

**RESOLUTION NO. 2024-14**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF  
COACHELLA, CALIFORNIA, MODIFYING THE CITY OF  
COACHELLA EDUCATIONAL REIMBURSEMENT PROGRAM TO  
INCLUDE STUDENT LOAN DEBT REIMBURSEMENT**

**WHEREAS**, there is over \$1.6 trillion in student loan debt in the United States with over 46.2 million borrows. There 6.5 million borrows in default and over 30.5 million in Forbearance/Deferment; and

**WHEREAS**, according to Section 13 of the City of Coachella 2023-2027 MOU, the City will reimburse employees fifty percent (50%) of tuition for continuing education in non-job related courses and one hundred percent (100%) of tuition for classes in job related courses. Payment is predicated on an employee receiving a 2.0 grade or better, and is based upon a fiscal year; and

**WHEREAS**, the City will also reimburse employees one hundred percent (100%) of the cost of job-related college preparatory classes, preparatory classes, certifications, professional licensure preparatory classes, vehicle or equipment certification, Class A or B license fees, and renewal fees on such certifications and licenses. The cost to the City for the reimbursement shall not exceed five thousand dollars (\$5,000) per employee for a twelve (12) month period; and

**WHEREAS**, the Educational Reimbursement Program, the City is invested in continuing to educate and develop its workforce and encourages training, self-improvement and personal development programs; and

**WHEREAS**, allowing student loans as a reimbursable expenditure would encourage staff to embark on the path of higher education to receive a Bachelor's degree or continue their higher educational goals by obtaining a Master's degree. It would promote longevity and reduce turn over as employees would keep taking advantage of this benefit by continuing their employment with the City. This also can be used as a marketing or incentive tool to encourage new employees to apply to the City and attract new and skills staff in this competitive job market.; and

**WHEREAS**, according to the City of Coachella Human Resource Department, the City currently has 81 employees. Seventeen (17) have a Bachelor's degree (20.9%), four (4) have a Master's degree (4.9%) and one (1) has Doctorate degree (1.2%); and

**WHEREAS**, the City of Rancho Mirage is the only other city in the Coachella Valley that offers a student loan debt assistance program with a max of \$850/fiscal year.

**NOW, THEREFORE, BE IT RESOLVED**, that this City Council of the City of Coachella, California, as follows:

1. The recitals set forth hereinabove are true and correct; constitute the findings of the City Council; and are incorporated herewith by this reference.

2. Approve the modification to the City of Coachella Educational Reimbursement Program to include student loan debt reimbursement.

**PASSED, APPROVED and ADOPTED** this 24<sup>th</sup> day of April 2024.

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Steven A. Hernandez  
Mayor

**ATTEST:**

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Angela M. Zepeda  
City Clerk

**APPROVED AS TO FORM:**

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Carlos Campos  
City Attorney

STATE OF CALIFORNIA            )  
COUNTY OF RIVERSIDE        ) ss.  
CITY OF COACHELLA            )

**I HEREBY CERTIFY** that the foregoing Resolution No. 2024-14 was duly adopted by the City Council of the City of Coachella at a regular meeting thereof, held on the 24<sup>th</sup> day of April 2024 by the following vote of Council:

AYES:

NOES:

ABSENT:

ABSTAIN:

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Delia Granados  
Deputy City Clerk