

# RUSSELLVILLE FIRE DEPARTMENT



*"Exceptional Service"*

## PARAMEDIC EDUCATION/TUITION AGREEMENT

Be it known that this agreement is made and entered by and between the City of Russellville Fire Department, hereinafter referred to as the "Fire Department," and Firefighter \_\_\_\_\_ hereinafter referred to as "Paramedic Candidate."

**WHEREAS**, Paramedic Candidate wishes to enroll in a certified training program to become a licensed paramedic;

**WHEREAS**, the Fire Department provides paramedic level of service and therefore desires to retain a minimum number of firefighters as licensed paramedics and the Paramedic Candidate is currently an employee of the Fire Department;

**WHEREAS**, the Fire Department is willing to pay for the paramedic training if the Paramedic Candidate agrees to work for a designated period of time for the Fire Department after receiving paramedic certification from said paramedic training;

**NOW THEREFORE**, in consideration of the mutual covenants contained herein, the parties agree as follows:

1. Tuition, textbooks and student fees will be paid for Paramedic Candidate by the Fire Department in connection with the Paramedic Candidate completing paramedic training from a designated and accredited paramedic training program in close proximity to Russellville as identified by the Fire department Training Officer.
2. Paramedic Candidate must complete and pass all testing for paramedic certification including Arkansas Registry certification exams. Fees for repeat certification testing shall be the responsibility of the Paramedic Candidate.
3. Paramedic Candidate agrees to employment with the Fire Department after obtaining paramedic certification for a period of no less than sixty (60) continuous months at full time status.
4. Paramedic Candidate agrees to repay the Fire Department for all monies spent on Paramedic Candidate if the Paramedic Candidate is terminated, voluntarily resigns from the Fire Department, does not complete the paramedic program, cannot become certified within first three attempts, and or does not complete Sixty (60) months of continuous full time employment with the Fire Department as a certified paramedic. The Paramedic Candidate shall pay to the Fire Department one sixtieth (1/60) of all expenses for tuition and books which have been paid by the Fire Department for each month less than Sixty (60) months. All sums due pursuant to this paragraph shall be immediately due and payable, and if they are not immediately paid, Paramedic Candidate agrees that any sums owed can be deducted from any paycheck the Paramedic Candidate is due from the Fire Department. If money is deducted from the Paramedic Candidate's paycheck, pursuant to this paragraph, nothing herein should be construed that this is full satisfaction if more monies are owed than the amount of the paycheck.
5. All clinical assignments associated with the training program shall be done during off-duty time, if possible. If clinical assignments are done on a duty day, the Paramedic Candidate is responsible for getting his replacement through the use of either vacation or shift swap.

6. Paramedic Candidate shall apply for all scholarships and PERKINS loans available for the paramedic program and submit proof of such application to the Fire Department per calendar year.
7. If the Paramedic Candidate receives scholarship or grant money, it will be surrendered to the institution of instruction or the Fire Department for reimbursement. In that instant, the length of the Paramedic Candidate's employment obligations will be decreased on a pro rata basis based on the amount of the total scholarship and grant money received compared to the total expenses incurred for the completion of the paramedic training.
8. The Fire Department may terminate or delay the Paramedic Candidate's training at any time.
9. The Paramedic Candidate may not serve as a part time employee in the capacity as an emergency medical technician (EMT) or similar medical position for another employer during the course of their paramedic training. Further, the Paramedic Candidate understands upon completion of their paramedic training that the Fire Department has the right to approve or disapprove any request by the Paramedic Candidate for outside part time employment where the use of their emergency medical skills are a requirement if the Fire Department deems there exist a potential for a conflict of interest or burnout due to dual work schedules.
10. Paramedic Candidate understands this contract is not the sole basis for sustaining employment with the Fire Department during the 60 month term of the contract and is subject to dismissal per City of Russellville personnel policies or Fire Department and/or Russellville Civil Service Commission Rules and Regulations.
11. Both parties acknowledge that this is the complete agreement of the parties and neither party is relying on any oral representation not specifically set out in this agreement.

Be it known, that I willingly sign this agreement in good faith to pursue and complete the level of training (Paramedic) made available to me and that I will utilize said training in the full-time employment of the Russellville Fire Department upon Arkansas certification as a Paramedic for a minimum of 60 months.

**IN WITNESS WHEREOF**, the parties placed their hands and seals this \_\_\_\_\_ day of \_\_\_\_\_, \_\_\_\_\_.

**RUSSELLVILLE FIRE DEPARTMENT**

\_\_\_\_\_  
T Kirk Slone, Fire Chief

\_\_\_\_\_  
Chris Vick, Division Chief/Training Officer

\_\_\_\_\_  
Paramedic Candidate

**STATE OF ARKANSAS/COUNTY OF POPE**

SWORN TO AND SUBSCRIBED before me, a Notary Public on

this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_.

\_\_\_\_\_  
NOTARY PUBLIC