



Legislation Text

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DATE: September 7, 2018

TO: Board of Mayor and Aldermen
Budget & Finance Committee

FROM: Eric Stuckey, City Administrator

SUBJECT:

Consideration of Resolution 2018-80 - A Resolution to Enable the City Administrator Certain Latitude in Hiring and Recruitment (09/13/18 Finance 4-0)

Purpose

The purpose of this memo is to provide information to the Franklin Board of Mayor and Aldermen (BOMA) concerning a proposal to allow the City Administrator greater latitude in hiring and recruitment of City employees.

Background

The City of Franklin has taken significant steps over the last decade to improve the transparency and readability of its budget and in particular its departmental budget presentations. A cornerstone of these steps is the City's commitment to maintaining a highly qualified but leaner organization. As a result of this commitment, the City is bound only to hire the employees as authorized within each departmental budget and no more. This limits the ability of departments to transition properly, and can impact the ability to transition plan for retirements or announced vacancies.

This resolution attempts to resolve this concern. The resolution enables the City Administrator formal latitude to hire over the amount of employees shown within authorized staffing tables within the budget. There are limits - each department would be limited to no more than 5 "overhires" annually, and all would require the careful review and approval of the City Administrator. All transitional hires would be hired for positions that are anticipated to be vacant within a reasonable amount of time, (and definitely by the end of the fiscal year.)

The goal of this is to take advantage of securing the best employees we can in key positions - especially areas of public safety - when we find them as opposed to waiting for the vacancy to occur.

Financial Impact

There is no direct financial impact by approval of Resolution 2018-80. However, the hiring of transitional hires will undoubtedly increase personnel costs, if temporarily. Each case will have to be evaluated one at a time,

and adjustments made through budget amendments as necessary.

Recommendation

Staff recommends approval of the Resolution.