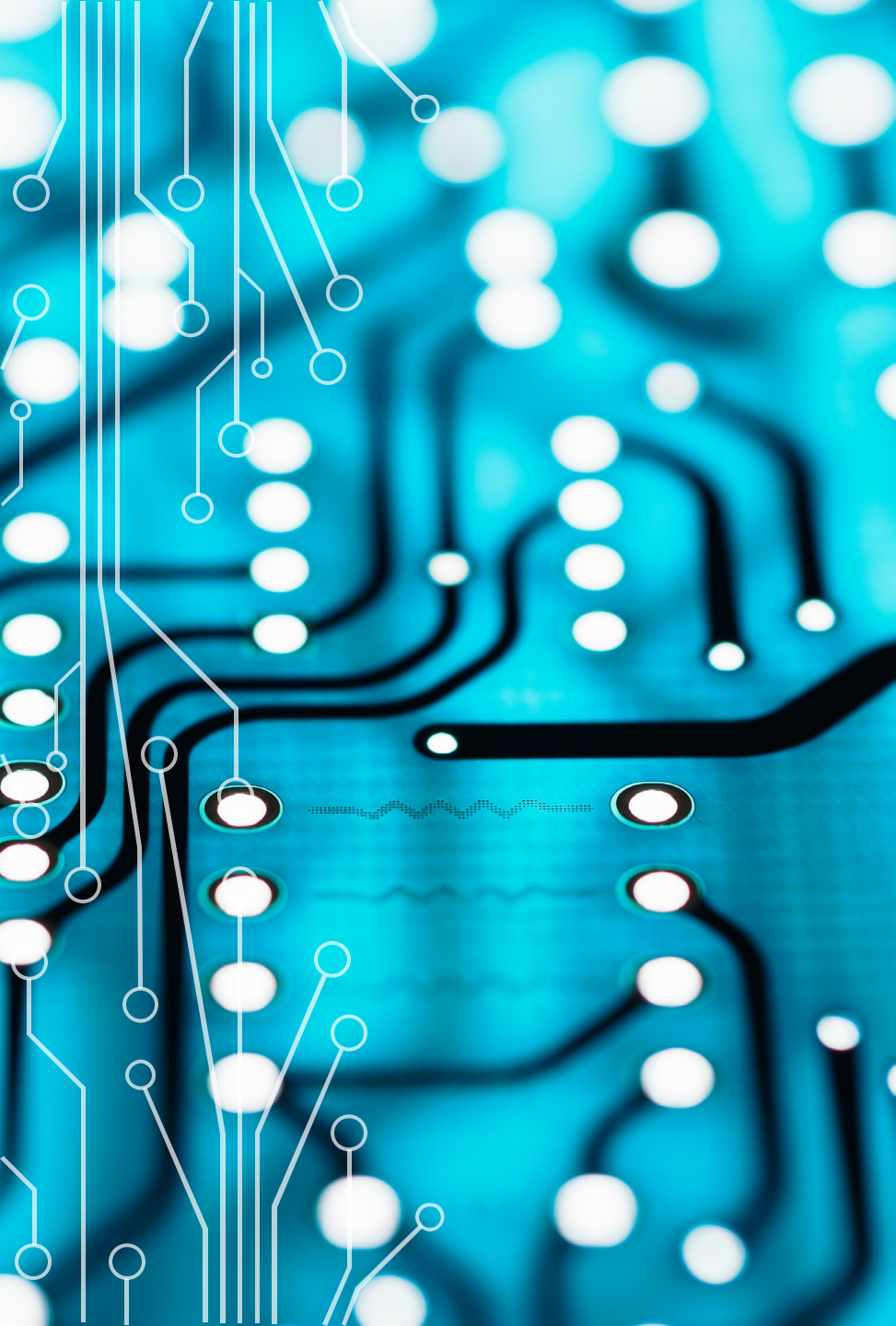
No financial impact at this time.

RECOMMENDATION:

This presentation is for information purposes.

