



***Friday, January 16, 2026***

***Congratulations to Our 2025 Employee of the 4<sup>th</sup> Quarter Winners!***

***Thank you to everyone who participated in Employee of the Quarter Program for the 4th Quarter of 2025. We received many outstanding nominations and are proud to recognize employees who exemplify the City's five core values in their daily work.***

***Drum roll... 🥁 And the winners are...***



***Christine Cameron  
Police Department***



***Chris Harris  
Police Department***

***Our winners will be honored in a ceremony on Friday, February 6th.***

**We are accepting nominations for the 1<sup>st</sup> Quarter of the Employee of the Quarter 2026 Program until March 30, 2026. You can submit paper nominations by coming into the Human Resource Department within City Hall or via email by filling out the attached nomination form.**

**As a reminder, the guidelines are as follows:**

- **Any employee can be nominated**
- **HR will accept unlimited nominations during the nomination window for each quarter**
- **Nomination forms are attached and will also be available on Inside the City**
- **Two employees will be selected per quarter by a committee made up of your peers!**
- **Completed nomination forms can be emailed to [nomination@franklintn.gov](mailto:nomination@franklintn.gov) or by dropping off the form in the HR Office.**

**Thank you for all that you do! Let's acknowledge and recognize those who are doing a great job at the City of Franklin! Questions? Please contact Melody Reeves!**



**It is with deep sadness that we share the news that Franklin Fire Captain Bill Almon passed away yesterday morning after a courageous battle with brain cancer. Captain Almon was diagnosed in late 2023 and retired in April 2025 as the captain of Station 6, located at 1061 Cool Springs Blvd. He was 49 years old and is survived by his wife, Jennifer, and their two sons. Captain Almon proudly served the Franklin Fire Department for 27 years, leaving behind a legacy of service, professionalism, and dedication. He**

**was named Fire Officer of the Year in 2023, a recognition that reflected the respect he earned throughout his career. Among his many accomplishments, Captain Almon received the Excellence Award in 2014 as part of the fire investigation team whose work led to the conviction of an aggravated arsonist. In 2002, he earned the Stork Award for helping deliver a baby girl. Captain Almon was a firefighter, fire officer, mentor, and friend to many, and his impact on the FFD and our community will not be forgotten. Please keep Captain Almon's family, friends, and fellow firefighters in your thoughts and prayers during this difficult time. Details regarding his celebration of life will be shared as soon as they become available.**

**The Franklin Fire Department will host a free, non-certification community CPR class on Saturday, February 7, from 9 a.m. to noon, at the Franklin Police Headquarters, located at 900 Columbia Ave.**

**This class is designed for individuals who want to learn lifesaving skills but do not need certification. Participants will learn adult, child, and infant CPR, how to use an automated external defibrillator (AED), and how to relieve choking. Attendees will receive a participation card, which may be helpful for babysitters. The class will be taught by Franklin firefighters who are paramedics and American Heart Association CPR instructors, using the AHA Family & Friends curriculum. The class is recommended for ages 12 and older and involves kneeling, bending, and light physical activity. According to the American Heart Association, immediate CPR can double or triple a person's chances of survival following cardiac arrest.**



**Registration is required via Eventbrite: <https://bit.ly/4aTRfTL>**

**For questions, contact Jamie Melton at [jamie.melton@franklintn.gov](mailto:jamie.melton@franklintn.gov) or 615-550-6862.**

