Purpose
To provide the most updated training and increase the educational level of the Fire District Personnel, in order to better serve the Community.

Eligibility
Employees who have successfully completed his/her initial probationary period will be eligible for education reimbursement.

Educational Reimbursement
Listed below are approved Fire and EMS related courses that the department will pay the cost for tuition if funds are available at the end of the fiscal year. The student shall successfully complete the course(s) with a "C" or better and shall show proof of same.

The funding for tuition reimbursement will come from the available balance remaining in the Training Education Line Item. The following funding methodology is as follows:

1. Each submitted tuition reimbursement request will be calculated at the same percentage rate based on the available dollar amount in the Training Education Line Item (Educational Materials) divided by the total dollar amount requested.
2. If submitted tuition reimbursement does not exceed or is equal to the available balance remaining, everyone will receive full reimbursement. Individuals that do not receive full tuition reimbursement will have the outstanding balance carried over to the following year. The same reimbursement formula will apply.
3. AS/AA/BA/BS Degree reimbursement will not exceed the tuition rate of the University of South Florida.
4. All degrees must be from an accredited college or institution.
Certification/Degrees for Education Reimbursement/Leave

Any degree in a Fire Science, EMS, or Public Administration field.

Any degree program not listed above must be submitted to the SOG committee for approval along with a written request and an explanation of the benefits of the degree program to the Department.

The Department, with guidance from the SOG committee, may elect to compensate for certain courses within a degree program but not the entire program.

Florida State Fire Officer I - IV Certification Courses
Florida State Fire Inspector Certification Courses
Florida State Fire Inspector Recertification Courses
Florida State Paramedic Certification Course
Florida State Fire Service Instructor Certification Courses
Florida State Fire Service Instructor Recertification Courses
Florida State Arson Investigator Certification Courses
Florida State Pump Operator Certification Courses

Additional courses, seminars, conferences, or certification testing approved in advance by the Fire Chief.

Certification Pays

Bargaining unit Employees with the following Certifications shall be compensated an additional amount as described hereafter:

- State Certified Fire Inspector $ 600.00 per year
- State Fire Officer 1 Certificate $ 600.00 per year
- State Fire Instructor Certificate (one per employee) $ 300.00 per year
- National Registered EMT $ 100.00 per year
- National Registered Paramedic $ 200.00 per year
- State Pump Operator Certificate $ 600.00 per year
- Physical Fitness Award (80 to 84.9%) $ 250.00 per year
- (>85%) $ 500.00 per year
All pays may be prorated by quarter for the current year that an employee completed the certification. All certification amounts shall be paid on the last pay prior to September 30 of each year.

The Department shall match the Florida State Educational Incentive Program for an A.S., A.A., B.S. or B.A. degree as defined by the State of Florida.