

**CITY OF FRANKLIN
PERSONNEL COMMITTEE MEETING
FRANKLIN CITY HALL, COMMON COUNCIL CHAMBERS
9229 W. Loomis Road, Franklin, WI 53132
Monday, July 20, 2026 @ 6:00 p.m.**

AGENDA

- I. Call to Order, Roll Call, and Pledge of Allegiance**
- II. Citizen Comment Period**
- III. Approval of the Minutes of May 18, 2026**
- IV. Sewer and Water Technician Job Description Update**
- V. Discussion on Performance Reviews (360 reviews)**
- VI. Discussion of Current Organization Structure (Org Chart)**
- VII. Discussion of Duties and Scope of Personnel Committee**
- VIII. Staffing Report**
- IX. Future Agenda Items**
- X. Next Scheduled Meeting Date: August 17th or September 21st**
- XI. Adjournment**

CITY OF FRANKLIN
PERSONNEL COMMITTEE MEETING
FRANKLIN CITY HALL, COMMON COUNCIL CHAMBERS
9229 W. Loomis Road, Franklin, WI 53132
Monday, May 18, 2026 @ 6:00 p.m.

Minutes

- I. Call to Order, Roll Call, and Pledge of Allegiance: May 18, 2026, Personnel Committee Meeting was called to order at 6:01 p.m. by Chair Budny in the Common Council Chambers at City Hall. Members present were Chair Budny, Alderwoman Eichmann, Alderwoman Kresovic, & Members Richard and Ireland. Also, in attendance was Director of Administration Hersh. Human Resources Administrator Wieting.
- II. Citizen Comment Period: Ellen Henry spoke about potential misunderstandings/misconceptions for Health Department position.
- III. Approval of the Minutes of March 2026: Motion by Alderwoman Richard and seconded by Alderwoman Eichmann to approve the minutes from 3/16/26 as submitted. Motion carried. Ayes: All (Frank Prusko excused).
- IV. Approval of the Open Records Clerk and Open Records Clerk/Accreditation Assistant Job Descriptions: Motion by Alderwoman Eichmann and seconded by Alderman Kresovic. Ayes: All. (Frank Prusko excused).
- V. Discussion Regarding Employee Recruitment and Retention Tool Policy: Motion to repeal by Alderwoman Kresovic and seconded by Member Ireland. Ayes: All (Frank Prusko excused).
- VI. Employee Handbook and Civil Service Operational Reporting Alignment Review.
- VII. Staffing Report: HR Administrator Wieting gave staffing update.
- VIII. Future Agenda Items: Org Chart, 360 evaluations, Personnel Committee duties
- IX. Next Scheduled Meeting Date: June 15th
- X. Adjournment: Motion by Alderwoman Eichmann and seconded by Alderman Kresovic. Ayes: All. (Frank Prusko excused).

**City of Franklin
Job Description**

Job Title: Sewer & Water Technician

Department: Sewer & Water

Reports To: City Engineer

Salary Class : Grade Level 13, AFSME Union Contract

Prepared By: Valerie Fenger, Human Resources Intern

Prepared Date : January 26, 2001

Approved By : _____

Approved Date : February 19, 2001

Summary:

Under the general direction of the Sewer and Water Superintendent or Operator II, the Sewer & Water Technician performs a variety of repair and maintenance by performing the following duties.

Essential Duties and Responsibilities: include the following. Other duties may be assigned.

Maintain and repair the city sanitary sewer system to include mains, lift stations, and manholes. Maintain and repair city water system equipment to include street valves, curb stops, fire hydrants, pump houses, and general maintenance of the equipment located within.

Install and replace water meters. Read water meters on a quarterly basis and determine needed repair locations. Perform water meter testing as assigned.

Test and maintain emergency generator equipment and other pumps, says, mowers, etc.

Landscape repair after system work disturbs private property. Cut grass and maintain exterior of pumping structures and department shop.

Assist in winter snow operations as needed when highway department cannot supply manpower. Assist other departments with tasks for which Sewer and Water Department equipment is needed, such as pumping holding tanks and catch basins.

Operate a variety of power construction and maintenance equipment used in the Sewer and Water Department.

Locate and mark sewer and water mains, valves, and shut-offs.

