

2017
Mayor's Recommended
Budget

Personnel Authorized
Positions and Requests

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Paul Rotzenberg

From: Paul Rotzenberg
Sent: Monday, September 12, 2016 1:46 PM
To: Mark Luberda
Cc: Paul Rotzenberg
Subject: FW: Personnel Requests for 2017 Budget

The Mayor has made decisions on the personnel requests for 2017.

The Communications Coordinator, Battalion Chief, and firefighters will not be included in the Mayor's recommended Budget.

No decision yet on the Sewer/Water promotion.

Included in the Mayor's Recommended budget will be the Sanitarian and Coalition Coordinator.

Paul

From: Paul Rotzenberg
Sent: Tuesday, August 09, 2016 8:43 AM
To: Mark Luberda (MLuberda@franklinwi.gov)
Subject: DRAFT of Personnel Requests costed out

Mark

Thought you would like to see the personnel requests received so far and their costs:

Description	Dept	When	Wages	Benefits	Total
Communications Coordinator	Admin	Jan 1	49,920	22,764	72,684
Battalion Chief	Fire	Jan 1	91,577	43,916	135,492
3 Firefighters/paramedics	Fire	Jan 1	166,770	94,939	261,709
Engineering staffing changes after retirement	Engineering				
Sanitarian	Health	Apr 1	5,130	644	5,773
Clinic Nurse	Health	Jan 1	-5,476	-687	-6,163
Total General Fund			307,921	161,576	469,497
Sewer & Water promotion	Sewer & Water	Jan 1	2,516	562	3078
Coalition Coordinator (3/4 time) Grant funded	Health	Jan 1	37,565	16,533	54,098
Total Personnel Additions			348,002	178,671	526,673

Adam believes that OT could be reduced by \$100,000 (from \$193,500 to \$93,500) if the positions above are approved.

Should the FAPSU grant arrive in Oct 2016, when it is to be awarded, Bill would be looking to hire the coordinator at that time.

Paul Rotzenberg, CPA
Director of Finance & Treasurer
protzenberg@franklinwi.gov
414 427-7514



**UPDATE: Retain a .3 FTE Part-Time
Building Inspector due to TID 5
Development Expectation.**

**CITY OF FRANKLIN
AUTHORIZED POSITIONS - FULL TIME EQUIVALENTS**

DEPARTMENT	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
COMMON COUNCIL	0.48	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
MUNICIPAL COURT	2.00	2.00	2.00	2.00	2.50	2.50	2.50	2.50	2.50	2.50
CLERK	3.53	4.00	4.00	4.00	4.14	4.14	4.14	4.14	4.14	4.14
INFORMATION SERVICES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.75	0.75	1.00
ADMINISTRATOR	3.80	3.60	3.60	3.60	3.00	3.00	4.00	3.00	3.00	3.00
FINANCE	7.10	7.10	7.10	7.03	7.10	7.10	6.60	6.60	6.60	6.60
ASSESSOR	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	0.00
MUNICIPAL BUILDINGS	4.83	4.74	3.92	3.92	3.74	3.74	2.78	4.03	4.03	4.03
TOTAL GENERAL GOVERNMENT	22.74	22.44	21.62	21.55	21.48	21.48	21.02	22.02	22.02	21.27
POLICE **	61.25	61.25	61.25	61.25	60.75	60.75	60.75	61.75	61.75	61.75
DISPATCH	16.00	16.00	16.00	16.00	16.00	15.00	15.00	15.00	15.00	15.00
FIRE	46.45	46.45	46.45	46.48	46.45	46.50	46.50	46.50	46.50	46.00
BUILDING INSPECTION	10.00	8.00	8.00	8.00	7.00	7.00	7.00	8.00	8.00	8.30
TOTAL PUBLIC SAFETY	133.70	131.70	131.70	131.73	130.20	129.25	129.25	131.25	131.25	131.05
ENGINEERING	9.80	8.80	8.25	8.25	8.25	8.25	8.25	8.25	8.25	8.25
HIGHWAY	22.00	22.00	21.00	22.00	22.00	22.00	22.48	22.48	22.73	22.48
PARKS	2.27	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00
TOTAL PUBLIC WORKS	34.07	32.80	31.25	32.25	32.25	32.25	32.73	32.73	32.98	32.73
PUBLIC HEALTH	6.63	6.15	6.15	6.15	6.15	6.15	6.75	6.75	6.75	6.85
PLANNING	7.60	5.60	5.00	5.00	4.00	4.00	4.00	4.00	4.00	4.00
ECONOMIC DEVELOPMENT	0.00	0.00	0.00	0.00	0.00	0.00	0.58	1.00	1.00	1.00
TOTAL GENERAL FUND	204.74	198.69	195.72	196.68	194.08	193.13	194.33	197.75	198.00	196.90
PUBLIC HEALTH - GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.75
LIBRARY	17.20	17.11	17.12	17.12	16.82	17.70	17.19	17.02	17.02	17.02
SEWER & WATER	12.85	12.55	12.55	11.55	11.55	11.55	11.55	11.55	11.55	10.80
TOTAL	234.79	228.35	225.39	225.35	222.45	222.38	223.07	226.32	226.57	225.47