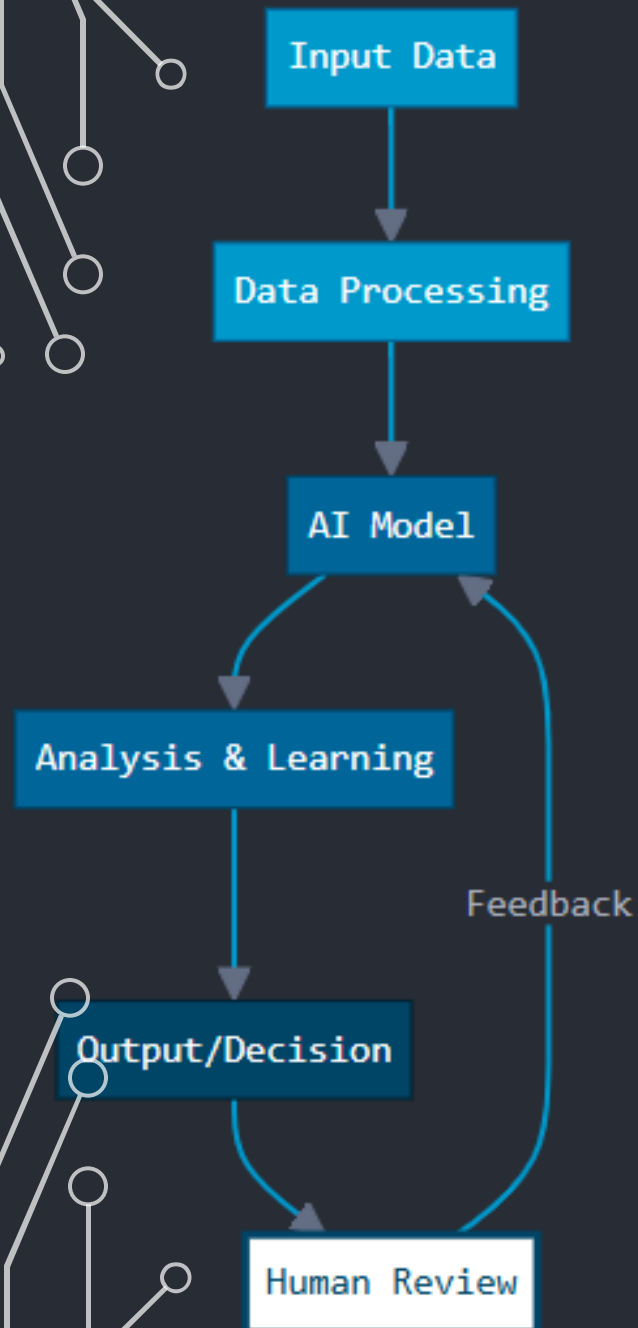
AI FOR GOVERNMENT

BENEFITS, IMPLEMENTATION, AND GOVERNANCE



GOVERNMENT AI COALITION

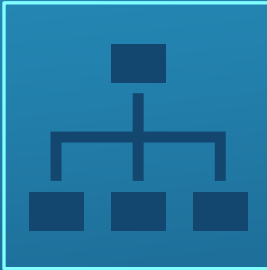
- Founded November 2023 by the City of San Jose, California
- Represents more than 150 local, county, and state governments serving more than 100 million Americans
- The coalition's mission is to promote responsible AI in the public sector, ensuring governments have a voice in how AI is developed, implemented, and governed



AI TECHNOLOGY: AN OVERVIEW

- Input data: organizational data (i.e., zoning ordinances, building codes, and service request history)
- Data processing: organization of input data
- AI Model: uses organized input data to learn and detect patterns
- Analysis & Learning: the model grows and learns over time
- Output/Decision: information or prediction provided by the AI model
- Human Review: AI assists but does not replace human judgement

AI POLICY: WHY IS IT IMPORTANT?



Creates a comprehensive governance structure for AI systems used within our organization



Safeguards against any potential harms possibly caused by AI systems introduced to our environment



Establishes a framework for ethical, human-centric use of AI within our organization

AI POLICY KEY OBJECTIVES

01

Provide clear guidance for staff and vendors regarding appropriate implementation of AI – both during the acquisition process as well as during daily work duties

02

Define roles and responsibilities as it relates to the usage of AI systems by the City of Franklin

03

Assess and manage any risks associated with AI including defining prohibited uses

04

Establish a process for the decommissioning of AI systems that are no longer necessary

AI AND OUR WORKPLACE: PARTNERSHIP, NOT REPLACEMENT

Have an open mindset: AI is a tool that can be utilized to help us do our jobs more efficiently with a human centric design, not a risk to job security



What can AI not replace?: human judgement, emotional intelligence, understanding community needs, and nuanced decision making



How can AI help?: AI can assist with routine tasks, provide tools for enhanced decision making, and opportunities to learn new skills making your role more valuable