Test water within pump-houses for water treatment purposes.

Maintain and upkeep accurate records and reports.

Supervisory Responsibilities:

Supervises employees in the department personnel as assigned. Carries out supervisory responsibilities in accordance with the organization's policies and applicable laws. Responsibilities include training employees; planning, assigning, and directing work; addressing complaints and resolving problems.

Qualifications:

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Education and/or Experience:

High school diploma or general education degree (GED) and one (1) year of related experience and/or training; or equivalent combination of education and experience.

Working knowledge of **D.O.C.** rules and regulations pertaining to sewer and water operations.

Thorough knowledge of equipment, facilities, materials, methods and procedures used in public water supply and distribution systems, and sewer collection systems.

Working knowledge of pipe installation, connection, and repair.

Language Skills:

Ability to read and interpret documents such as safety rules, operating and maintenance instructions, and procedure manuals. Ability to write routine reports and correspondence. Ability to speak effectively before groups of customers or employees of organization.

Reasoning Ability:

Ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists. Ability to interpret a variety of instructions furnished in written, oral, diagram, or schedule form.

Certificates, Licenses, Registrations:

Valid WI CDL license

CPR and First Aid Certification

Confined Entry Certification

Tools and Equipment Used:

Dump truck, pickup truck, utility truck, jetter/inductor truck, backhoe, manlift, tamper plate compactor, saws pumps, compressors, generators, trencher, common hand and power tools, shovels, wrenches, detection devices, mobile radio, telephone, copy machine, pager, analytical testing equipment, and fax machine.

Ability to carry a pager and respond accordingly in emergency situations.

Physical Demands:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this Job, the employee is regularly required to use hands to finger, handle, or feel and reach with hands and arms. The employee is frequently required to stand and talk or hear. The employee is occasionally required to walk; sit; climb or balance; stoop, kneel, crouch, or crawl and smell. The employee must frequently lift and/or move up to 25 pounds and occasionally lift and/or move up to 100 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception and ability to adjust focus.

Work Environment:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this Job, the employee is occasionally exposed to wet and/or humid conditions; moving mechanical parts; high, precarious places; fumes or airborne particles, **toxic or caustic chemicals**; outside weather conditions; risk of electrical shock and vibration. The noise level in the work environment is usually loud.

The duties listed above are intended only as illustrations of various types of work that may be performed. The omission of specific statements of duties does not

exclude them from the position if the work is similar, related, or a logical assignment to the position.

The job description does not constitute an employment agreement between the employer and the employee and is subject to change by the employer as the needs of the employer and requirements of the job change.

With Changes

**City of Franklin
Job Description**

Job Title: Sewer & Water Technician

Department: Sewer & Water

Reports To: Sewer and Water Superintendent

Salary Class : Grade Level 4

Prepared By: Blake Wieting HR Admin & Glen Beardsley

Prepared Date : 06/01/2026

Approved By : _____

Approved Date :

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Qualifications:

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Education and/or Experience:

High school diploma or general education degree (GED) and one (1) year of related experience and/or training; or equivalent combination of education and experience.

Working knowledge of DSPS rules and regulations pertaining to sewer and water operations.

Thorough knowledge of equipment, facilities, materials, methods and procedures used in public water supply and distribution systems, and sewer collection systems.

Working knowledge of pipe installation, connection, and repair.

Language Skills:

Ability to read and interpret documents such as safety rules, operating and maintenance instructions, and procedure manuals. Ability to write routine reports and correspondence. Ability to speak effectively before groups of customers or employees of organization.

Reasoning Ability:

Ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists. Ability to interpret a variety of instructions furnished in written, oral, diagram, or schedule form.

Certificates, Licenses, Registrations:

Valid WI CDL license

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Tools and Equipment Used:

Dump truck, pickup truck, utility truck, jetter/inductor truck, backhoe, manlift, tamper plate compactor, saws pumps, compressors, generators, trencher, common hand and power tools, shovels, wrenches, detection devices, mobile radio, telephone, copy machine, pager, analytical testing equipment, and fax machine.

