

This document is for informational purposes only and should NOT be returned with your application. You will be required to sign this agreement if hired.

Hendersonville Fire Department

Agreement for Training and Uniform Reimbursement

I understand and agree that, in consideration of my employment with the Hendersonville Fire Department, I will reimburse the Hendersonville Fire Department for all costs and expenses related to my initial training and uniforms required to become a firefighter subject to the following terms and conditions:

1. I agree to serve as a firefighter with the Hendersonville Fire Department for a period of not less than twenty-four (24) months after my employment.
2. I agree that if I should voluntarily leave employment with the Hendersonville Fire Department before the completion of twenty-four (24) months service from the date of employment that I will repay 100% of my initial training costs, uniform costs and expenses incurred by the Hendersonville Fire Department. (See itemized cost of uniforms and training.) I understand and agree that I will be responsible for the actual costs and expenses incurred on my behalf by the Hendersonville Fire Department and I will reimburse this amount pursuant to the terms and conditions of this agreement.
3. I agree that my resignation, for whatever reason, shall be prima facia evidence that I left employment with the Hendersonville Fire Department voluntarily.
4. I understand that this agreement does not constitute an employment contract and that the Hendersonville Fire Department reserves the right, as employer, to reassign, discipline or terminate in accordance with departmental and City of Hendersonville Personnel Rules and Regulations. I also understand that this agreement does not grant me any special rights or benefits from the Hendersonville Fire Department and does not require the Hendersonville Fire Department to offer me a position as a firefighter. I understand that if I complete the Tennessee Fire Service and Codes Enforcement Academy training, State of Tennessee Medical First Responder training, any state certified medical training, or, as a presently certified firefighter, and become a member of the Hendersonville Fire Department, this agreement does not alter or affect any other terms or conditions of my employment.
5. I agree that the Hendersonville Fire Department, in its sole discretion, may retain and deduct from my payroll check any amount due and payable to the extent allowed by law to offset any training and other employment related expenses per the guidelines outlined in paragraph 2 above. I agree to repay any outstanding expenses for which I may be responsible at the time of my resignation.

6. I agree that if it becomes necessary to enforce this agreement and a judgment is entered against me, I will pay all costs and expenses incurred by the City of Hendersonville including attorney fees.

By my signature below, I signify that I have read the foregoing agreement and subscribe and understand the contents thereof.

ITEMIZED COST OF TRAINING AND EXPENSES

Listed below are the costs of tuition, travel and field training costs. Only costs incurred by the City of Hendersonville will be required to be reimbursed. Costs listed are the maximum. These costs may be adjusted if all uniforms and equipment are returned in good condition.

Fire Academy Tuition & Books	<u>\$ 3,200</u>
Uniform, Equipment & Fire Gear (if custom ordered)	<u>\$ 3,500</u>
Medical Training	<u>\$ 500</u>
Medical Exams (respiratory fitness evaluation – conducted during second year of employment & pre-employment testing)	<u>\$ 500</u>
TOTAL:	\$ 7,700

Only initial medical testing costs and initial uniform costs will apply to firefighters who are Firefighter II certified upon being employed by the Hendersonville Fire Department.

I have read and understand the above listed costs for my training and expenses and agree to the total listed above (if applicable.)

(To Be Signed Only If Hired)

Employee Signature

Print Name

Date