

## CITY OF CROSSVILLE FIRE DEPARTMENT

### FIRE ACADEMY AGREEMENT

For and in consideration of the mutual promises and agreements herein contained, the parties do hereby agree as follows:

1. This Agreement is not to be construed as an employment contract guaranteeing Employee any property interest or liberty interest in position of employment. All Employees are employees – at will.
2. Employee shall be retained by the City of Crossville (hereinafter “City) to accept the position of Firefighter or Firefighter trainee and to perform the services, function and duties assigned to Employee by the Fire Chief and/or Commander in Chief, or other officers as assigned.
3. Employee acknowledges and understands that the City desires and intends to hire only Firefighters who will remain with the City of Crossville Fire Department for a minimum of thirty-six (36) months following completion of the required training and academy program.
4. In consideration for being hired as a Firefighter by the City, and for the valuable training received from the City Fire Department, Employee hereby agrees to attend a Fire Academy to be determined by the City Fire Department.
5. During Employee’s attendance at the Academy, the City shall pay or reimburse Employee for actual expenses associated with Employee’s attendance at said Academy.
6. Employee shall be employed at the City Fire Department subject to all laws, ordinances, rules and regulations with the commencement date of such employment to be \_\_\_\_\_.
7. For the performance of Employee’s services, functions and duties assigned to Employee as Firefighter, Employee shall be paid compensation in amount agreed to in accordance with the adopted salary schedule of the City.
8. Should the Employee separate from the services of the City following the completion of Academy and all other required training programs, and within the Employee’s first thirty-six (36) months of employment, Employee shall reimburse the Department for all expenses incurred in connection with the Employee’s hiring and training. Reimbursement shall be prorated based on length of service to City.
9. The reimbursement obligation of Employee shall consist of the sum of all amounts expended by the City Fire Department in connection with the hiring and training of said Employee, including the following: cost of Academy training, expenses of providing specific trainings and any or all equipment not transferable to another employee of the same job description.
10. Complete repayment of the reimbursement obligation shall be made within twelve (12) months of cessation of employment in monthly installments of no less than one-twelfth (1/12) of the total amount due, commencing on the first day of the month following the month during which cessation of employment occurred, and payable on or before the first of each month thereafter. The Employee further agrees that in the event the City incurs legal fees, courts costs, attorney’s fees or other costs of collection in an effort to collect any delinquent sums owing pursuant to this agreement, the Employee will pay such expenses in addition to the portion of reimbursement obligation then due.

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

\_\_\_\_\_  
Employee

STATE OF TENNESSEE            )

COUNTY OF CUMBERLAND        )

Before me, the undersigned authority, a Notary Public in and for said State and County, personally appeared \_\_\_\_\_. With whom I am personally acquainted, or who proved to me on the basis of satisfactory evidence, and who executed the forgoing instrument for the purposes therein contained.

WITNESS, my hand and seal of office on this \_\_\_\_\_ day of \_\_\_\_\_,  
20\_\_\_\_.

\_\_\_\_\_  
Notary Public