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PERSONNEL COMMITTEE

Administrative Rules and Procedures

Revised May 2026

PERSONNEL COMMITTEE

Administrative Rules and Procedures

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EXHIBIT

A Ordinance No. 2001-1687

PERSONNEL COMMITTEE

Administrative Rules and Procedures

Article I. Name of Committee

The name of this Committee shall be the "Personnel Committee" of the City of Franklin, Wisconsin, hereinafter referred to as "the Committee".

Article II. Authorization

The authorization to establish the Committee is set forth in Ordinance No. 2001-1687.

Article III. Membership

Section 1. The composition of the Committee shall be as established in Ordinance 2001-1687 and as may otherwise be specified by the Common Council.

Section 2. The terms of the members shall be as established in Ordinance 2001-1687 and as may otherwise be specified by the Common Council.

Section 3. Each member, excluding the presiding officer, who shall only vote to affect the result, shall have one (1) vote. Voting by proxy is not permitted. On a tie vote, the motion is lost.

Section 4. All members shall serve without compensation.

Section 5. A quorum shall be a majority of all the members of the committee appointed, meaning the number of members authorized, less any vacancies.

Section 6. Actions, communications, etc., of Committee members shall be subject to the provisions of the Wisconsin Statutes, including but not limited to the Open Meetings Act, and the Municipal Code and policies of the City of Franklin, including but not limited to the Code of Ethics.

Article IV. Duties

The duties of the Committee shall be established in the City of Ordinance 2001-1687 and as may otherwise be specified by the Common Council.

Article V. Officers

Section 1. The officers of the Committee shall be the Chair, Vice-Chair, and Secretary.

Section 2. The Chair and Vice-Chair shall be elected by and from the Committee members. The Secretary shall be the Human Resources Coordinator, a non-voting ex officio member, or the Coordinator's designee.

PERSONNEL COMMITTEE

Administrative Rules and Procedures

- Section 3. The term of Chair and Vice-Chair shall be from the election to the next election. Elections to fill these offices shall be held at the first Committee meeting and the first Committee meeting on or after July 1 of each subsequent year. Elections to fill vacancies will be held at the first Committee meeting following the vacancy.
- Section 4. The Chair shall preside at all meetings and hearings of the Committee and shall have the duties normally conferred by parliamentary usage of such office. The Chair, with the assistance of the City staff, ex officio members of the Committee, shall:
- a) Call meetings of the Committee as needed to fulfill the duties of the Committee and determine the time and place of such meetings.
 - b) Prepare agendas for meetings and hearings.
 - c) Prepare reports of Committee actions.
 - d) Provide notice to all Committee members.
 - e) Arrange proper and legal notice of hearings.
 - f) Attend to correspondence of the Committee as approved by the Committee.
 - g) Determine that the Secretary keeps the official Minutes and records of the Committee.
 - h) Determine that all Committee members have these Administrative Rules and Procedures and such other records as may be necessary for the satisfactory conduct of the duties of a Committee member.
 - i) Have other duties as may from time to time be assigned by the Committee.
- Section 5. When the Chair is unable to preside or fulfill the Chair's duties, the Vice-Chair shall preside and assume the Chair's duties until the Chair is able to preside.
- Section 6. When the Chair and the Vice-Chair are unable to preside or fulfill the duties of the Chair and a quorum of the Committee is present for a properly noticed and scheduled Committee meeting or hearing, the Secretary may call the Committee to order and shall temporarily preside solely over the selection of a Chair Pro Tempore by and from the Committee members present. Upon selection, the Chair Pro Tempore shall preside and assume the duties of the Chair until the Chair or the Vice-Chair is able to preside.

Article VI. Committees, Subcommittees

- Section 1. The Committee may establish committees and subcommittees as deemed appropriate or necessary to fulfill the Committee's duties.
- Section 2. The Chair shall appoint committee and subcommittee members and officers.

Article VII. Meetings

- Section 1. The Committee, its committees, and subcommittees shall meet as needed to fulfill the duties of the Committee.

