



February 6, 2009

- **Headlines can be misleading.** Maybe you've picked up on the headline in the Tennessean today regarding City Engineer/Capital Improvement Project Executive David Parker. It is not my general practice to discuss personnel issues with all employees, but to be clear; Mr. Parker did not receive a raise after his disciplinary action. His discipline still stands as reported, a five day suspension and one year probation. When I came on as City Administrator January first, I wanted to take a look at how the top level staff was reorganized. Mr. Parker's position as City Engineer was created rather quickly after a reorganization by the board and in that re-organization his salary was lowered. I did not feel the position description accurately reflected the duties. A group of staff assisted me in updating the job description. I sent his new job description and duties to an outside Human Resource company as we do with all job classifications and they rated it and found his salary should be higher when compared to similar positions in other cities across the country, and similar to where I worked in Hamilton County Ohio. The result of the revised classification was that the salary for the position was re-instated to what it was prior to the reorganization earlier this year. This in no way had to do with his disciplinary action for improper use of city computers. **I want to stress to all employees that my door is always open to you if you have questions and concerns.**
- The new **City of Franklin logo** and letterhead will soon be delivered to every department electronically and placed on a shared drive. Templates for business cards, envelopes and letterhead will also be given to our printer and should be available the end of next week. You are welcome to print in color rather than have the letterhead printed at the printer, but we are leaving it up to each department if you'd like to have your letterhead printed. Please replace any documents that have the old logo with the new logo at your earliest convenience. If you need assistance contact **Monique McCullough** or **Milissa Reiersen** in the **Communications Office**.
- Play your part in naming the **new Employee Newsletter**. If you come up with a great name for the new newsletter you could be the first to **sport a hat with the new City of Franklin Logo!** The **top five entries will get a hat**. Some of those already submitted are

*Franklin Frontline, City Limits Gazette, Franklin Flyer, Team Periodical.* Keep the names coming and we'll announce the winners in the first newsletter at the end of the month. Email your submissions to Monique McCullough at [monique.mcCullough@franklintn.gov](mailto:monique.mcCullough@franklintn.gov).

- First it's **Streets** on **NewsChannel 5** and then it's water...Thanks to our staff at the **Streets Department** for a great story about our new logo and how the city is saving money by creating our own signs. Thanks to **Joe York, Jack Goins, Michael Collier and Donnie Reynolds** and **Alderman Dan Klatt**. And a pat on the back goes to our **staff in utility billing** for showing how hard we work in a story on **WKRN, News 2**. They focused on the large water bill resulting from a leak in the Lynnwood Subdivision. They interviewed the couple appealing their bill and us. Thank you to **Steve Simms** who provided some important information to share with the News 2 viewers.
- **Parks** is in the spotlight once again this week. **Lisa Clayton** and I appeared on the **WAKM Morning Show** Tuesday and announced our **Parks Department** successfully completed the State of Tennessee Parks and Recreation Benchmarking Program. In May 2008, the **Parks Department** embarked on a journey of establishing/organizing policies and procedures established by the Department of Environment and Conservation under the division of the Recreational Educational Services (RES). RES recognizes the importance benchmarking can have on the quality of local leisure services provided in the State of Tennessee. Thanks to the **Parks team**.
- Reminder: If you are interested in no longer receiving a **paper paystub, starting February 13th**, please return the consent form to me by tomorrow. There has been a great response so far, To view your paycheck online, go to the Intranet's Announcements section and follow the links under "View Your Paystubs Electronically." If you have any questions contact **DeAnn Kraft in Finance at 550-6689**.

***Excellence, Innovation, Teamwork, Integrity, Action-Oriented***

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