

City of Mt. Juliet
P.O. Box 256
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July 18, 2007

Bobby Franklin
2015 Julie Drive
Mt. Juliet, TN 37122

Hand Delivered & Certified Mail

Last Friday you contacted me to schedule a meeting to discuss your termination, which you are entitled to request under the City's Personnel Ordinance. Jill contacted your home and left a message that she and I could meet with you on Monday, July 16, 2007 at 1:00 p.m., and she asked for confirmation that you could attend this meeting. We did not receive a confirmation, and you did not come to meet with us.

I assume that you would have asked why you were terminated, so I will attempt to briefly answer that question. If you had been at the meeting I would have stated that some of the reasons you were terminated were as follows: (a) your documented, poor performance in managing projects through the planning stage and to ensure that all conditions required by the City Engineer, Board of Commissioners, and Planning Commission were satisfied; (b) the combative, hostile and insubordinate comments you have made to other City employees and myself; (c) your failure to communicate within your own department and with other representatives of City government; (d) consistent, documented complaints about the inaccurate and incomplete information provided to the Board of Commissioners by your department; (e) your providing inaccurate regulatory information to developers, which resulted in significant development resources being required in planning of projects that did not comply with city regulations, including, but not limited to, the two-story office building project you allowed to proceed despite its non-conformance with the Town Center Overlay Villages District architectural requirements.

Of most concern to me, as well, was your attempt to deliberately deceive the State of Tennessee by submitting a grant application containing grossly understated population figures in an attempt to secure additional funding from the State. When this was brought to your attention your comment to me was "the Mayor can be too smart for her own good" and that by stating a lower population we would have a better chance of receiving the grant. Providing knowingly false information to secure such a grant could be considered fraud.

These are just some of the reasons for your termination. I did not take my decision lightly, and neither should you. It is unfortunate that it had to come down to termination, but I made the decision that I felt was in the best interest of the City of Mt. Juliet.

You asked on Friday, July 13 what your accrued vacation and sick time were; you will have accrued at the end of July 2007: 56 vacation days and 67.13 sick days.

Sincerely,



Sheila S. Lockett
Acting City Manager
City of Mt. Juliet

Cc: City Attorney Paula Flowers
Personnel File