PERSONNEL COMMITTEE

Administrative Rules and Procedures

- Section 2. The Committee may adopt a regular meeting schedule as needed to fulfill its duties and determine the time and place of such meetings.
- Section 3. All Committee meetings shall be open to the general public, subject to the provisions of the Wisconsin Statutes (Open Meetings Act).
- Section 4. Except as otherwise provided herein or specified by the Common Council, the parliamentary procedure of the Committee shall be as provided in Robert's Rules of Order Newly Revised.
- Section 5. A record of all Committee actions shall be kept as part of its Minutes.
- Section 6. Any member of the Committee may place on a Committee agenda for consideration, discussion, action, etc., any matter that is properly within or related to the duties, rules, procedures, activities, etc. of the Committee, by notice to the Chair and the Secretary.
- Section 7. All materials and information related to matters to be considered by the Committee shall be delivered to the Secretary not later than seven (7) working days preceding the meeting at which the matter is to be considered. Matters submitted for consideration by the Committee may be rescheduled to a subsequent Committee meeting if the Secretary determines that any required materials or information have not been received by the specified time.
- Section 8. Agendas and other materials for each meeting shall, whenever possible, be delivered to Committee members no later than three (3) working days before the meeting.
- Section 9. Actions of the Committee requiring approval of a two-thirds (2/3) vote of all the members are:
- a) To revise or amend these Administrative Rules and Procedures (except items established in the statutes and regulations of the State of Wisconsin or the Municipal Code of the City of Franklin, Wisconsin, which shall be adopted by the applicable authoritative body).
- Section 10. Other actions of the Committee shall require approval of a majority of the members present and voting.
- Section 11. The Committee may terminate any meeting at 10:00 p.m. or at any time thereafter if agenda items remain to be considered. Any agenda item(s) under consideration or not yet considered at the time of meeting termination under this section shall be continued to the next meeting.

Article VIII. Order of Business

- Section 1. Each Committee agenda shall provide for the following order of business:
- I. Call to Order and Roll Call

PERSONNEL COMMITTEE

Administrative Rules and Procedures

- II. Citizen Comment Period
- III. Approval of Minutes of previous meeting(s)
- IV. Old Business
- V. New business
- VI. Other business (e.g., items for future agendas, Comm. rules and procedures, etc.)
- VII. Schedule next meeting
- VIII. Adjournment

The use of "Old Business", "New Business", and "Other Business" categories should be accompanied by a more specific listing on the agenda of any subject matter intended for consideration under such categories.

It shall be in order for any member who voted in the affirmative on any question which was adopted or for any member who voted in the negative when the number of affirmative votes was insufficient for adoption to move a reconsideration of such vote, at the same or next succeeding regular meeting of the Committee. A motion to reconsider having been lost shall not be again in order.

- Section 2. In general, the order of business shall follow the printed agenda. The order of business may vary from the printed agenda by consensus of the Committee members present.

Article IX. Non-member Participation

- Section 1. Letters, documents, and other records relevant to matters before the Committee or within Committee duties are welcome at any time by submission to the Secretary, subject to timing requirements established elsewhere herein. Submissions related to a specific matter before the Committee will be considered when the specific matter is considered. Submissions related to other matters within the Committee's duties will be considered in the Other Business section of the agenda or as otherwise deemed applicable by the Committee.
- Section 2. Except for properly noticed and scheduled public hearings, non-member testimony during Committee meetings shall be limited to a) applicants with matters before the Committee, b) persons with knowledge or expertise relevant to matters before the Committee or within Committee duties, and c) the mayor and aldermen of the City of Franklin. Such non-member testimony shall be permitted during the Citizen Comment Period or at the discretion of and upon recognition by the Chair or on consensus of the Committee members present, and upon statement of name, address, and basis for testimony.
- Section 3. At a properly noticed and scheduled public hearing of the Committee, any person may speak on the specified subject of the hearing upon recognition by the Chair and statement of name and primary residence address.

STATE OF WISCONSIN

CITY OF FRANKLIN

MILWAUKEE COUNTY

ORDINANCE NO. 2001- 1687

AN ORDINANCE DISSOLVING THE CIVIL SERVICE COMMISSION,
LABOR NEGOTIATIONS COMMITTEE, AND THE COMPENSATION COMMITTEE,
AND CREATING A PERSONNEL COMMITTEE TO THE COMMON COUNCIL

WHEREAS, §10-12 and §19-4.A.(2) of the Municipal Code establish the membership and appointment of the Labor Negotiations Committee; and

WHEREAS, §10-17 and §55-7 of the Municipal Code establishes the membership of the Civil Service Commission; and

