

## **City of Palatka Local Minority Recruitment Firefighter and Emergency Medical Technician (EMT) Scholarship Program Agreement**

The City of Palatka has launched a Local Minority Recruitment Firefighter and EMT Scholarship Program to assist local minority residents to enter into and to graduate from both the Firefighting Minimum Standards Course and the Emergency Medical Technician Program from local and regional colleges or technical schools. The school selection will be based on availability of classes, pricing, and other criterion to be determined at the time of scholarship award.

The expenditure of program funds is to address the lack of diversity in the Palatka Fire Department by recruiting and training qualified local minority candidates. Additionally, the scholarship program will assist in filling vacant Firefighter and EMT positions and will facilitate the retention and training of local minority candidates for the Palatka Fire Department.

A scholarship applicant must submit a completed application. An application can be obtained from the Palatka Fire Department or the City of Palatka Human Resources Department. A committee comprising of the City Manager, Human Resources Director and the Fire Chief shall select the scholarship recipients. Scholarship recipients must live in the City of Palatka or Putnam County, or relocate to the City of Palatka or Putnam County within ninety (90) days of the scholarship award, submit to a background check, complete all applicable pre-requisite skills and certifications prior to entering the program as required by the selected college or technical school. The scholarship award shall be revoked for any scholarship recipient that fails to relocate into the City of Palatka or Putnam County within the above stated specified period.

### **Available Scholarship Benefits:**

Three (3) Scholarships to Firefighting School (398 hours course)

Three (3) Scholarships to Emergency Medical Technician (EMT) Program (120-150 hours)

A Recipient is required to pass the State Firefighters Test, NREMT testing for EMTs and State of Florida certified, any other required courses, tests and background checks and upon receipt of state certifications, submit an application for employment with City of Palatka Fire Department. Once hired, candidates are required to complete three (3) years of continuous employment with the City. Any scholarship recipient that terminates employment with the City of Palatka Fire Department prior to the three (3) continuous years of service from the date of hire as a City of Palatka Fire Department Firefighter/EMT is required and obligated to repay the City of Palatka all associated scholarship costs for the Firefighting and Emergency Medical Technician Schools in the amount of approximately \$5,000 (actual totals will be calculated on actual school enrollment costs).

**Employment is not guaranteed.** If all City of Palatka Fire Department firefighter positions are filled when a scholarship recipient completes the training and is certified by the State of Florida, the scholarship recipient is free to apply elsewhere and will not be obligated to repay the City of Palatka.

**City of Palatka Local Minority Recruitment  
Firefighter and Emergency Medical Technician  
(EMT) Scholarship Program Agreement**

THIS CITY OF PALATKA LOCAL MINORITY RECRUITMENT FIREFIGHTER AND EMERGENCY MEDICAL TECHNICIAN (EMT) SCHOLARSHIP PROGRAM AGREEMENT (the "Agreement") is entered into by and between the **City of Palatka through the City Palatka of Fire Department**, 201 N. 2<sup>nd</sup> Street, Palatka, Florida 32177 (the "City"), and \_\_\_\_\_  
\_\_\_\_\_ (the "Recipient") on the herein date.