2017 New Personnel Consideration
Department of Administration

Communications Coordinator

The City may wish to consider establishing a position tentatively titled Communications Coordinator. The role of the individual would be to enhance the public awareness City of Franklin activities and issues and to coordinate messaging on a broad range of social media outlets. Although the City has a newsletter, website, and cable TV crawl, neither is used as fully or effectively as is possible. Similarly, the City has no effective presence on any of the social media networks. The lack of presence is a function of insufficient resources dedicated to such efforts.

The most effective government communications involve a thorough, coordinated, multi-media public information campaign. The more engaged a local government is in enhancing its public discourse the more informed its citizens are and the more open the government is. Such systems are labor intensive and require constant monitoring and updating. Simply starting a facebook page or twitter account without dedicated resources is a recipe for failure. Current resources and staffing are not sufficient to dedicate the necessary time to make such a program successful. As such, new resources would be required. Such a position could be anywhere from half-time to full-time, with the more resources dedicated the more effective the program.

A Communications Coordinator would be responsible for the City's communication with different target audiences, including citizens, customers, journalists, and the broader community. They will educate and engage the public in a coordinated fashion to promote our organization and our community. They would work with department heads to ensure a responsive, consistent message is delivered. By communicating effectively with a target audience, they help to build a positive reputation for the company.

If there is interest in this position, a more detailed proposal could be developed.

Cost, depending upon scope determined: \$25,000 to \$75,000.

SG 5 ?

Range 46602 - 60582

Hire Rate - 46602 - 53592

SG 4 ?

Range 43350 - 56355

Hire Rate - 43350 - 49853

Franklin Fire Department: 2017 Personnel Request

Battalion Chief (Administrative)

The Fire Department is requesting authorization and funding for an administrative (40 hr/week) battalion chief to replace the deputy chief position that was cut in 2007.

Fire and EMS Services are highly technical and rapidly evolving fields, and Emergency Services organizations are increasingly adopting the private sector strategies of applying industry "best practices" and continuous quality improvement (CQI) initiatives. Additionally, local fire departments can no longer afford to operate as stand-alone entities with unique individual policies, protocols, and standard operating procedures. The increasingly collaborative and coordinated nature of municipal Fire and EMS dictates the necessity for seamless integration of strategy, tactics, and equipment; as well as command and control, and communications structures on a regional basis. The ultimate objective of this evolution in the Fire/EMS service is improved safety for citizens and fire service professionals alike, as well as the provision of pre-hospital emergency healthcare of the highest possible quality and value.

The ability to develop and manage the strategies, programs, and initiatives necessary to meet these goals is dependent upon a fire department having an adequate number of qualified and motivated staff officers.

In 2007, the Franklin Fire Department reduced its level of administrative staffing by eliminating a vacant deputy chief position in order to partially fund an increase in daily staffing for that year. The position was primarily responsible for oversight of the EMS program, and the limited IT initiatives that were in progress at that time. At the time, the priority was placed on increasing daily "on shift" staffing. EMS training and oversight were shifted to on-shift officers, which improved field training and direct supervision. However, in the long term, EMS and IT-related tasks and obligations requiring greater accountability, authority, and discretion were deferred to the fire chief or assistant chief, taking time away from their other obligations and blurring what were previously clearly defined areas of responsibility and authority.