AI GOVERNANCE: IT TAKES A TEAM



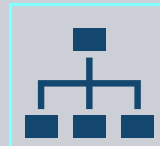
Decision making as it relates to AI governance should be collective in nature



Stakeholders from across the organization should be involved in the continued development of the AI policy



Department roles may include IT ensuring data security and privacy, Legal providing advice and input on risks, and Purchasing overseeing procurement and vendor compliance

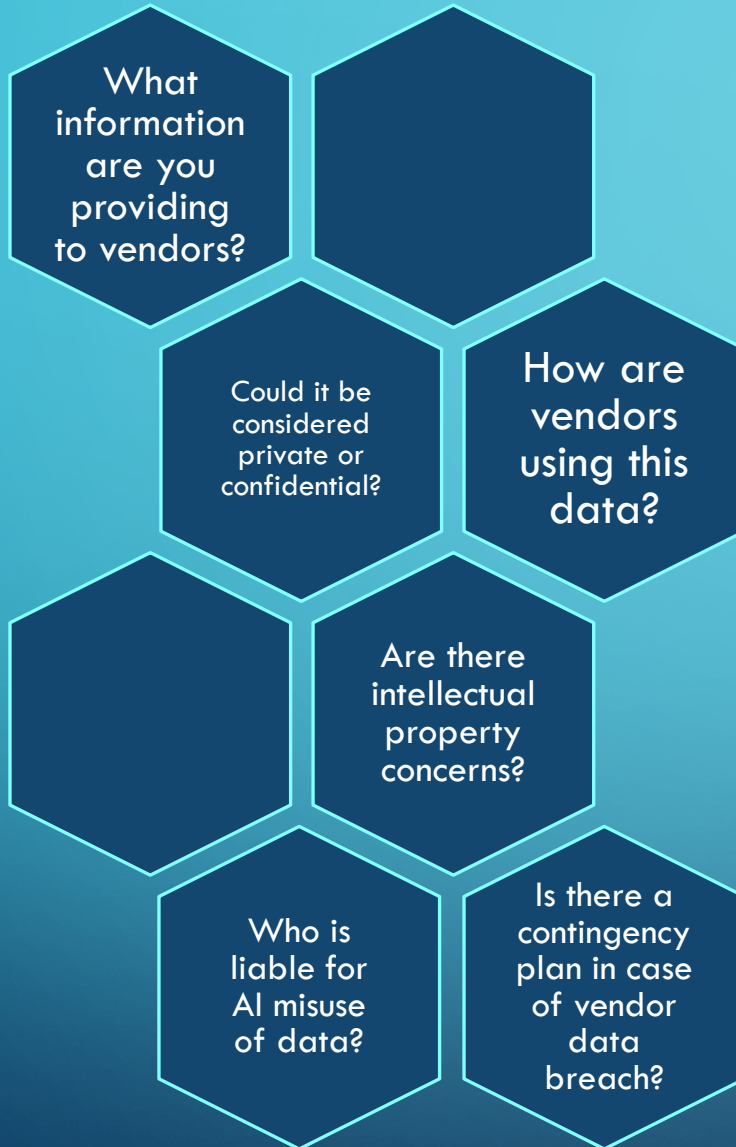


AI policy requires a variety of inputs and assurances from all areas of the organization to be effective

LEGAL ISSUES TO CONSIDER: CITY RELATED



Note: an error made by AI is often referred to as a hallucination, or when the AI model attempts to provide an accurate response but instead generates an inaccurate response that often sounds convincing and true



LEGAL ISSUES TO CONSIDER: VENDOR RELATED

A decorative graphic on the left side of the slide, consisting of a network of light blue lines and small circles, resembling a circuit board or a neural network diagram.

AI IN GOVERNMENT: HOW IS IT BEING USED?

