



**OUTSTANDING OPPORTUNITY TO
SERVE THE CITIZENS OF**

FRANKLIN, TENNESSEE

AS THEIR NEXT

PLANNING AND SUSTAINABILITY

DIRECTOR



**HISTORIC
FRANKLIN**



The City

The City of Franklin, TN is one of the wealthiest cities in one of the wealthiest counties in the United States. The City offers a unique blend of history and progress providing the best of small-town charm and big-city sophistication. It has a well-deserved national reputation for its safe, clean and attractive residential neighborhoods, an award-winning downtown, and a vibrant corporate headquarters area.

Franklin is located on 41 square miles, 15 miles south of Nashville, Tennessee. It is the county seat of Williamson County and has a prominent role in the thriving economy of the Nashville region.

The City is rapidly growing. 2012-2013 census figures document the growth in Franklin as the 14th most rapidly growing city in the country with a population of at least 50,000. Since 1980 its population has increased more than fivefold and, based on the current estimated population of 70,000, it is ranked as the seventh-largest city in Tennessee. The rapid growth is expected to continue as Franklin maintains its leadership position within the Nashville MSA. The population is projected to be 114,000 by 2030. The City has become a primary location for Class A office space in the region with more Class A space in Franklin than in Nashville. The current Class A office space vacancy rate is only 2%.

The employment base is primarily white collar. 93.5% of the population has at least a high school education while 55.3 % of the population possesses at least a bachelor level degree.

Sixty-eight percent (68%) of the housing is owner occupied with a median value of \$299,157. The median household income for 2015 is estimated to be \$91,278. The current median residential sale price exceeds \$390,000. A major challenge to the City is the development of housing alternatives for residents of varied income levels and to develop housing options for all stages of life.

The American Planning Association named downtown Franklin as a Top 10 Great Neighborhood for "Downtown Franklin's outstanding historic character and architecture and for the meaningful protection measures the City has adopted to ensure Franklin's unique sense of place is not

compromised by future growth and development". The National Trust for Historic Preservation recognized Franklin for "offering an authentic visitor experience by combining dynamic downtowns, cultural diversity, attractive architecture and a strong commitment to historic preservation."

In addition, the City has been recognized by various sources as:

- 2015 – 24/7 Wall Street and USA Today, "Top 50 Cities to live" (#30).
- 2014 – "Best Southern Town" – Garden and Gun – 1.3 million online votes.
- 2014 – Best Towns for Families – Family Circle Magazine (#3).
- 2014 – Cities on the Rise – Nerdwallet (#2 in Tennessee).
- 2014 – CNN/*Money* magazine – Best Places to Live (#42). (Franklin has made this list four consecutive times, rising in the rankings each time. It is issued for the size of the city every two years.)
- 2012 – CNN/*Money* magazine – "Where the jobs are" (#10).
- 2011 – Relocate America – Top 100 Places to Live.
- 2011 – One of five most romantic Main Streets – National Trust for Historic Preservation.



- America's Dozen Distinctive Destinations National Trust for Historic Preservation.
- Top Ten – “Best Small Towns” – *Southern Living* magazine.
- Top 50 cities in the nation to start a small business – *Business Week* magazine.
- ZoomProspector.com and Bloomberg BusinessWeek – Top 10 Cities for Start-ups.
- Downtown Franklin Historic District Top 10 Great Neighborhoods-American Planning Association.
- Fire Protection Rating Improved to ISO Class 1.
- Greater Nashville Regional Council - Public Safety Award for Interlocal Cooperation.
- Police Department accreditation.
- 2010 TML Award for excellence and 2010 and 2011 TCMA awards for excellence.
- Top 10 Places to retire – *Money* magazine.
- Tree City USA.
- Great American Main Street Award and Preserve America Community.
- Number One Small Town in Tennessee.
- Five National Register Historic Districts
- One of Five Best Places in America to Antique Shop.

Franklin Schools

The residents of Franklin have access to excellent primary and secondary schools. The Williamson County School System and the Franklin Special School District are the primary systems serving the City. The Tennessee Department of Education regularly evaluates both systems as the highest achieving districts in the State. In addition, there are 18 private schools in the County with a student/teacher ratio of 8/1.

