

**RESOLUTION NO: 2024-06
OF THE CITY OF FRANKLIN
BOARD OF PUBLIC WORKS AND SAFETY**

**RESOLUTION APPROVING AND ADOPTING THE CITY OF FRANKLIN
EMPLOYEE HANDBOOK**

WHEREAS, the City of Franklin, Indiana, acting by and through its Board of Public Works and Safety (hereinafter referred to as “City”) is a government organization providing services to the citizens of Franklin, Indiana; and

WHEREAS, the Board of Public Works and Safety of the City of Franklin, Indiana has determined that the policies and procedures that govern employee conduct, as memorialized in the City of Franklin Employee Handbook, attached hereto, should be formally adopted by Resolution.

BE IT THEREFORE RESOLVED, the Board of Public Works and Safety of the City of Franklin, Indiana, resolves, enacts and recommends for approval to the City Council the following:

1) **Adoption of the City of Franklin Employee Handbook:** The attached City of Franklin Employee Handbook (attached as Exhibit “A”) revising and replacing the City of Franklin Policy and Procedure Manual adopted by Resolution 15-13 is hereby adopted by the Board of Public Works and Safety of Franklin, Indiana, subject to future amendments, revisions, and/or repeal and is further recommended for adoption and approval by the Common Council of the City of Franklin, Indiana.

2) **Construction of Clause Headings:** The clause headings appearing in this Resolution have been provided for convenience and reference, and do not purport and will not be deemed to define, limit or extend the scope or intent of the clauses to which the headings pertain.

3) **Repeal of Conflicting Resolution:** The provisions of all other Resolutions in conflict with the provisions of this Resolution are of no further force or effect, and are now repealed. Furthermore, the provisions of all other employee policies and procedures in conflict with the provisions of the City of Franklin Employee Handbook approved herein are hereby repealed and of no further force or effect.

4) **Severability of Provisions:** If any part of this Resolution is held to be invalid, such part will be deemed severable and its invalidity will have no effect upon the remaining provisions of this Resolution.

5) **Duration and Effective Date:** The provisions set forth in this Resolution become and will remain in full force and effect (until they are repealed by Resolution or amendment) on January 1, 2025 which will be after the passage and adoption of this Resolution by the affirmative vote and signature of a majority of the members of the Board of Public Works and Safety of the City of Franklin, Indiana.

INTRODUCED & APPROVED by the Board of Public Works and Safety of the City of Franklin, Johnson County, Indiana this ____ day of _____, 2024.

City of Franklin, Indiana, By its Board of Public Works and Safety:

Voting Affirmative:

Voting Opposed:

Mayor Stephen Barnett

Mayor Stephen Barnett

Kenneth Austin, Member

Kenneth Austin, Member

Tina Gross, Member

Tina Gross, Member

Attest:

Jan Jones, Clerk Treasurer