


East Lake Tarpon Special Fire Control District

	<i>SOP 113 Education Benefits</i>	
	Implementation Date: 11/2000	Revision Date(s): 12/27/2011
		Reviewed Date(s):
	Forms or Attachments: None	

PURPOSE

To provide the most updated training for the Department, to increase the educational level of the Department and 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.

CERTIFICATIONS/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 SOP 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 SOP committee, may elect to compensate for certain courses within a degree program but not the entire program.

Florida State Fire Officer I 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.

Administration – Non-Bargaining Employee

CERTIFICATION PAYS

1. 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

1. 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.
 - E. 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