WHEREAS, the Common Council approved a revised Salary Administration Policy that included the creation of a Compensation Committee; and

WHEREAS, the Common Council having recognized the importance and significant fiscal impact of personnel related issues to the City, including those issues relating to collective bargaining and issues associated with labor and management and civil service; and

WHEREAS, the Common Council having recognized the absolute need of the City to be fully aware of all aspects of personnel management and administrative functions of the government as they relate to personnel, including organizational structure, salaries and wages, collective bargaining, employee relations, civil service rules and regulations, employee benefits, job classification, and employee performance; and

WHEREAS, the Common Council having determined it necessary and in the best interest of the City to combine all personnel related functions under the oversight of a Personnel Committee, so as to focus the City government upon its personnel needs for the aforesaid purposes,

NOW, THEREFORE, the Mayor and the Common Council of the City of Franklin, Wisconsin, do ordain as follows:

Section 1: The Labor Negotiations Committee, Civil Service Commission, and the Compensation Committee shall be and the same are hereby dissolved. The City of Franklin Personnel Committee is created by Section 2 of this Ordinance.

Section 2: §10-12 of the Municipal Code of Franklin, Wisconsin, is hereby repealed and recreated to read as follows:

§10-12. Personnel Committee

- A. Purpose. The City of Franklin ("City") recognizes the importance and significant fiscal impact that personnel related issues have on City operations and finances. The Common Council, through its Personnel Committee, encourages uniformity and cooperation between City departments and the Common Council in personnel matters, in an effort to best utilize City staff resources.

The purpose of the Personnel Committee is to make recommendations to the Mayor and the Common Council on those matters relating to personnel policies and practices, compensation, classification, employee relations, collective bargaining, and organizational structure. It is in the best interests of the City to combine all personnel related functions under the oversight of a Personnel Committee.

- B. Composition. The Personnel Committee shall be comprised of nine (9) members appointed by the Mayor and confirmed by the Common Council. Three (3) of the members shall be Aldermen. The Director of Administration and Human Resources Coordinator shall provide staff assistance to the Committee.
- C. Term. Common Council members shall serve during their term of elected office and the terms of the Common Council members shall expire, without regard to the qualification of any successor, upon the expiration of the respective term of elected office during which the Common Council member was appointed, or earlier upon the vacancy of such office. The initial terms of the remaining six (6) members shall be as follows: two (2) members shall serve for 3 years, two (2) members shall serve for 2 years, and two (2) members shall serve for 1 year; thereafter, the term of each such member shall be 3 years. The members of the Personnel Committee may be removed for cause by the Mayor, with the approval of the Common Council.
- D. Common Council retains jurisdiction. The Common Council is responsible for overall policy direction in matters relating to personnel. The Personnel Committee shall be subject to the authority of the Common Council. All fiscal control over personnel related expenditures and contracts is vested in the Common Council. All actions of the Personnel Committee shall be advisory only to the Common Council, unless involving action specifically and previously authorized by the Common Council. The Director of Administration and/or his/her designee is responsible for the implementation and administration of Personnel Committee policies and procedures.

- E. Duties. The Personnel Committee shall advise the Common Council on these matters relating to personnel policies and practices, compensation and benefits, labor relations and collective bargaining, employee relations, staffing and organizational structure. Specific responsibilities include, but are not limited to:
- (1) Have charge of all matters arising under Chapter 111 (Employment Relations) of the Wisconsin Statutes, as well as all State and Federal laws that pertain to labor. The Committee may form a sub-committee to carry out this responsibility. The Personnel Committee is hereby authorized by the Common Council to take final action on behalf of the City upon matters within the scope of this Subsection (1).
 - (2) Make all necessary rules and regulations pertaining to the Civil Service System established under Charter Ordinance No. 64 and such applicable City ordinances, resolutions, rules and regulations adopted thereafter, all as amended, and otherwise administer and enforce the Civil Service System as successor to the powers and duties of the previously existing Civil Service Commission. [Note: The Civil Service Commission was dissolved pursuant to Charter Ordinance No. 2001- 1688.]
 - (3) Establish guidelines governing the conduct of collective bargaining, not in conflict with any other existing ordinances or policies of the City.
 - (4) Devise, implement, and maintain a mechanism for the performance evaluation of employees.
 - (5) Hear employee grievances that have been unresolved at the steps designated in the various labor contracts. The Personnel Committee is hereby authorized by the Common Council to take final action on behalf of the City upon matters within the scope of this Subsection (5).
 - (6) Review and establish employee recruiting and retention procedures.
 - (7) Oversee Employee Safety and Employee Assistance Programs.
 - (8) Recommend annual salary range adjustments and annual salary and wage rate adjustments of City employees.
 - (9) Have oversight of all City approved personnel policies with the City, including sick leave, vacations, paid holidays, and leave of absence.

