



November 29, 2018

Personnel Committee:

Thank you for the opportunity to bring before you some proposed changes to the Training, Membership, & Tuition Reimbursement Policy. Specifically, I'd like to address the Tuition Reimbursement portion of the policy. Let me begin by saying this is a benefit I feel extremely fortunate to have. As you're well aware, not every employer offers this, and it's one of the many things in my opinion that makes working for the City of Manitowoc great.

As it currently stands, the process requires the employee to pay for the class, complete the class, and then is reimbursed for their costs based on the grade received. However, as an employee who uses this policy to further my education, I made a request at the People Committee level requesting that the policy allow for the student to instead defer payment to the college (if the college allows it), and once the course is completed, the City would pay for the class utilizing the same reimbursement schedule based on grades.

This process would allow a single Mom like myself to still take the classes necessary to complete my degree, without having to tie up \$1,000 or more in tuition and book fees until my class is over and I can be reimbursed. Some people have to put the college payment on a credit card, as they don't have \$1,000 of disposable income to pay for the class up front, and then also incur interest fees on that amount.

Changing this policy would not only be of benefit to me, but other employees who may be in my position. Each year, there have been funds remaining in the Tuition Reimbursement account, and perhaps the change of this policy would finally make way for those wishing to take advantage of this valuable benefit offered by the City of Manitowoc.

I appreciate the consideration of these proposed changes.

Sincerely,

Stacey Groll

*Stacey Groll*

Also supported by the following People Committee members:

Elizabeth Majerus	Amy Eisenschink
Deputy Chief Karl Koch	Jessie Lillibridge
Deputy Chief Rob Barbier	Barb Hanson
Karen Dorow	Debbie Charney
Chad Scheinoha	