



**TOWN OF PALMER LAKE
BOARD OF TRUSTEES - AGENDA MEMO**

DATE: December 11, 2025,	ITEM NO.	SUBJECT: Employee Recognition — Acceptance into the Colorado Rural Water Association Apprenticeship Program
Presented by: Chaz Roubidoux Water Supervisor		

Purpose

The purpose of this memo is to formally recognize and commend Andrew Rudnicki for his completion of the Colorado Rural Water Association (CRWA) Apprenticeship Program, a nationally approved and highly respected workforce development initiative for water and wastewater professionals.

Background on the CRWA Apprenticeship Program

The CRWA Apprenticeship Program is an intensive, two-year training and certification pathway designed to build a highly skilled, knowledgeable workforce in the water and wastewater industry. The program is:

- Approved by the U.S. Department of Labor and the State of Colorado, resulting in a nationally recognized Certificate of Completion.
- Focused on hands-on, technical skill building through a combination of:
 - 4,000 hours of On-The-Job Training (OJT)
 - 288 hours of Related Technical Instruction (RTI)
- Structured into four six-month training periods, each requiring 1,000 OJT hours and 72 RTI hours.
- Designed with two career tracks: Drinking Water or Wastewater, with opportunities to pursue both through advanced placement for incumbent workers.

Participants finish the program prepared for and required to hold a Class C Water or Wastewater Operator License. Apprentices also benefit from CPR certification, structured mentorship, and full-time employment with benefits.

Significance of Andrew’s Achievement

Andrew’s completion of this program reflects:

- His commitment to professional development and excellence in water operations
- His readiness to take on a structured, rigorous training regimen in addition to the daily demands of a full time career.
- His dedication to serving the Town of Palmer Lake with increasing technical expertise and operational leadership

As part of the program, Andrew engaged in high-level professional education, technical coursework, hands-on field training, and continuous mentorship. His participation strengthens Palmer Lake Water Department’s internal workforce capacity and base of knowledge and supports long-term succession planning in a highly specialized field. It should also be noted that Jeremie Dunda was provided recognition for mentoring Andrew in his apprenticeship.

Supervisor Recommendation

I respectfully encourage the Board to formally recognize Andrew for this accomplishment. His completion of the CRWA Apprenticeship Program represents:

- A significant investment in the Town’s infrastructure and operational preparedness
- A commitment to the Town and water system’s long-term performance and compliance
- An exemplary model of initiative and professionalism within our department

I look forward to supporting Andrew throughout his professional progression as well as the added value his training brings to our utility operations.

Please join me in congratulating **Andrew Rudnicki** for taking this important step in his career and for his ongoing