The administrative battalion chief would re-assume primary authority for EMS operations and IT initiatives – both of which have expanded drastically in terms of time commitment; the degree of communication and coordination required with other agencies, organizations, and departments; and the technical knowledge required to not only manage, but to devise and implement means of improvement. This would allow the fire

chief and assistant chief to re-focus on other core responsibilities - emergency planning and preparedness, training and operations, code enforcement, administrative and fiscal responsibilities, and coordinating with other departments and stakeholders (both internal and external) - all of which directly impact citizen and employee safety in addition to department efficiency.

The restored position would also be assigned primary responsibility for various projects intended to improve department-wide effectiveness and efficiency, such as managing the professional fire service accreditation process. Additionally, the administrative battalion chief position would be tasked to create EMS training content, and to provide more proactive, frequent, and in-depth EMS training than is currently required and provided through the County-wide EMS system. This would ensure that FFD could successfully and seamlessly transition to an alternative partner for medical direction, should major political, program, or funding changes take place at the county level. (The on-shift EMS lieutenants would be retained in their current roles as company officers, paramedic field training officers, and EMS training instructors).

The fiscal impact of filling this position would be partially offset by several factors. First, the addition of an administrative battalion chief would allow command staff to cover on-shift battalion chief vacancies (due to personal holidays, vacations, illness, or injury) much more frequently, and without as severe an adverse impact on covering day-to-day administrative functions as currently occurs. An analysis of 2015 and 2016 schedule and overtime usage shows that, if used in this capacity, the department could have off-set approximately \$36,000 in 2015, and a projected estimate of \$35,000 in 2016 (though it should be noted that 2015 and 2016 were "outlier" years in terms of overtime costs for shift fill-in; due shift vacancies, multiple cases of long-term sick leave usage, and duty-related injury, and in a "normal" year in terms of FMLA and sick time usage, the off-set could be less evident). Also, in 2016 the part-time fire inspector position was eliminated for a personnel outlay reduction of approximately \$18,000. Furthermore, a comprehensive restructuring of the Bureau of Fire Prevention and Education (ongoing in 2016) is expected to bring a marginal increase in inspection revenue in 2017, through greater consistency and efficiency in the inspection, plan review, and billing process. The additional administrative position will allow the fire chief to complete this process, which has often taken the "back burner" to more pressing emergencies, or more urgent day-to-day administrative issues.

Franklin Fire Department: 2017 Personnel Request

Firefighter/Paramedics (3)

The Franklin Fire Department is requesting authorization to increase FTE positions by three (3) firefighter/paramedics in 2017.

The Franklin Fire Department is currently staffed with a minimum of 11 personnel on duty per day. This level of staffing has not substantially changed since Station #2 was constructed over 15 years ago. During that same period of time, total run volume has increased from 2,635 to 3,816 (a 45% increase), and EMS call volume in particular has increased by 52%.

A significant portion of the increase in EMS call volume can be attributed to continued development of senior housing, and increased service use within multi-family housing developments. Combined total EMS runs for multi-family, senior housing, and community-based residential facilities (CBRFs/assisted-living) have risen from 21% to 35 % of total EMS call volume between 2000 and 2015. As these types of developments continue to be built, and as the population already in them continues to age, this trend will continue. Calls for service (CFSs) in single family housing have also increased substantially, a large percentage of which can be attributed to repeat and frequent users of EMS services. Often these are elderly and/or infirm individuals who are living at home, but who lack the faculties or assistance needed to do so safely.

Each EMS call where a patient is transported represents a 60-90 minute period where the first-due unit is not available to take a subsequent call (fire or EMS), and even calls to "help-up" an elderly fall victim can tie up one or more units for an extended period of time. This means that units from other stations need to respond outside of their primary service area.

EMS call volume aside, modern fire service practices are predicated on the response of a 4-person company consisting of a company officer, a driver/operator, and two firefighters; and all mutual-aid fire agreements mandate a four-person response. National Standards for fire-department staffing and deployment (NFPA 1710; *Standard for the Organization and Deployment of Fire Suppression Operations, Emergency Medical Operations, and Special Operations to the Public by Career Fire Departments*) call for a four-person fire companies situated and located so as to be able to respond within four minutes of travel time. Furthermore, state law requires that a total of five personnel be on scene before an interior fire attack is initiated.

