



## **CITY OF ORLAND STAFF REPORT**

**MEETING DATE: December 3, 2024**

---

**TO:** Honorable Mayor and City Councilmembers

**FROM:** Pete Carr, City Manager

**SUBJECT:** **Employee Training Agreements – Public Works** (Discussion/Action)

---

### **BACKGROUND:**

Retention of skilled employees has long been an issue for the Public Works Department, where the City expends significant resources to provide substantial skills training, certification and experience, then the employee takes the certificate or license elsewhere for higher-paying employment. The MOU with the General Unit obligates the City to pay for Public Works specialized certification but not necessarily training. The increasing cost of training is an impediment for many employees, so the City tends to share or pay the cost, or some employees avoid having to gain needed training.

The City's salary scale and license stipend are intended to recognize the enhanced value of the trained employee and induce retention, but this has not proven adequate in recent and current labor markets.

### **ANALYSIS:**

The City and the bargaining unit representatives have been working together to draft a policy that would benefit the employee with City-paid training while benefiting the City with improved retention of skilled employees. The result is a proposed agreement between the City and the employee that the employee will remain in City employment for an additional two years following the completion of certain City-paid training and certifications.

The type of training intended for this agreement would include:

- Water Treatment, Water Operator
- Wastewater Treatment, Wastewater Operator
- Class A Driver
- ASE Certified Mechanic
- Other courses and certifications as needed per City Management

Attachment: Employee Training Agreement sample

### **RECOMMENDATION:**

Approve the Employee Training Agreement as proposed

**FISCAL IMPACT OF RECOMMENDATION:** Unknown, but it is anticipated the increased expense of paid training will be more than offset by cost savings from reduced turnover of skilled employees.