



**Saturday, January 10, 2026**

*That's right! You're getting a Saturday E-Brief. My apologies, Friday got very busy which led to a delay on my part in getting this out to you all.*

*I hope your 2026 is off to a great start.*

Please join me in **welcoming our new Assistant Director of Water Management, Taylor Hopkins**. Taylor started with the City in 2018 as Operator 1.



In 2019 he was promoted to Senior Operator after passing his Grade IV Wastewater Treatment Plant Operator Certification. He worked in operations to help the Superintendents fine-tune operations and make necessary changes based upon lab sampling results. He also helped to create comprehensive laboratory sampling procedures for the thermal hydrolysis system as construction was occurring to ensure optimal performance. In 2024 Hopkins was promoted to Biosolids Manager. In that role he has worked to optimize the treatment of solids for a completely different treatment scheme than previously used, create

the procedures needed to ensure safe operations, and has successfully managed passing bi-annual boiler inspections by the State. He also completed the City of Franklin Site Specific Boiler Training required for all solids operators. Taylor has created a strong team environment from a group of new operators, creating training opportunities and ways to achieve internal continuing education while developing relationships with other Cambi operators throughout the US. He has a Bachelor of Science in Chemistry with a minor in Electrical Engineering. His certifications are below!

- Grade IV Wastewater Treatment Plant Operator
- Grade 2 Wastewater Collections System Operator
- Custom Boiler Operator Site Certification

**Fire Chief Glenn Johnson** announced several **promotions within the Franklin Fire Department:**

**Promoted to Captain:**

- **Captain-Paramedic James Gambill – 18-year veteran (Formerly Lieutenant-Paramedic)**

**Promoted to Lieutenant:**

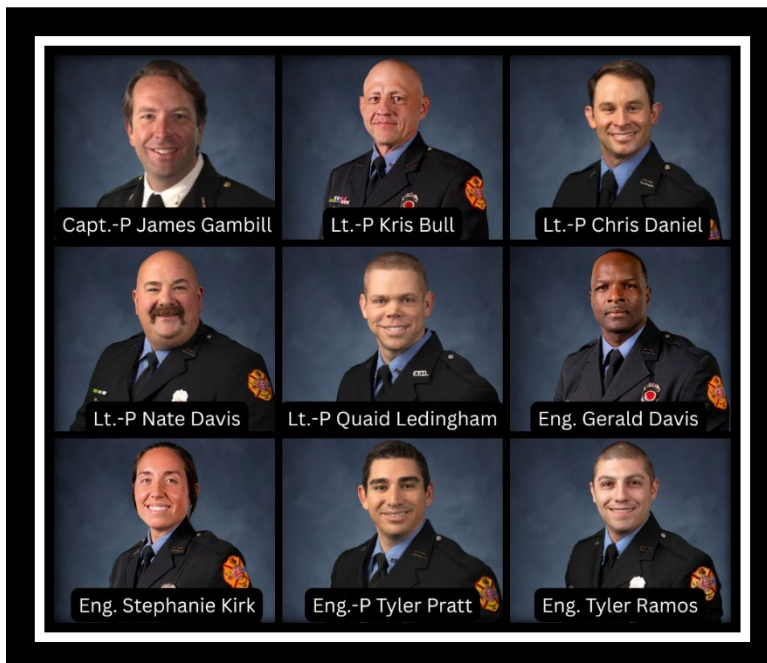
- **Lieutenant-Paramedic Kris Bull – 18-year veteran**
- **Lieutenant-Paramedic Nate Davis – 17-year veteran**
- **Lieutenant-Paramedic Chris Daniel – 10-year veteran**
- **Lieutenant-Paramedic Quaid Ledingham – 12-year veteran**

(All previously served as Engineers.)