IMPROVING CUSTOMER SERVICE THROUGH 24/7 CHATBOTS



PROVIDES QUICK ANSWERS
24/7 USING
ORGANIZATIONAL DATA AS
REFERENCE



ENCOURAGES A MORE
EQUITABLE COMMUNITY
THROUGH LANGUAGE
TRANSLATION SERVICES



OVERALL INCREASED
EFFICIENCY AND REDUCED
WAIT TIMES



HELPS FREE UP STAFF FOR
OTHER TASKS

Note: It is crucial to successful AI implementation that underlying data be of high quality and consistent

AI FOR PLAN REVIEW

- Pilot program launched by the City of Los Angeles in 2022
- Reviews plans against rules like setback distance and building height requirements
- Utilizes previous plan submissions to increase efficiency
- Increased public engagement through automated permit tracking and status updates
- Users have reported the program has been most helpful with standard building reviews
- Reduced initial plan review times by 50%





AI FOR NON-EMERGENCY 9-1-1 DISPATCH

- City of San Jose launched in 2023
- Designed to assist with non-emergency call types such as noise complaints and parking issues
- Helps free up dispatchers for more pressing calls while also providing service for non-emergency callers
- Available in multiple languages
- Integrates with existing dispatch system
- Includes a clear protocol for escalating to a live dispatcher
- 25% reduction in wait times

AI FOR BUILDING EFFICIENCY

- A 2024 study found that AI implementation in commercial buildings can reduce energy consumption and carbon emissions by between 8% and 19% by 2050
- In Stockholm, Sweden AI is used to manage HVAC systems at educational facilities led to an annual reduction of 64 tons of carbon dioxide and 8% decrease in electricity usage
- Returns from these types of implementations can be seen in the first year with full benefits in 2-3 years

The background is a blue gradient. In the corners, there are white line-art illustrations of circuit boards or neural networks, with lines and small circles representing components.

QUESTIONS?



City of Franklin Policy & Procedure

Use of Artificial Intelligence (AI)

I. Purpose

This policy establishes a comprehensive, yet flexible, governance structure for AI systems used by, or on behalf of, the City of Franklin. This policy enables the City of Franklin to use AI systems for the benefit of the community while safeguarding against potential harms.

The key objectives of the AI Policy are to:

- Provide guidance that is clear, easy to follow, and supports decision-making for the staff (full-time, part-time), interns, consultants, contractors, partners, and volunteers who may be purchasing, configuring, developing, operating, or maintaining the City of Franklin's AI systems or leveraging AI systems to provide services to the City of Franklin.
- Ensure that when using AI systems, the City of Franklin or those operating on its behalf, adhere to the Guiding Principles that represent values with regards to how AI systems are purchased, configured, developed, operated, or maintained.
- Define roles and responsibilities related to the City of Franklin usage of AI systems.
- Establish and maintain processes to assess and manage risks presented by AI systems used by the City of Franklin.
- Align the governance of AI systems with existing data governance, security, and privacy measures in accordance with the City of Franklin's Information Security Program and City of Franklin's Data Retention Policy.
- Define prohibited uses of AI systems.
- Establish "sunset" procedures to safely retire AI systems that no longer meet the needs of the City of Franklin.
- Define how AI systems may be used for legitimate City of Franklin purposes in accordance with applicable local, state, and federal laws, and existing City of Franklin policies.

The City of Franklin defines “artificial intelligence” or “AI” to be a machine-based system that can, for a given set of human-defined objectives, make predictions, recommendations, or decisions influencing real or virtual environments.¹ AI systems use machine- and human-based inputs to perceive real and virtual environments; abstract such perceptions into models through analysis in an automated manner; and use model inference to formulate options for information or action.

The City of Franklin defines an “AI system” to be any data system, software, hardware, application, tool, or utility that operates in whole or in part using AI.²

The City of Franklin’s AI systems and the data contained therein will be purchased, configured, developed, operated, and maintained using the City of Franklin’s AI Policy, or applicable handbook.

II. Scope

This policy applies to:

1. All AI systems deployed by the City of Franklin; and
2. Staff (full-time, part-time), interns, consultants, contractors, partners, and volunteers who may be purchasing, configuring, developing, operating, or maintaining the City of Franklin’s AI systems or who may be leveraging AI systems to provide services to the City of Franklin.

III. Guiding Principles for Responsible AI Systems

These principles describe the City of Franklin’s values with regards to how AI systems are purchased, configured, developed, operated, or maintained.

1. **Human-Centered Design:** Human-Centered AI systems are developed and deployed with an approach that focuses on the needs, preferences, and experiences of people. It ensures that the technology serves and benefits the users and evaluates AI powered services for their impact on the public and on staff.
2. **Security & Safety:** AI systems maintain confidentiality, integrity, and availability through safeguards that prevent unauthorized access and use. Implementation of AI systems is reliable and safe, and minimizes risks to individuals, society, and the environment.
3. **Privacy:** To protect privacy, employees must not input any personally identifiable information (PII), confidential company data, client details, or sensitive content into public AI tools (e.g., ChatGPT), as such data may be stored, used for AI training, and

¹ Definition from [15 U.S.C. 9401\(3\)](#).