The City Government

The City of Franklin has a Council/Manager form of government. The Mayor is elected by eligible voters, City-wide, every four years. Aldermen are also elected every four years. Four represent wards, or sections of the City; four are elected at-large. The City Administrator, appointed by the Mayor and the Board, is tasked with overseeing the daily operations of City government.

Many facets of a community's daily life are impacted by a municipal government. Whether it is maintaining the roads or drainage system, responding to an emergency, enforcing building and zoning codes, or providing a park for children to play in, the City of Franklin is directly involved in the quality of life for local citizens. The men and women that work for the City of Franklin are dedicated to providing the

best service possible to residents.

The City currently has just over 700 employees and an operating budget of \$59.8 million.



The Planning and Sustainability Department

Its Department Mission is “to accomplish the highest quality of life for the citizens of Franklin by striving for constant improvement of the built environment and the conservation of natural and historic resources.”

The rapid population growth of the City has presented challenges for the City in general and the Department of Planning and Sustainability in particular as it strives to fulfill its mission. Current planning needs present demands that challenge the long range planning policies.

The Department is proud of its efforts to ensure that it plays in “one of the most treasured communities in the United States.” The Department credits much of its success to a strong public/private partnership with the development community. The Department serves the community in maintaining the City's Land Use Plan, reviewing and processing development and site plans, requests for rezoning and annexations, conducts onsite inspections of landscaping, and manages project and special performance sureties.

Among the challenges faced by the Department is the need to refine and update a complex 400 page plus, zoning ordinance adopted in 2008.

The Department currently operates under the Director with 11 planners and land planners and 3 support positions. It has two divisions: Long-Range Planning and Current Planning. The Department reports to the City Administrator through the Assistant City Administrator for Community and Economic Development. The Department Director is appointed by the City Administrator. All positions in the Department are filled by “at will” employees. The Department is currently led by a former Department Director who is serving as the interim director since the spring of 2015.

The Municipal Planning Commission, staffed by the Department, is a nine-member body composed of the Mayor (or designee), an Alderman appointed by the Board of Mayor and Aldermen, and seven other members appointed by the Mayor. The Commission's role is to provide information and advice to the administration, Mayor and Council and others regarding growth and development decisions.

In addition, the Department staffs the Board of Zoning Appeals, the Sustainability Commission, the Franklin Historic Zoning Commission and various ad-hoc task forces as needed. Frequent contact with the administration and the Board of Mayor and Aldermen is required as well as with neighborhood associations and the general public.

The Department is also charged with enforcing public policies as contained in performance agreements, sureties, and related requirements as related to new development including streets, drainage, landscaping, water/waste water, and sidewalks.

The Department Director

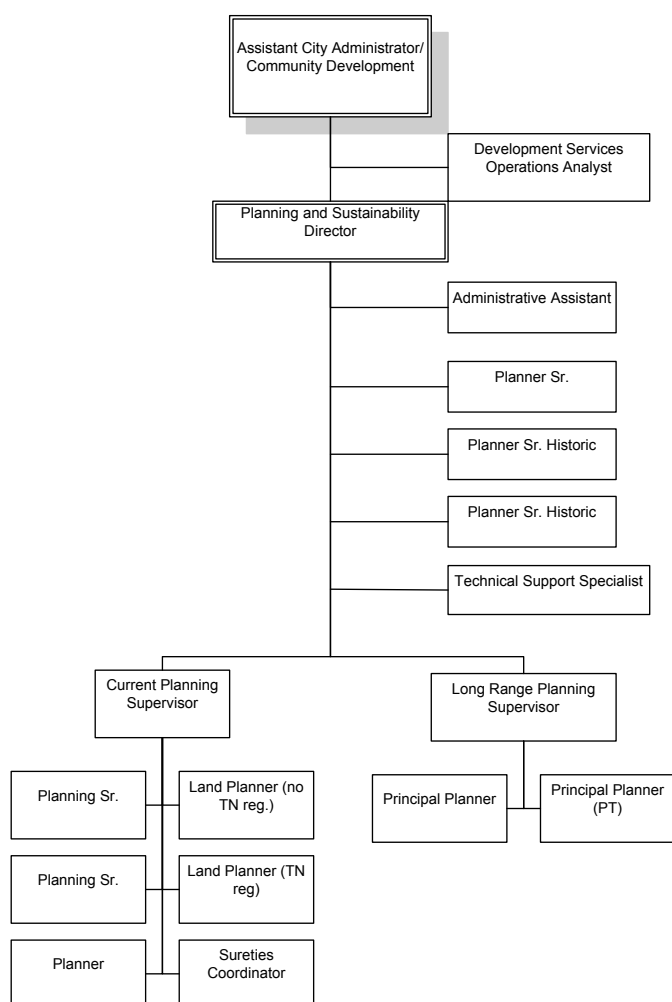
The Franklin Planning and Sustainability Director should have a firm understanding and respect for the separate and distinct characters of Franklin: its suburban/conventional side, its traditional/urban fabric, and, above all, of how cherished its history is. For example, the Battle of Franklin was fought on the night of November 30, 1864, which was only one of three major Civil War battles to be fought at night. The Director must have a clear and passionate commitment to its historic, natural, and cultural resources and to its built environment that comprise the Franklin quality of life.

