



## Firefighter/EMT Conditional Offer Expectations: Paramedic Certification

1. The following will apply when a Firefighter/EMT is hired prior to obtaining a State of Wisconsin Paramedic certification.
2. Upon hire the firefighter/EMT is a full-time active employee of the City and a member of the public safety bargaining unit. Firefighter/EMT classification and the terms of this communication will end upon completion and successfully obtaining State of Wisconsin Paramedic certification.
3. The primary responsibility of a firefighter/EMT is to perform the duties of fire suppression and emergency medical services as described in job description and to satisfactorily complete and obtain the paramedic certification through a State of Wisconsin approved program prior to their fourth year of employment, pending any unforeseen financial constraints within the Fire Rescue budget.
4. The normal workweek for the firefighter/EMT is the 56-hour work week or 2,912 hours annually, unless paramedic training dictates otherwise. During assigned work days every attempt will be made to provide educational leave for the firefighter/EMT during classroom, clinical or final testing. Overtime shall not apply to work associated with paramedic training, academics, studies, preparatory requirements or travel while attending paramedic training.
5. The monthly salary for firefighter/EMT will follow the current pay scale of Collective Bargaining Agreement (CBA). Effective the day after satisfactory completion of a paramedic certification, the firefighter/EMT title will be changed to "Firefighter/Paramedic," and they will be eligible for the CBA Paramedic monthly stipend.
6. If the firefighter/paramedic chooses to leave the employment of the City within 60 months of completion of their certification, they agree to reimburse the City for costs paid for their paramedic certification:
  - a. Date of certification to 12 months after: 100%
  - b. More than 12 months to 24 months after certification: 75%
  - c. More than 24 months to 36 months after certification: 50%
  - d. More than 36 months to 48 months after certification: 25%
  - e. More than 48 months to 60 months after certification: 10%
  - f. More than 60 months after certification: No reimbursement required.
7. This reimbursement requirement will be considered null and void if the firefighter/EMT does not pass the requirements for certification or if terminated by the City. The City may also, on its own discretion waive all or part of the reimbursement for any reason it believes to be appropriate. If a firefighter/EMT does not successfully complete the certification, their employment with the City shall be severed with no recourse to the grievance procedure.
8. Prior to hiring and as a condition of employment, each firefighter/EMT will execute an individual contract that reflects these expectations and the agreement of the firefighter/EMT to be bound

by the reimbursement provision therein. The form of the individual contract will be determined by the City and will include a requirement that the individual agrees that the City may withhold or deduct from wages or other payments owed by the City to the individual if the individual leaves employment and owes a reimbursement to the City.