² Definition from [United States Executive Order No. 14110 on Safe, Secure, and Trustworthy Development and Use of Artificial Intelligence](#).

potentially exposed to others.

4. **Transparency:** The purpose and use of AI systems is proactively communicated and disclosed to the public and staff. An AI system, its data sources, operational models, and policies that govern its use are understandable and documented. Transcriptions by use of an AI platform are disclosed to participants prior to being used.
5. **Impartiality:** AI systems support impartial outcomes for everyone. Bias in AI systems is effectively managed with the intention of reducing harm for anyone impacted by its use.
6. **Accountability:** Every AI system is managed by clearly assigned roles, with human oversight built into key decisions to ensure responsible use and compliance with laws and company policies. Employees are responsible for verifying the accuracy and appropriateness of any AI-assisted work and are accountable for its outcomes.
7. **Effectiveness:** AI systems are reliable, meet their objectives, and deliver precise and dependable outcomes for the utility and contexts in which they are deployed.
8. **Workforce Empowerment:** Staff are empowered to use AI in their roles through education, training, and collaborations that promote participation and opportunity.

IV. Roles & Responsibilities

Several roles are responsible for enforcing this policy, outlined below.

- The Director of Information Technology is responsible for directing City of Franklin technology resources, policies, projects, services, and coordinating the same with other departments. The Director of Information Technology shall designate the Assistant Director of Applications and Administration & Chief AI Officer (CAIO) to actively ensure AI systems are used in accordance with the City of Franklin Information and System Security Policy, or applicable policy. The Director of Information Technology shall also designate the CAIO to actively ensure the AI system is used in accordance with this policy and the other related City of Franklin policy.
- The Chief Security Officer is responsible for overseeing the enterprise security infrastructure, cybersecurity operations, updating security policies, procedures, standards, guidelines, and monitoring policy compliance.
- The Chief AI Officer is responsible for overseeing the enterprise digital privacy practices, data processing practices, and responsible usage of technology in compliance with the City of Franklin Data Privacy Policy. The CAIO is responsible for overseeing the privacy practices of AI systems used by or on behalf of City of Franklin departments.
- Artificial Intelligence Review Committee (AIRC) - This committee, though not limited to, should include the following: Information Technology Director, City

Attorney, HR Director, Assistant IT Director of Applications, IS Developer (CAIO), Risk Manager, Organizational Development Manager, and Purchasing Manager. The City Administrator and/or the IT Director may at their discretion appoint any additional staff member to this committee. Additional appointees will serve for a period of two years in length. The committee works across all departments to review AI needs, benefits, and risk.

- The AIRC will review this policy and propose revisions to the City Administrator/IT Steering Committee as this technology matures. They will monitor the evolving use of AI and issues related to the use of AI in the City as well as the broader cyber environment and discuss periodically at the IT Steering Committee. Any written agreements or contracts for AI services or software that includes AI, must be submitted to the Information Technology Department for review before being presented to the IT Steering Committee.
- City of Franklin staff are responsible for following this policy and following updates to this policy and the HR Manual, or applicable policy, and check compliance with these documents at least annually.
- The Director of Information Technology shall notify City of Franklin departments when an update to this policy, or applicable policy is released.
- The City Attorney is responsible for advising on all legal issues or risks associated with AI systems usage by or on behalf of City of Franklin departments. Along with the Human Resources Director, the City Attorney will advise on employment matters relating to the use of AI by employees. The City Attorney will also advise on contracts that may involve the use of AI by a contractor or vendor. The City Attorney will partner with Information Technology and Human Resources during the training process to advise of legal and regulatory risks of AI.
- The Human Resources Director and team are responsible for helping to ensure AI tools are used in a fair and unbiased way, promoting transparency around AI-driven decisions, and educating employees on the ethical and practical use of AI. HR will lead initiatives that foster a culture of awareness, responsibility, and empowerment. In partnership with Information Technology, HR will support the development and delivery of communication and training programs to engage, support, and promote the appropriate use of AI.
- The City Administrator or designee, may, at their discretion, inspect the usage of AI systems and require a department to alter or cease its usage of AI systems or a partner's usage of AI systems on behalf of the department.
- The Purchasing Office along with Law and Information Technology are responsible for overseeing the procurement of AI systems and requiring vendors to comply with City

of Franklin policy standards through contractual agreements.

