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**Date: March 15, 2016**  
**To: Mayor and Council Members**  
**From: Clarence Smith, Director of Electric Utility**  
**Subject: Ethan Courtney completes apprenticeship program**

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Ethan Courtney has worked for the Electric department for five years: four years ago he began the process of becoming a certified journeyman/lineman through a Department of Labor apprenticeship program. We would like to recognize Ethan for his dedication and commitment to this endeavor which has resulted in Ethan being the first apprentice within the city to complete the entire program.

Milestones include a 94% average on assignments, in addition to attending all required training sessions associated with the program. Ethan has also competed in the Lineman Rodeo for the past three years *and* placed first in his category this past year. We are so proud of his performance and attitude. He has demonstrated exceptional dedication to his job, and due to his leadership skills, he will be responsible for all future apprentice testing. As his manager, I believe Ethan's personal experience creates an excellent mentoring opportunity for future apprentices who follow in his foot-steps.

This is a tremendous accomplishment for a city our size to have a Department of Labor Apprenticeship program. Staff and Council support ensures my staff receives the training and tools needed to complete the sometimes dangerous task required in this type of work. We want every one of our guys to get home safe at the end of the day.

I have been able to see and hear about different apprenticeship programs around the area, and I believe we have one of the best. When I send my staff to training every year, I always receive letters back from instructors telling me how impressed they were with the knowledge they possessed. This tells me we're doing a great job training our rookies so they can succeed in this business.