



TRAINING INCENTIVE PROGRAM (TIP) FACT SHEET

In 2011, the state legislature passed a measure permitting city governments to provide incentives to officials who obtain training related to the operation of city government. It exempts training incentive payments from the statutory prohibition on changing an elected official's compensation during a term of office and exempts incentive payments for purposes of calculating retirement benefits. This legislative initiative was pursued to help ensure that city officials receive adequate training and can offset the personal cost of time away from their full time employment. House Bill 119 went into effect June 8, 2011 and works on a calendar year basis.

All elected city officials and any other non-elected city official designated by the legislative body, such as the city clerk, city administrator or city manager may participate in a training incentive program.

How much can city officials earn and where do the resources come from?

Cities can offer between \$100 - \$500 per person annually. Cities may multiply this amount by the number of consecutive years (up to four) that training hours have been completed. KLC suggests that a line item is provided in the budget to cover incentive payments and training expenses for each participating city official.

Example: The city of Applegate passed an ordinance that allows city officials to receive \$200 in incentive pay for completing training requirements and budgets for up to \$300 for each elected official to spend on registration, travel or other related expenses. Mayor Smith is entering his second year of participation in the program, so the city budgets \$700 as a line item for his potential training expenses, which includes \$400 (\$200 x 2 years) for incentive pay and \$300 for approved training expenses.

How does our city participate? Where can city officials get training? What counts as training toward the incentive?

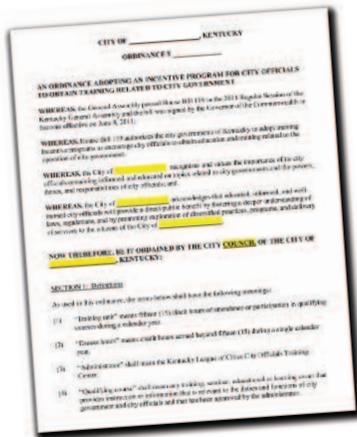
Your city must pass an ordinance to participate.

The Kentucky League of Cities can serve as the administrator and track credit hours for officials. Participating officials will be sent a mid-year update (usually in August) and a final report for calculating payment in January. Additional transcripts and credit updates can be sent at any time upon request.

KLC offers multiple training opportunities throughout the year to help city officials meet their training needs. Credit for city-related training can also be earned from other organizations.

How are credits tracked?

Once KLC is notified of your participation, your credits at KLC events will be tracked when you are scanned at sessions or you sign in. City officials can participate in both the City Officials Training Center (COTC) and the Training Incentive Program simultaneously. In fact, if a course has been approved for COTC, it is also approved for TIP credit on an hour-for-hour basis. Online University and non-



If you are interested in participating in the Training Incentive Program, contact the KLC Legal Department at 1-800-876-4552 for a model ordinance and additional information.





KLC hosted training related to city government can also be used for credit if outside credit documentation is submitted.

Please contact Sarah Razor at 1-800-876-4552 or srazor@klc.org for more information or if you would like KLC to be the administrator of your city's Training Incentive Program.

Midway City Officials Take Training Seriously



City officials in Midway take training very seriously. Elected officials there have a nearly 100 percent participation rate at KLC's 2009 and 2011 City Officials Academy, thanks in part to encouragement from Mayor Tom Bozarth.

"Elected city officials are all volunteers and most do not have any governmental experience before they are sworn to office. HB 119 is a voluntary bill that allows cities to adopt an ordinance to compensate elected officials that complete 15 hours of training each year," said

Mayor Bozarth. "This ordinance allows our elected officials to become more informed and educated to represent our constituents. I encourage all cities to consider adopting a volunteer training ordinance."

Mayor Bozarth worked diligently with the Kentucky League of Cities for two years to ensure the passage of House Bill 119, the legislation that provides incentives to officials who obtain training related city government operations. For his efforts, Mayor Bozarth was recognized as the 2011 City Advocate of the Year.

The Kentucky League of Cities is the foremost provider of education and training opportunities for city leaders. No one knows cities like we do, and we strive to provide affordable and accessible "nuts and bolts" education to help you do your job at city hall. Visit klc.org to view the most current list of available training opportunities and to register for classes. More than 12 training events across the state already scheduled for 2013!