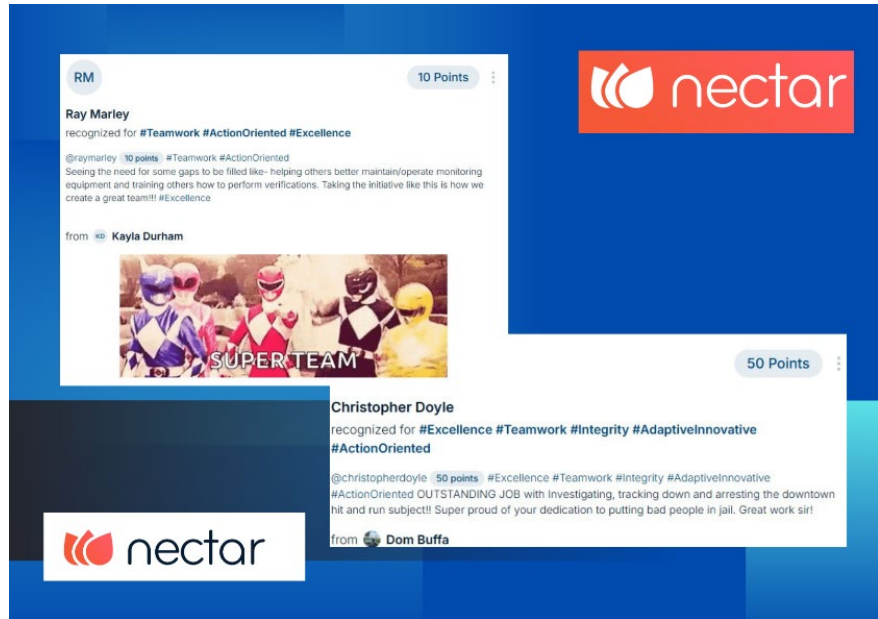
**Promoted to Engineer:**

- **Engineer Gerald Davis – 3-year veteran**
- **Engineer Stephanie Kirk – 3-year veteran**
- **Engineer-Paramedic Tyler Pratt – 4-year veteran**
- **Engineer Tyler Ramos – 6-year veteran**

Please join us in congratulating these personnel on their dedication, leadership, and continued service to the Franklin community!



This week we are excited to announce that **Dom Buffa (Police)** and **Kayla Durham (Water)** are this week's Nectar spotlight honorees! Their shout-outs helped to recognize the real impact their teammates are making. Thank you both for helping us build a workplace where appreciation is part of our everyday



culture! Remember, when you include a reason in your shoutout on Nectar, you, and the person you spotlight are both eligible to win 50 points. Plus, anyone who reacts or comments on the shoutout earns 10 points too!

**The Franklin Police Department's annual "Not in Our Mall" retail-crime enforcement campaign resulted in dozens of arrests and the recovery of stolen property and firearms during the 2025 holiday shopping season.**

The targeted enforcement effort took place from November 14-December 24 and focused on deterring retail theft, identifying wanted individuals, and addressing criminal activity in and around Franklin's shopping districts during one of the busiest times of the year.

During the operation, officers made 76 arrests, including:

- **34 arrests for drug-related offenses**
- **14 wanted individuals taken into custody**
- **21 shoplifting arrests**
- **Additional arrests for other criminal offenses**

**Officers also recovered six illegally possessed guns, more than \$16,000 in stolen merchandise, and over \$4,200 in stolen cash.**



This week, the **Franklin Police Department** was proud to welcome female students from **Lipscomb Academy** to our headquarters for a **R.A.D. (Rape, Aggression, Defense)** training course.



R.A.D. gives young women practical, hands-on self-defense skills while building confidence, awareness, and personal empowerment. Beyond physical techniques, the program focuses on situational awareness, risk reduction, and trusting your instincts.

Interested in participating as well? Community R.A.D. classes for 2026 are now **open for registration!**

**-March 17–19**

**-June 2–4**

**-July 21–23**

**-August 4–6**

If you're interested in signing up, email Officer Kris Arnold at [Kris.Arnold@franklintn.gov](mailto:Kris.Arnold@franklintn.gov)

## NEW EMPLOYEES THIS WEEK



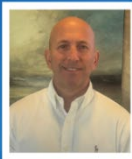
**Baylee Gipson, Administrative Assistant, Streets Department**

Baylee is from Shelbyville, TN. She has 2 dogs: a shih-tzu named Truly and a Golden doodle named Happy. In her free time, she likes to shop and do projects around the house.



**Joey Gustafson, Biosolids Operator, Water Department**

Joey is a Franklin native. He enjoys hiking, camping, backpacking, and watching sports. Before coming to work for the City, he worked for STGenetics.



**James Thompson, Military Intern, HR & Parks Departments**

James is from Pikeville, KY. His hobbies include outdoor activities like fishing and running. His favorite sports team is the UK Wildcats football/basketball.

Welcome

**From the HR Department:**

Join us for a Lunch & Learn with Ascend Bank on **January 13<sup>th</sup>** from **11:30am to 12:30pm!** Learn how to spot identity theft, understand common fraud types, and protect your personal information.

**Location:** Police Department Conference Room. **Please register [here](#). You may attend without registering; but please make note only the registered will receive a lunch.**

**United Way Personal Day Update**

Thank you to everyone who participated in the United Way Campaign! Your generosity truly makes a difference in our community. For those who qualified for a **United Way Personal Day**, the day will be added in UKG **by February 16<sup>th</sup>**.

If you have any questions, please feel free to contact **Human Resources**.

The annual **Sick Conversion Program** will be open **through January 31!** 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

Information on 1/1/26	Employee A	Employee B	Employee C
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 <b>available</b> 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](mailto: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!



Website: [www.franklintn.gov](http://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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