

Friday, January 2, 2026

Happy New Year, team!

I hope you all had a wonderful Holiday Season surrounded by your loved ones. A special thank you to our many City team members that worked during the holidays. As we usher in the new year, 2026, my wish is for each of you to live and serve with excellence in the coming months. Together, we will



continue to support our community, our team, and one another with dedication and purpose. May 2026 bring blessings to you and your families!

As we begin 2026, we did say goodbye to some and welcome to others. On December 19, **Franklin Fire Department Assistant Fire Chief Greg Baltimore** retired. Baltimore is a



respected fire service leader with a 40-year firefighting career, including 33 years with the Franklin Fire Department. Chief Baltimore has served as the department's second-in-command since 2020, overseeing both the Operations and Training divisions. During his tenure, he was a key leader in maintaining the department's Insurance Services Office (ISO) Class 1 rating, a distinction earned by only the top one percent of fire departments nationwide out of more than 37,000 evaluated.

The Operations Division includes 158 on-shift personnel who provide emergency response services including fire suppression, emergency medical care, hazardous materials

mitigation, and technical rescue operations. In 2024, firefighters responded to more than 11,500 emergency calls for service. Chief Baltimore joined the Franklin Fire Department in 1992 and progressed through the ranks from firefighter to engineer, lieutenant, captain, battalion chief, and assistant fire chief. He served 13 years as a battalion chief before being promoted to assistant fire chief in December 2020 by City Administrator Eric Stuckey and Fire Chief Glenn Johnson. Chief Baltimore and his wife, LaJuana, reside in Nashville with their son, Gregory Jr., who is a high school senior. Their adult son, Allen, and his wife, J'Taime, live in New York City and recently welcomed a daughter, Amora, the couple's first grandchild. We thank him for his service and wish him the best in retirement.

The **Franklin Police Department** proudly swore in seven new police officers on Monday, marking another milestone from the department's **largest recruiting class in its history**.

The officers recently graduated from the **Regional Law Enforcement Training Academy at Walters State Community College** and officially begin their careers serving the Franklin community.

Meet the New Officers: *(Pictured below from left to right: Officers Landon Norwood, Jerrel Ngo, Timothy Malone, Isabella Blakeman, Evan Stewart, Todd Yost, and Brandon O'Brien)*



Isabella Blakeman

Blakeman is from Mount Pleasant, Tennessee, and graduated from Mount Pleasant High School. Prior to entering law enforcement, she worked as a certified gas and diesel mechanic and horse trainer.

Timothy Malone

Malone is a U.S. Navy veteran and longtime medical device executive with a 28-year career in the industry. He grew up in Smyrna, Tennessee and enlisted in the Navy at 20 years old. Malone holds both a bachelor's degree and an MBA.

Jerrel Ngo

Originally from Orange County, California, Ngo is a graduate of Biola University. He previously worked as a corporate accountant.

Landon Norwood

Norwood is from Winchester, Tennessee and graduated from Franklin County High School. He is a United States Army veteran and previously worked in security before joining the Franklin Police Department.

Brandon O'Brien

O'Brien grew up in Spring Hill, Tennessee, and is a graduate of the University of Tennessee Southern's Criminal Justice Master's Program. Prior to joining the Franklin Police Department, he worked at the Williamson County Detention Center.

Evan Stewart

Stewart graduated from Conifer High School in 2020 and spent the next five years serving as a Huey door gunner in the United States Marine Corps. He was stationed at Camp Pendleton, California, before relocating to Tennessee in August.

Todd Yost

Yost is originally from Fullerton, California, and has lived in Tennessee for the past five years. He graduated from Westmont College in 2019 with a bachelor's degree in communication studies. Before joining Franklin Police, he spent five years coaching college baseball, including stops at Lipscomb University and Trevecca Nazarene University.

City Hall Update: There is some exciting progress on the new **City Hall project!** Earlier this week, the first floor concrete pour took place with additional concrete pours scheduled for tonight. Recently, bids were confirmed by the construction manager (Skanska) with the review by our owner's representative (STV) for early release package (ERP) #3. The overall bid package was approximately \$2.6 M under cost projections. Collectively, we are expected to be at least \$3 million under budget for the project after the award of the first three ERP's.



Hold it for the Holidays:

🎅🍪 Don't let the holidays weigh you down! We are currently underway with our **Hold It for the Holidays** challenge. While you aim to maintain your weight, make sure to still enjoy the festivities. The initial weigh-ins are completed and now we wait. **The final weigh-ins will be held in the Admin 1B conference room on January 5th or 6th from 12pm-1pm, you may come to either date.** Prizes for those who hold steady! 🎄

From the HR Department:

The annual Sick Conversion Program will be opening for employee requests on **January 1!** As a reminder, employees can convert up to two working days of sick leave to two working days of personal leave to be used during the following calendar year. The program criteria are below, along with examples of eligibility.

Criteria

- Must be a full-time employee
- Must request the conversion during the open window of 1/1/26-1/31/26
- Must have a minimum of 240 hours of available sick leave as of 1/1/26
 - o Fire shift personnel: Minimum of 324 hours of available sick leave as of 1/1/26

Information on 1/1/26	Employee A	Employee B	Employee C
Available Balance	248:00 sick hours	390:00 sick hours	180:00 sick hours
Ending Vested Balance	336:00 sick hours	450:00 sick hours	276:00 sick hours
Fire Shift Employee?	No	Yes	No
Eligible?	Yes – Available balance is over the required 240 hours	Yes – available balance is over 324 hours required for Fire shift personnel	No – Available balance is not over 240 hours. Ending vested balance does not apply to this program, as it is the projected balance for the end of the year and not the available balance on 1/1/26.

The window for requests will be open from **1/1/26-1/31/26**, and the conversion of sick time to personal time will be reflected in UKG by February 16, 2026. **This program is voluntary, and the conversion of sick leave to personal leave is not automatic. You must request this conversion if you would like to participate.**

Please email sickconversion@franklintn.gov to request your conversion. You will receive confirmation from the HR team with approval status once the window closes for requests.

That's it for now. Thank for *all* you do! Happy New Year!



Website: www.franklintn.gov

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

City Hall has moved to our interim location:

Mailing Address: 109 Third Avenue South, Franklin, TN 37064

Office Location: 740 Columbia Avenue, Franklin, TN 37064

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