

**ORDINANCE NO.: 2026-01  
OF THE COMMON COUNCIL OF THE CITY OF FRANKLIN, INDIANA**

**ORDINANCE REPEALING ORDINANCE NO. 24-11 RELATIVE TO THE  
CIVILIAN PERSONNEL POLICY AND PROCEDURAL MANUAL AND ADOPTING  
THE CITY OF FRANKLIN EMPLOYEE HANDBOOK**

**WHEREAS**, the Common Council of the City of Franklin, Indiana by Ordinance No. 15-10 adopted a Civilian Personnel Policy and Procedural Manual.

**WHEREAS**, the Board of Public Works and Safety of the City of Franklin, Indiana, supports the adoption of the attached City of Franklin Employee Handbook by the Common Council of the City of Franklin, Indiana.

**WHEREAS**, the Board of Public Works and Safety of the City of Franklin, Indiana, and the Common Council of the City of Franklin, Indiana believe that adoption of the attached Employee Handbook is in the best interest of the employees of the City of Franklin and that all prior Manuals, Resolutions and Ordinances inconsistent thereto should be repealed.

**NOW, THEREFORE, THE COMMON COUNCIL OF THE CITY OF FRANKLIN, INDIANA,  
ORDAINS AND ENACTS THE FOLLOWING:**

1) **Repeal of Ordinance No. 24-11:** Ordinance No. 24-11 which adopted a Civilian Personnel Policy and Procedural Manual is repealed and the attached City of Franklin Employee Handbook (attached hereto as Exhibit "A") is adopted in full;

2) **Construction of Clause Headings:** The clause headings appearing in this Ordinance 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 Ordinances:** The provisions of all other Ordinances in conflict with the provisions of this Ordinance are of no further force or effect and are now repealed. Furthermore, any prior employee policy or procedural manuals in conflict with the terms of the policies and procedures adopted herein, are hereby repealed.

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

5) **Duration and Effective Date:** The provisions set forth in this Ordinance become and will remain in full force and effect (until they're repealed or amended by Ordinance) on January 1, 2025 by signature of the executive in the manner prescribed by Indiana Code.

**DULY PASSED** on this 21<sup>st</sup> day of January, 2026 by the Common Council of the City of Franklin, Johnson County, Indiana.

City of Franklin, Indiana, by its Common Council:

**Voting Affirmative:**

Kenneth W. Austin, President

Anne McGuinness

Irene Nalley

Jennifer Price

Josh Prine

Todd Shuck

Shawn Taylor

**Voting Opposed:**

Kenneth W. Austin, President

Anne McGuinness

Irene Nalley

Jennifer Price

Josh Prine

Todd Shuck

Shawn Taylor

Attest:

Jan Jones, Clerk Treasurer

This Ordinance having been passed by the legislative body and presented to me [Approved by me and duly adopted, pursuant to Indiana Code § 36-4-6-16(a)(1), [Vetoed, pursuant to Indiana Code § 36-4-6-16(a)(2)], this 21<sup>st</sup> day of January, 2026.

Stephen D. Barnett, Mayor