Currently, Stations #1 and #3 are cross-staffed with four personnel who provide both fire and EMS response, depending on the CFS received. Station #2 is staffed with two personnel. Station #2 is not capable of initiating an interior fire attack until secondary companies arrive on scene, and an additional support unit must respond from Stations #1

or #3 for all advanced level (paramedic) EMS calls – depleting the response readiness and capability of those stations.

Furthermore, the Insurance Service Office sets property insurance policy rates based on available fire protection systems and personnel. In its last evaluation of the City of Franklin, FFD received only 5.5 of an available 15-point credit for its current level of staffing. This score means that Franklin received a Public Protection Classification (PPC) rating of 4/10. An increase of only five credit points for staffing would raise the City's PPC rating to that of a Class 3 fire department, lowering insurance premium rates for Franklin residents and businesses.

The Franklin Fire department is requesting the approval to increase total allowed FTEs for firefighter/paramedic by three in 2017, with the 5-year goal of increasing on -shift staffing by a total of nine, for a city-wide minimum staffing of 13 personnel on duty by 2021. This level of staffing is needed to meet current and future call volume and response time benchmarks; and is consistent with how similar-sized fire departments in the area are currently staffed. (Greenfield, Oak Creek, and South Shore fire departments are most comparable in the area in terms of call volume, population, and geographical response area covered, and their total firefighting FTEs are 52, 52, and 59 respectively).

The Department would add staffing in 2017 without increasing the current staffing minimum of 11 per day, meaning that the vast majority of overtime liability - including all coverage for scheduled vacations, holidays, and other contractual time off - would be offset by the addition of one employee to each of the three work shifts. Total overtime in 2015 reached approximately \$400,000, though much of that was due to long-term sick leave usage and an additional long-term duty disability. Unanticipated and unplanned shift fill-in for sick leave/FMLA would still produce some OT liability; however this would be significantly reduced. (Current department practice is to require employees to spread time off throughout the entire calendar year, so as to keep a consistent level of staffing while limiting a spike in OT liability during peak time for vacation usage).

The addition of one FF/PM per shift would allow Station #2 to handle nearly all EMS calls without depleting the other two stations. On shifts when fill-in is required due to unforeseen illness injury (i.e., employee calls in sick), the person would be used to fill that vacancy. No overtime would be generated, and the department would revert to the current station staffing and response model for the duration of the 24-hour shift. As further staffing is added to achieve the five-year goal, the shift minimum would be raised to 13 personnel/per day and staffing and facilities needs would be re-evaluated based on existing development, call volume, and response time benchmarks. While the ability of Station 2 to handle fire and EMS calls without depleting other stations is an immediate concern. In the long term, the disproportionate impact of existing and planned development in Station #1's coverage area, means that one or more units are frequently out-of-quarters and the station is left unstaffed for subsequent calls. Staffing and deployment will be reviewed and may need to be adjusted upon weighing both operational concerns as they exist at that time.



MEMORANDUM: FROM ENGINEERING

DATE: August 12, 2016

TO: Mayor Olson
Common Council
Director of Finance Rotzenberg

FROM: Glen E. Morrow, PE- City Engineer, Director Of Public Works, Utility Manager

SUBJECT: Proposed 2017 Utility Personnel

The Utility Department currently has two Operator II positions, one Operator I position, and six Technician Positions. We have noticed a need for more Operator I tasks and would like for the 2017 budget to allow transitioning one of the technician positions to an Operator I position.

For the 2017 budget, please consider the financial implications of promoting a Utility Technician to an Operator 1 position. I do understand that there are HR requirements for posting the position.

Utility Department

Reclassification from Sewer and Water Technician
to
Sewer and Water Operator 1

Cost Estimate:	Wages:	2,516.43
	Benefits:	561.87

	Total	3,078.30



To: Paul Rotzenberg, Director of Finance & Treasurer
From: William Wucherer, Director of Health & Human Services *ww*
CC: Mark Luberda, Director of Administration
RE: 2017 Budget—Personnel Request (0,1 FTE Registered Sanitarian)

Since 2009 the Common Council has authorized the health department to contract with the WI Department of Agriculture, Trade, and Consumer Protection (DATCP) in order to provide inspection services. Part of that contractual agreement requires the city to maintain a back-up sanitarian in the event that the assigned employee is unavailable or requires assistance. Historically the city has retained a registered sanitarian as an employee to fulfill this contractual requirement. In 2015 this individual retired for medical reasons and is no longer able to fulfill the back-up requirement.