- (10) Make recommendations for the organizational structure and staffing levels of departments of the City.
- (11) Review departmental requests for creation, deletion, reallocation, and reclassification of positions.
- (12) Oversee the conduct of all labor negotiations and make recommendations to the Common Council.
- (13) Oversee the employee insurance benefit programs, including medical, dental, life, and worker's compensation.
- (14) Acts as a review board for non-represented employees regarding disciplinary action taken by Department Heads. The Personnel Committee is hereby authorized by the Common Council to take final action on behalf of the City upon matters within the scope of this Subsection (14).
- (15) Responsible for the oversight of the City's Affirmative Action/Equal Opportunity responsibilities, ADA compliance, and FMLA.
- (16) Recommend changes to and enforce the City's Civil Service "Manual of Personnel Rules". The Personnel Committee is hereby authorized by the Common Council to take final action on behalf of the City upon matters within the scope of this Subsection (16).
- (17) Annually, review wage and benefit levels of non-represented positions in comparable municipalities to ensure that City employees are being fairly compensated and that the City maintains its ability to competitively recruit and retain employees.
- (18) Other duties as may be assigned by action of the Common Council.

Section 3: §36-3.A.(14), §10-17, and §55-7 of the Municipal Code are hereby repealed.

Section 4: §55-8 of the Municipal Code is hereby amended to delete: "and the starting salary shall depend upon Civil Service recommendations".

Section 5: §19-4.A.(2) of the Municipal Code is hereby repealed.

Section 6: §36-3.A.(24) of the Municipal Code is hereby amended to delete: "Labor Negotiations Committee" and in place thereof, insert: "Personnel Committee".

Section 7: §36-7.E., §36-10, and §55-10.E. of the Municipal Code are hereby amended to delete: "Civil Service Commission" and in place thereof, insert: "Personnel Committee".

Section 8: The terms and conditions of this Ordinance are severable. Should any term or provision of this Ordinance be found to be invalid by a court of competent jurisdiction, the remaining terms and provisions shall remain in full force and effect.

Section 9: All ordinances and parts of ordinances and policies by previous action of the Common Council in contravention to this Ordinance are hereby repealed.

Section 10: This Ordinance shall take effect and be in force from and after its passage and publication; excepting and provided, however, the terms and provisions of this Ordinance pertaining to the Civil Service Commission shall only be effective upon the effective date of Charter Ordinance No. ²⁰⁰¹⁻~~1688~~ adopted by the Common Council on the date of adoption of this Ordinance.

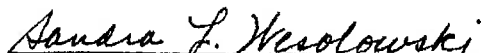
Introduced at a regular meeting of the Common Council of the City of Franklin this 4th day of December, 2001, by Alderman Taylor.

Passed and adopted at a regular meeting of the Common Council of the City of Franklin, this 4th day of December, 2001, by Alderman Taylor.

APPROVED:


Frederick F. Klimetz, Mayor

ATTEST:


Sandra L. Wesolowski, City Clerk

AYES 6 NOES 0 ABSENT 0

# of Positions	Position Title	Vacancy Date	Vacancy Reason	Employee Group	Status
3	Firefighter/Paramedic	4/10/2026	Retirements/Resignation	Fire Union	3 Recommendations for hire currently in the process
2	Police Patrol Officer (Experienced)		Resignation	Police	Unfunded at the moment, will likely be funded within the calendar year
2	Dispatcher/Clerk	2/27/2026	Resignation	Police	Sent to background
1	AP Accountant	4/15/2026	Restructure of Staffing	Non Rep	Interview Process
1	Sewer and Water Tech	4/15/2026	Resignation	Non Rep	Personnel Committee to approve job posting.