

## **RESOLUTION 2018-80**

### **A RESOLUTION TO ENABLE THE CITY ADMINISTRATOR CERTAIN LATITUDE IN HIRING AND RECRUITMENT**

**WHEREAS**, the Board of Mayor and Aldermen established the annual budget for the City of Franklin for the Fiscal Year 2018-2019, by Ordinance 2018-10, effective July 1, 2018; and

**WHEREAS**, the annual budget specifies the numbers and descriptions of each department's authorized level of staffing; and

**WHEREAS**, the labor market in the country, Middle Tennessee, Williamson County, and Franklin especially is tight, and the opportunity to recruit and retain qualified employees is increasingly difficult; and

**WHEREAS**, with respect to key personnel and public safety employees, the ability to recruit in advance of retirement is important for the seamless maintenance and provision of excellent City services; and

**WHEREAS**, the ability to maintain a pool of qualified employees for City positions is essential to achieving successful departmental transitions; and

**WHEREAS**, the Board of Mayor and Aldermen desires to support the City Administrator's responsibility to oversee the day-to-day affairs of the entire City; and

**WHEREAS**, the Board of Mayor and Aldermen believes it is in the best interest of the City of Franklin to adopt such change.

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Mayor and Aldermen for the City of Franklin as follows:

**Section 1.** The City Administrator hereby has the authority to permit transitional hires that result in the overfilling of not more than 5 authorized positions per department during a given Fiscal Year.

**Section 2.** Such transitional hires must be deemed important and necessary by the City Administrator to take advantage of market conditions, departmental needs, or other organizational demands.

**Section 3.** Such transitional hires will be conducted according to all established recruitment processes and organizational policies.

**Section 4.** Such transitional hires will be accommodated within the existing budget as approved effective July 1 of each Fiscal Year. Should they not, the City Administrator will bring forward necessary amendments to the budget prior to the end of the fiscal year.

**Section 5.** Such transitional hires will be made only for accommodation of anticipated or forthcoming vacancies of authorized positions. No transitional hires will become permanent without formal change to departmental organization charts by the Board of Mayor and Aldermen.

**Section 6.** Whenever a transitional hire is made, the City Administrator will report to the Board of Mayor and Aldermen at their next regular or special voting meeting.

**Section 7.** That the Resolution shall be effective upon adoption.

**IT IS SO RESOLVED AND DONE** on this \_\_\_\_\_ day of \_\_\_\_\_ 2018.

ATTEST

CITY OF FRANKLIN, TENNESSEE:

By: \_\_\_\_\_  
ERIC S. STUCKEY  
City Administrator

By: \_\_\_\_\_  
DR. KEN MOORE  
Mayor

Approved as to Form

By: \_\_\_\_\_  
Shauna R. Billingsley  
City Attorney