In addition, the inspection demands and DATCP program complexities have gradually increased over the past 8 years. The food safety and inspection program would much benefit from adding a 0.1 FTE registered sanitarian position to the health department. The position would assist with weekend & after hour inspection services as well as assist the current 0.6 FTE sanitarian during peak inspection seasons (April—September). The new position would adhere to the same duties and responsibilities outlined in the current city job description for a registered sanitarian.

The proposed position would be a non-benefited, part time position. I have estimated the budget impact of this position at \$7,700 per year. The funds to pay for the sanitarian would primarily come through reallocating current department clinic nurse budgeted salary (\$6,000) and delaying the hire date until April 2017.

The current license fee structure was designed to offset the program costs. Future consideration of increasing license fees should be evaluated. The health department has not changed its license fee structure since 2009.

Jul 20 2016



City of Franklin

Health Department

TO: Paul Rotzenberg, Director of Finance & Treasurer

From: William Wucherer, Director of Health & Human Services WW

CC: Mark Lubberda, Director of Administration

RE: 2017 Budget—Personnel Request

In 2016 the Common Council authorized the health department to apply for a federal Drug Free Community (DFC) grant. The City of Franklin would serve as the fiscal agent for the DFC grant and receive \$125,000 per year for up to 5 years.

We successfully submitted an application this past winter and await recipient community announcements in October. The grant would fully fund a 0.75 employee position in the health department. For your consideration, I have

included the personnel budget attachment from our grant application. The new employee job description is called a Coalition Coordinator. A job description is also attached.

Anticipating that the city will receive a DFC grant, please include this new position in the 2017 personnel budget requests.

FAPSU Coalition DFC Project Budget Narrative

A Personnel

Table 1: FEDERAL REQUEST

Position	Name	Annual Salary/Rate	Level of Effort	Cost
Coalition Coordinator	TBD	\$44,018	75%	\$44,018
			TOTAL	\$44,018

NARRATIVE JUSTIFICATION: The Coalition Coordinator will be hired as a City of Franklin Dept. of Health employee (with the FAPSU coalition highly involved in the hiring process). The Coalition Coordinator (0.75 FTE) will provide staffing support to the coalition for the DFC Project and will assist the coalition in coordinating meetings, note-taking, communication, scheduling/coordinating with trainers and guest speakers, data collection logistics, and dissemination.

Table 2: NON-FEDERAL MATCH

Position	Name	Annual Salary/Rate	Level of Effort	Cost
Project Director	Bill Wucherer	\$82,651	10%	\$8,265
DFC Health Dept. Associate	Jullanna Manske	\$60,000	20%	\$12,000
DFC Schools Associate	Mark Finne	\$121,405	20%	\$24,281
Clerical Support		\$26/hr. x 50 weeks x 2 hrs/week	100 hours	\$2,600
			TOTAL	\$47,146

NARRATIVE JUSTIFICATION: The Project Director (0.10 FTE) will provide oversight of the grant, including fiscal and personnel management, contracting, invoicing, budget management, and will assist with DFC project implementation and evaluation. The DFC Health Department Associate (0.20 FTE) will report to the Project Director and assist in linking FAPSU with the resources of the Health Department while supporting overall DFC implementation. The DFC Health Department Associate is a current employee of the Health Department who will be devoting 20% of her role to FAPSU DFC. The City of Franklin estimates that the Coalition Coordinator and the overall FAPSU DFC project will benefit from about 2 hours per week of clerical support from the Health Department. The DFC Schools Associate, a Licensed Social Worker, plays an important role in linking FAPSU DFC with students at Franklin High School, where this employee is housed, and with the local middle school. Franklin High School has agreed that Mark Finne will devote 20% of his existing position at the school to FAPSU DFC. As DFC Schools Associate, he will lead students in many projects related to the Youth Work Group including Peers United, and he is also a connection to the school district with regard to our need for YRBS data.

SOURCE OF MATCH FUNDS: The source of match funds for the Project Director, DFC Health Dept. Associate, and Clerical Support is the City of Franklin. The source of match for the DFC Schools Associate is the Franklin Public School District.