V. Policy

When purchasing, configuring, developing, operating, or maintaining AI systems, the City of Franklin will:

1. Uphold the Guiding Principles for Responsible AI Systems.
2. Conduct an AI Review to assess the potential risk of AI systems. The CAIO, or equivalent is responsible for coordinating review of AI systems used by the City of Franklin as detailed in the AI Policy, or applicable policy.
3. Obtain technical documentation about AI systems using the AI FactSheet or create equivalent documentation if internally developing the AI system. The Purchasing Office, or equivalent is responsible for requiring vendors to complete the AI FactSheet.
4. Require contractors to comply with the Requirements for AI Systems, or applicable legal addendum overseen by the Law Department and Purchasing Office; and
5. In the event of an incident involving the use of the AI system, the City of Franklin will follow an Incident Response Plan as detailed in the AI Incident Response Plan, or equivalent. The CSO is responsible for overseeing the security practices of AI systems used by or on behalf of City of Franklin departments.

Prohibited Uses

The use of certain AI systems is prohibited due to the sensitive nature of the information processed and severe potential risk. This includes the following prohibited purposes:

- Real-time and covert biometric identification, except when used by law enforcement.
- Emotion analysis, or the use of computer vision techniques to classify human facial and body movements into certain emotions or sentiment (e.g., positive, negative, neutral, happy, angry, nervous).
- Fully automated decisions that do not require any meaningful human oversight but substantially impact individuals.
- Social scoring, or the use of AI systems to track and classify individuals based on their behaviors, socioeconomic status, or personal characteristics.
- Cognitive behavioral manipulation of people or specific vulnerable groups.
- Autonomous weapons systems.

If City of Franklin staff become aware of an instance where an AI system has caused harm, staff must report the instance to their Department Director, Director of HR, or Director of Information Technology. Failure to do so may result in disciplinary action including up to termination.

Sunset Procedures

If an AI system operated by the City of Franklin or on its behalf ceases to provide a positive utility to the City of Franklin's residents as determined by the AI Committee, then the use of that AI system must be halted unless express exception is provided by the City Administrator or the Board of Mayor and Aldermen. If the abrupt cessation of the use of that AI system would significantly disrupt the delivery of City of Franklin services, usage of the AI system shall be gradually phased out over time.

Public Records

The City of Franklin is subject to the Tennessee Open Records Act. City of Franklin staff must follow all current procedures for records retention and disclosure.

Policy Enforcement

All employees and agents of the City of Franklin, whether permanent or temporary, interns, volunteers, contractors, consultants, vendors, and other third parties operating AI systems on behalf of the City of Franklin are required to abide by this Policy, or applicable policy. While departments may have internal policies that address AI, no such policy shall be more lenient than this policy.

VI. Violations of the AI Policy

Violations of any section of the AI Policy, including failure to comply with the City of Franklin's applicable handbook, may be subject to disciplinary action, up to and including termination. Violations made by a third party while operating an AI system on behalf of the City of Franklin may result in a breach of contract and/or pursuit of damages. Infractions that violate local, state, federal or international law may be remanded to the proper authorities.

VII. Terms & Definitions

Artificial Intelligence: "Artificial intelligence" or "AI" to be a machine-based system that can, for a given set of human-defined objectives, make predictions, recommendations, or decisions influencing real or virtual environments. Artificial intelligence systems use machine- and human-based inputs to perceive real and virtual environments; abstract such perceptions into models through analysis in an automated manner; and use model inference to formulate options for information or action.

Algorithm: A series of logical steps through which an agent (typically a computer or software program) turns particular inputs into particular outputs.

AI system: Any system, software, sensor, or process that automatically generates outputs including, but not limited to, predictions, recommendations, or decisions that augment or replace

human decision-making. This extends to software, hardware, algorithms, and data generated by these systems, used to automate large-scale processes or analyze large data sets.

VIII. Acknowledgement

The initial draft of this policy was developed through the coordinated efforts of over 150 state and local agencies in the GovAI Coalition who are dedicated to the responsible and purposeful use of AI that benefits all members of the community.

Approved:

Eric Stuckey, City Administrator

Date

Approved:

Jason Potts, Director of Information
Technology

Date

Approved as to form by:

Shauna Billingsley, City Attorney

Date

Approved for posting:

Kevin Townsel, Director of Human
Resources

Date