**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**

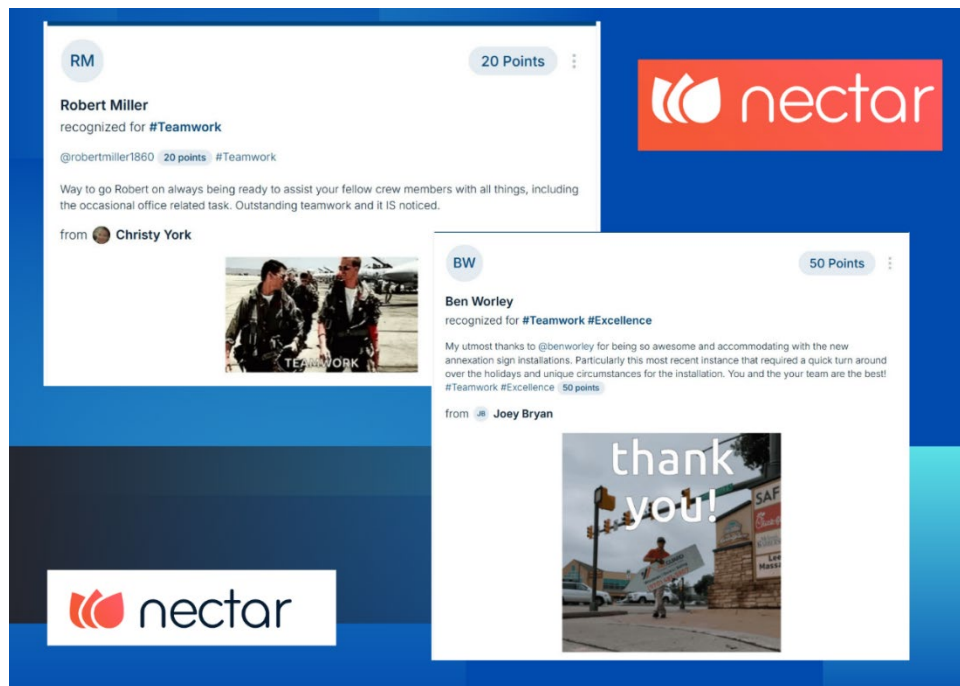
**reduction, and trusting your instincts.**

**Interested in participating as well? Community R.A.D. classes for 2026 are now open for registration! If you're interested in signing up, email Officer Kris Arnold at [Kris.Arnold@franklintn.gov](mailto:Kris.Arnold@franklintn.gov)**

**Dates: ● March 17-19 ● June 2-4 ● July 21-23 ● August 4-6**

**From the HR Department:**

**It's time for another Nectar shoutout winner announcement! Congratulations to Joey Bryan (Planning) and Christy York (Streets) for taking the initiative to recognize your peers and the great work they're doing for the team. Your efforts to spotlight them, and explain why, are truly appreciated! Reminder: When you include a reason in your Nectar shoutout, both you and the person you spotlight become eligible to win 50 points. Plus, anyone who reacts or comments on the shoutout earns 10 points too!**



**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**

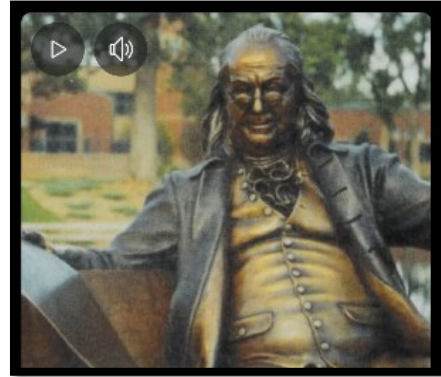
- **Must be a full-time employee**
- **Must request the conversion during the open window of 1/1/26-1/31/26**
- **Must have a minimum of 240 hours of available sick leave as of 1/1/26**
  - o **Fire shift personnel: Minimum of 324 hours of available sick leave as of 1/1/26**

| <b>Information on 1/1/26</b> | <b>Employee A</b>   | <b>Employee B</b>  | <b>Employee C</b>  |
|------------------------------|---|--|--|
| <b>Available Balance</b>     | <b>248:00 sick hours</b>                                      | <b>390:00 sick hours</b>   | <b>180:00 sick hours</b>   |
| <b>Ending Vested Balance</b> | <b>336:00 sick hours</b>                                      | <b>450:00 sick hours</b>   | <b>276:00 sick hours</b>   |
| <b>Fire Shift Employee?</b>  | <b>No</b>   | <b>Yes</b>   | <b>No</b>  |
| <b>Eligible?</b>             | <b>Yes – Available balance is over the required 240 hours</b> | <b>Yes – available balance is over 324 hours required for Fire shift personnel</b> | <b>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.</b> |

**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.***

***Happening this weekend, the unveiling of the new Ben Franklin Statue, “Ben on the Bench” at the Williamson County Archive Building. The statue was donated by former alderman Pam Lewis. The Old Glory Chapter of the Daughters of the American Revolution (DAR) is hosting the event.***



***That's it for today! Thanks 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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