

2026



EBRIEF



Excellence, Teamwork, Integrity, Adaptive & Innovative, Action-Oriented

Friday, January 23, 2026

WINTER STORM PREPS: To prepare for winter weather, our Streets team will use four



brine trucks to pretreat the roads today, Friday, January 23. They have more than 6,300 gallons of brine on hand. During the snowfall, nine snowplows will operate, with 2,400 tons of salt available. The City is preparing for a possible Tier 2 event response on Monday. I will make a call regarding modifications to operations (which tier we will be operating at on Monday, no later than Sunday afternoon. As a reminder, during a Tier 2 event (<http://www.franklintn.gov/government/operating-status>), the City is open and operating with

modifications to operations. Each Department Director will “make the call” regarding these modifications to operations and the appropriate use of remote work. So, stay tuned for a message from your supervisor about the status for Monday! Of course, there are some areas that will need to remain operational regardless of the determination made over the weekend. These areas include public safety/emergency services, Water Management plant operations, and Streets winter operations. If folks are in a situation where they would need to stay over in the interest of safety that they should work with their supervisor/department head. For snow and ice removal routes, traffic cameras, and more, go to www.franklintn.gov/winterweatherguide. Here is a direct link to the traffic cams that will also be broadcast on Comcast and Roku all weekend www.franklintn.gov/trafficcam.

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 16th.

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

Here are some helpful tips from Middle Tennessee Electric. An extended period of severely cold temperatures along with potential snow and ice storms are expected over the next few days.

❄️ This winter weather can disrupt power services in our area, especially when ice accumulates on power lines and tree branches. Freezing temperatures can also lead to burst pipes, hazardous driving conditions, and



increased energy demand. We've created a guide to help you reduce the impact winter weather has on you and ways to protect yourself and your home in the event of an outage during this time. https://mte.com/severe-cold-weather-preparation?fbclid=IwY2xjawPgbexleHRuA2FlbQIxMABicmlkETFHR0J6MlE2c0RIWlR3UlBOc3J0YwZhcHBfaWQQMjlyMDM5MTc4ODIwMDg5MgABHgKgfAWb0tWNaj5tfREIaNih73DoLToPU8LvmbzgzQKkQpzxGUhlnhctfV1Z7_aem_RD9cVXVcRswFb_MNxuDmfA

NEW EMPLOYEES THIS WEEK



David Meade, Landscape Worker, Parks Department

BDavid was born in KYrntucky, but has lived in Santa Fe, TN all his life. He enjoys all outdoor activities especially hunting. His favorite sports teams are the Kentucky Wildcats and TN Titans.



Abigail/Abbey Keith, Records Tech, Police Department

Abbey is from Joplin, Missouri. She has a dog named Charlie who is her pride and joy! Her favorite sports team is Manchester United.

Welcome

We received a nice “thank you” for Eric Wilson in our Sanitation and Environmental Services Department! See below.

I received a call from a resident , Mr. Marshall, who wanted to share a compliment about Eric. He stated that Eric is always smiling and pleasant to be around. He notices how hard Eric works and mentioned that no matter how hot, stinky, or nasty the trash may be, Eric always picks it up with a smile and never says anything negative. Mr. Marshall shared that he used to manage around 2,000 people and said he would have given anything to have someone like Eric on his team. He described Eric as a hard worker who genuinely enjoys putting a smile on customers’ faces.

The Franklin Police Department was honored to welcome the Gary Sinise Foundation to our headquarters as they provided lunch for our officers and administrative staff. Not only did the Foundation treat our team to an incredible meal, but Gary Sinise himself was on hand serving food and taking time to sit down and share lunch with our officers. It's a gesture that meant a great deal to everyone here. We're grateful for the support the Gary Sinise Foundation continues to show first responders across the country, and we truly appreciate them taking the time to be with us today in Franklin. Thank you for your generosity and for standing behind those who serve!

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 is recommended for ages 12 and older and involves kneeling, bending, and light physical activity. Registration is required via Eventbrite: <https://bit.ly/4aTRfTL>



For questions, contact Jamie Melton at jamie.melton@franklintn.gov or 615-550-6862.



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.

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@franklinton.gov Classes are March 17-19, June 2-4, July 21-23, August 4-6.

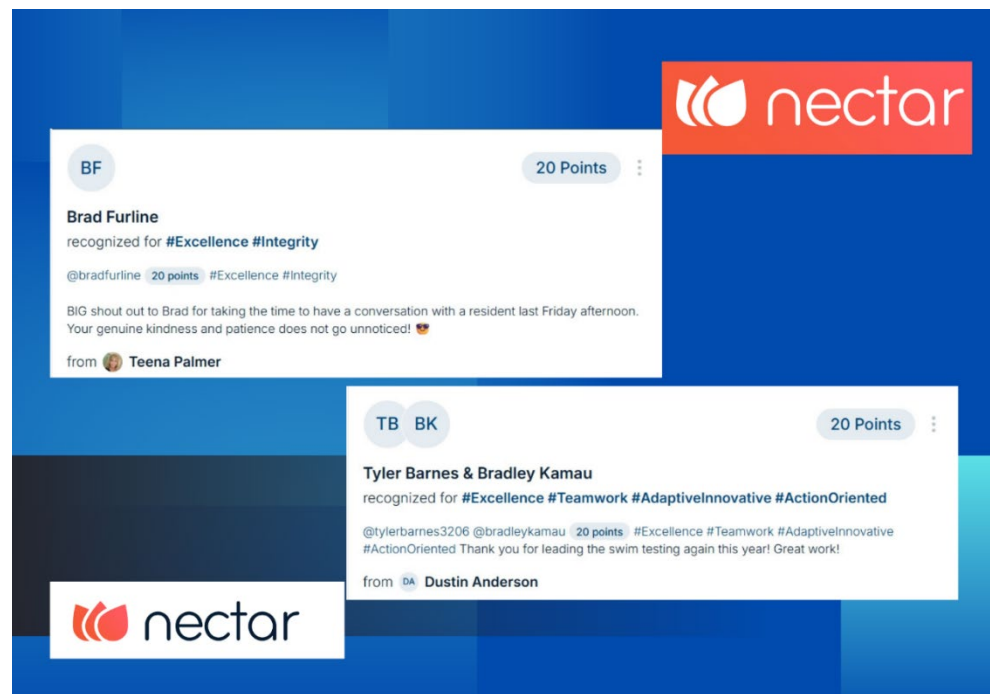
From the HR Department:

Congratulations to Teena Palmer (Water) and Dustin Anderson (Fire) for taking the time to showcase some of the amazing work happening across the city! Not only did they send Nectar points, but they also shared the reasons behind their recognition. This helped them earn an additional 50 points.

Want to give a shoutout to a coworker? Be sure to include why you are recognizing them! Doing so puts you in the running for bonus points.

Plus:

- **Those who receive a shoutout earn 50 points**
- **Those who respond earn 10 points**



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**
 - **Fire shift personnel: Minimum of 324 hours of available sick leave as of 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 today! Thank for all you do! Stay safe and warm this weekend. A special thanks to all who will be working throughout the weekend and helping the community deal with the impact of the coming winter storm.



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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