The Planning and Sustainability Director will ideally be expected to possess the following qualities:

- Have the ability to see the big picture, as well as understanding the details.
- Be particularly skilled in interacting with elected and appointed officials, developers, and the public, especially in a public meeting setting.
- Be able to supervise creative and talented department staff.
- Have a proven commitment to sound and proactive planning approaches.
- Have a track record of striving for constant improvement of the built environment and conserving natural and historic resources.
- Have experience in long-range, current, and historic district planning.
- Have the ability to implement the goals and innovative planning techniques in a fast-growing and progressive community.
- Be unwilling to compromise the "and" when considering historic preservation and high growth.
- Have a history of a high level of community engagement.
- Have demonstrated understanding of the importance and fostering of the growth of a professional relationship with the development community.
- Appreciate the need for a long-range plan that the development community and community at large can follow.
- Have a demonstrated ability to develop a simplified, understandable zoning ordinance that meets the community goals while providing direction for the development process.
- Function well in a fast-paced and high-growth environment.
- Have a record of effectively working across departments to create consistent City wide planning and implementation.

City of Franklin, TN

Department of Planning and Sustainability Organization Chart



Requirements

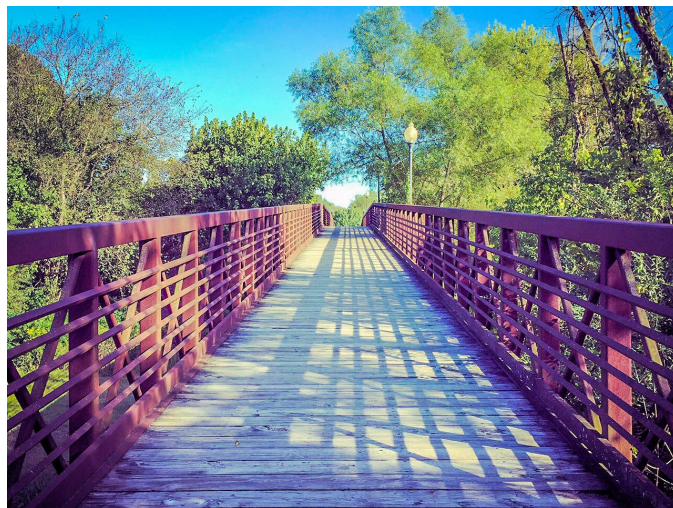
The required knowledge, skill and abilities to satisfactorily perform job duties are normally acquired through attainment of a Master's degree in urban planning plus eight to ten years related experience and/or training; or an equivalent combination of education and experience. The ideal candidate will hold AICP certification.

Compensation

The compensation level is open depending on the qualifications of the selected candidate. As a general rule the City looks to compensate its employees at a level comparable to the top 30% of bench mark jurisdictions.

In addition to a very competitive salary level the City offers:

- ◆ Defined Benefit and Defined Contribution retirement plans
- ◆ Life insurance
- ◆ Disability insurance
- ◆ Medical and dental insurance
- ◆ Continuing education-Reimbursement for college tuition
- ◆ Leadership University
- ◆ Numerous training opportunities
- ◆ The State of Tennessee has no state income tax. It also offers a no charge community college program for its residents.



Application Process

The deadline for receipt of application materials is Monday, April 8, 2016. To apply please send a letter of application, detailed résumé with salary history to:

Robert E. Slavin or David Krings at

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Electronic submissions are preferred



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