

Municipality	Does your city have an agreement in place with newly hired employees to reimburse the cost of specialized training if their employment is terminated within a certain period of time? We are specifically thinking about fire and/or police employees.	What reimbursement term is required? For example: a 2-year agreement has the reimbursement cost reduced by 1/24 for every month of employment.	What types of reimbursements are included in the agreement? (For example: training class tuition/fees, uniforms, etc.)	Please share any additional thoughts you might have on the topic of reimbursing newly hired employees for specializing training.	First Name	Last Name	Title	Email
Clarksville	No			We are wanting to implement a reimbursement plan	Laurie	Matta	Chief Financial Officer	laurie.matta@cityofclarksville.com
Collierville	No			This type of reimbursement might help with recruiting. However, I would think local governments would be better served expanding the scope of such reimbursements beyond public safety personnel. Public Utilities and Public Services type operations come to mind. Additionally, for the protection and stability of the local government the reimbursed employee should be required to remain with the employer for some period of time to ensure some benefit is received for the local government's investment.	Valesa	Wells	Finance Director	vwells@colliervilletn.gov
Franklin	No			Incentivizing specialized training is great for employee development and departments raising the caliber of their staff, and in turn the service provided to the community. There should be criteria in place so that employees know the expectation and the incentive can be provided consistently. Continuing credits or training is the main criteria we use for determining if specialized training is reimbursed or incentivized by the City.	Kristine	Brock	Assistant City Administrator, Chief Financial Officer	kristine.brock@franklintn.gov
Johnson City	Yes	Police - 3 year agreement, work off monthly 1/36	Tuition/Fees for classes		Laos	Stephanie	City Recorder, Finance Director	slaos@johnsoncitytn.org