

ARTICLE 17

EDUCATIONAL INCENTIVE

Employees attending, as approved by the Fire Chief/designee on an individual basis, fire-related classes or other training (excluding EMT courses) shall be compensated at their hourly rate, provided that they are not "on-duty" (no additional pay for "on duty" attendance) and achieve a passing grade upon completion. It is understood that at no time will training result in an overtime situation being created for the fire department.

The City will pay for books, registration, renewal fees and tuition for EMT Basic and **EMT-P Certification and** recertification. The City will make every reasonable effort to schedule EMT recertification courses during regular duty days; however, the City will not pay for off duty time spent in training or re-certification. ~~The City will not pay for any books, fees, tuition or costs related to obtaining Paramedic certification or recertification.~~

Effective October 1, 2010, the City will pay the following incentive pay (up to an aggregate total) of 4% for attaining and retaining the following certifications:

Paramedic	2%
Fire Inspector	1%
Hazmat	1%
Hazmat Team	1%
Public Safety Diver	1%
Pump Operator	1%
Fire Service Instructor I	1%

Reimbursement for Paramedic Certification

The City will reimburse to eligible employees the costs the employee paid for tuition and books that were required to successfully obtain Paramedic certification and recertification while employed with the Fire Department.

To be eligible for reimbursement, an employee must submit an application and be pre-approved by the City before starting the certification course, and the reimbursement shall be paid only upon the employee's successful completion and receipt of the Paramedic certification. Reimbursement shall be limited to an amount equivalent to the tuition charged by a State community college, college or university. An employee provided reimbursement must repay to the City 100% of that reimbursement if the employee leaves City employment for any reason whatsoever within three (3) years of the date the employee was paid the Paramedic certification reimbursement. Depending on the balance of any money owed to the employee at the time the employee leaves City employee, some or all of the tuition reimbursement shall be deducted from the employee's final paycheck.

Employees hired on or after January 1, 2015 with Paramedic certification or who obtain Paramedic certification while employed must maintain such certification.

Unless otherwise stated, the proposals in this outline/package are meant to be effective after the ratification date of the letter of understanding that addresses these benefits (i.e., not retroactive). The City reserves the right to add, amend, change, clarify, and/or delete any proposal.

Any prior Union proposal not addressed in this summary/package has been rejected.

