

ARTICLE 30

TUITION REIMBURSEMENT

30.1 Except as provided in 30.2 below, Tuition Reimbursement shall be administered in accordance with Human Resources Policy B-1, which was revised on 4/3/14. The City will not substantially modify application of this Policy, as it pertains to this Union, unless the Union is provided an opportunity to negotiate in accordance with Chapter 447, Florida Statutes, concerning the change. ~~Either party may reopen this paragraph one time during the term of this Agreement.~~

30.2 Paramedic School

Effective for any application for reimbursement on or after ratification of this amendment, by approval of the Fire Chief or designee, Gainesville Fire Rescue shall pay upfront any remaining* reimbursable cost of paramedic school for employees who otherwise qualify for Tuition Reimbursement, and who are in good standing, provided:

A. The employee agrees to pay back the total amount via lump sum should they leave prior to completing two years of service with Gainesville Fire Rescue, beginning on their paramedic state certification date.

B. If the employee fails to satisfactorily complete a semester, fails to obtain a paramedic certification within one year of program completion, or fails to obtain medical director clearance within 1 year of State certification, the employee agrees to pay back the total amount approved under this provision to be deducted over the same time period as the department's investment.

Employees approved for this upfront payment may exceed the 18 credit hour fiscal year limit in Policy B-1, but may not use Tuition Reimbursement for any other purpose during the fiscal year(s) when they are in paramedic school.

*No part of this provision shall apply retroactively.