FEDERAL REQUEST: \$44,018

NON-FEDERAL MATCH: \$47,146

B. Fringe Benefits

Table 3: FEDERAL REQUEST

Component	Rate	Wage	Cost
Health Insurance	varies depending on employee plan	n/a	\$11,604
Life Insurance	0.47% of salary	\$44,018	\$206
Pension	5% of salary	\$44,018	\$2,201
Dental Insurance	0.74% of salary	\$44,018	\$324
FICA	7.7% of salary	\$44,018	\$3,367
Worker's Comp	5.1% of salary	\$44,018	\$2,249
OPEB (Retiree Health)	0.87% of salary	\$44,018	\$383
		TOTAL	\$20,334

NARRATIVE JUSTIFICATION: Fringe benefit components and rates reflect the current rates for the City of Franklin, applied to the salary of the Coalition Coordinator.

Table 4: NON – FEDERAL MATCH

Component	Project Director (10% FTE)	DFC Health Dept. Assoc (20% FTE)	DFC Schools Associate (20% FTE)	Cost
Longevity	\$120	-	-	\$120
Health Insurance	\$1,547	\$3,094	\$3,752	\$8,393
Life Insurance	\$39	\$56	\$47	\$141
Pension	\$419	\$80	-	\$499
Dental Insurance	\$115	\$86	\$284	\$485
FICA	\$642	\$918	\$1,087	\$2,647
Worker's Comp	\$422	\$613	-	\$1,035
OPEB (Retiree health)	\$72	\$104	-	\$176
WRS	-	-	\$1,157	\$1,157
Medicare	-	-	\$254	\$254
Long-term disability insurance	-	-	\$174	\$174
			TOTAL	\$15,080

ATTACHMENT 8

Job Description: Coalition Coordinator

POSITION: Coalition Coordinator
REPORTS TO: Project Director

DUTIES & RESPONSIBILITIES:

1. Work collaboratively to insure that the DFC grant work plan is implemented in a timely and effective manner.
2. Plan and participate in recruitment activities to increase coalition membership.
3. Identify, recruit, schedule, coordinate, and contract guest speakers and trainers for FAPSU programs.
4. Schedule coalition meetings and inform members of meeting locations and times. Develop meeting agendas with the Franklin Area Parents and Students United (FAPSU) chairperson and disseminate to members. Keep FAPSU records including but not limited to agendas and minutes
5. Prepare, coordinate, manage, and oversee coalition communication strategies including website, electronic and printed materials, surveys and social media.
6. Attend all FAPSU meetings, Executive Committee meetings, and Work Group meetings as appropriate. Assure that minutes from these meetings are recorded and distributed to members.
7. Create and maintain reports to the funding sources as required.
8. Work with the Project Director on budget, contracts, grant match, and reports to coalition members as required by the DFC grants.
9. Work with the Franklin Health Department DFC Associate
10. Plan, implement, and evaluate FAPSU programs and regularly consult with the DFC Evaluator.
11. Other duties as identified by the DFC leadership team.

QUALIFICATIONS/SKILLS:

1. Minimum of B.A. in Social Work, Education, Nursing, Public Health or related field.
2. Posses a passion for preventing alcohol and other drug use among youth.
3. Applied knowledge of substance use/ abuse and its impact on young people within the community. Knowledge of prevention best practices preferred.
4. Prior experience of working with individuals from diverse economic, racial, and ethnic backgrounds. Ability of working with youth in particular.
5. Superior oral and written communication skills related to community presentations.
6. Proficient in Microsoft Office application, web applications, and social media.
7. Ability to manage an organizational budget.

PERSONAL QUALITIES:

Ability to work independently and as a member of a team; excellent problem-solving skills; ability to multi-task, and communicate proficiently to a broad range of audiences.

SPECIAL CONDITIONS/TRAVEL: Overnight travel to training/conferences required.

ATTACHMENT 8

SALARY RANGE: \$49,114--\$63,848. The Coalition Coordinator is a 0.75 FTE (1560 hours) position. Salary and benefits are determined by Pay Grade 6 within City of Franklin Compensation Plan.

HIRING PLAN: The Project Director and the City of Franklin Human Resources Coordinator will recruit through established municipal EOE procedures. The interview panel will include FAPSU members. The work plan specifies the selection be completed in 30 days.