1. The City has created a Local Minority Recruitment Firefighter and EMT Scholarship Program to assist local minority residents to enter into and to graduate from both the Firefighting Minimum Standards Course and the Emergency Medical Technician (EMT) Program from local and regional colleges or technical schools.
2. The City and the Recipient agree that the school selection is within the sole discretion of the City and that the school selection will be based on availability of classes, pricing and other criterion to be determined by the City at the time of the scholarship award.
3. The Recipient states that she/he is a resident of the City of Palatka or Putnam County or will relocate to the City of Palatka or Putnam County within ninety (90) days of the scholarship award date. The Recipient further states that he/she will continue to reside in the City of Palatka or Putnam County throughout the entire scholarship training and certification period. The scholarship award shall be revoked immediately for any scholarship recipient that fails to relocate into the City of Palatka or Putnam County within the specified ninety (90) day period or that fails to maintain such residency during the scholarship training and certification period. If the scholarship is revoked due to non-compliance with the residency requirement, the Recipient shall repay the City of Palatka for all scholarship funds expended to the date of revocation.
4. If eligible, a Recipient that fails to complete successfully all training classes, he/she will be required to pay to retake failed classes prior to rejoining the scholarship program. A Recipient who fails to maintain a passing grade two (2) times and/or in two (2) classes, shall have the scholarship revoked immediately.
5. A Recipient is required to pass the State Firefighters Test, NREMT testing for EMTs and State of Florida certified, any other required courses, tests and background checks and upon receipt of state certifications, submit an application for employment with City of Palatka Fire Department.
6. **Employment is not guaranteed.** However, once hired, a Recipient is required to complete three (3) years of continuous employment with the City. If the Recipient terminates employment with the City of Palatka prior to the completion prior to the completion of the three (3) continuous years period from the date of hire as a Firefighter/EMT, the scholarship recipient shall repay the City of Palatka the full amount of all associated scholarship training and certification costs.
7. If all City of Palatka Fire Department firefighter positions are filled when a scholarship recipient completes the training and is certified by the State of Florida, the scholarship recipient is free to apply elsewhere and will not be obligated to repay the City of Palatka.

8. The City Manager has the sole discretion to forgive any repayment due to the City or provide for a repayment plan under this Agreement, whichever is in the best interest of the City.

9. Nothing in this Agreement guarantees employment for any period.

10. The City agrees to forgive any repayment due to the City under this Agreement if the City terminates the Recipient's employment due to a City or department-wide budgetary reduction-in-force. The City and the Recipient state and agree that the voluntary termination of the Recipient's employment, or the City's termination of Recipient's employment for any reason other than that herein stated, are not conditions requiring forgiveness of any repayment due to the City under this Agreement.

11. Recipient understands he/she has the right to discuss this Agreement with any individual, and that to the extent desired, he/she has availed himself/herself of this opportunity. Recipient further acknowledges that he/she has carefully read and fully understands the provisions of this Agreement, and that he/she is voluntarily entering into it without any duress or pressure from City. Recipient also understands and acknowledges that this Agreement is the entire contract between him/her and the City with respect to this subject matter, and Recipient acknowledges that City has not made any other statements, promises or commitments of any kind (written or oral) to cause the Recipient to agree to the terms of this Agreement.

12. The City and the Recipient agree that should any provision of this Agreement be declared or determined by any court to be illegal, invalid or unenforceable, the remainder of the Agreement shall nonetheless remain binding and enforceable and the illegal, invalid or unenforceable provision(s) shall be modified only so much as necessary to comply with applicable law.

13. This Agreement shall be governed by the laws of the State of Florida. The venue for actions arising out of this Agreement shall be exclusively in the Seventh Judicial Circuit Court of Florida, Putnam County, Florida.

WITNESS \_\_\_\_\_

RECIPIENT \_\_\_\_\_

Signature \_\_\_\_\_

Signature \_\_\_\_\_

Print Name \_\_\_\_\_

Print Name \_\_\_\_\_

Date \_\_\_\_\_

\_\_\_\_\_  
Christopher Taylor, Fire Chief

**City of Palatka Local Minority Recruitment  
Firefighter and Emergency Medical Technician (EMT)  
Scholarship Program Application**

Name \_\_\_\_\_ Date of Birth \_\_\_\_\_ Gender \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_ County \_\_\_\_\_ State \_\_\_\_\_

Education \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

High School Grade Point Average: \_\_\_\_\_ College Grade Point Average: \_\_\_\_\_

Work  
Experience \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Have you ever been arrested? \_\_\_\_\_ No \_\_\_\_\_ Yes

If yes, please explain give dates and charges \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Have you ever sold, used or ingested an illegal drug or controlled substance? \_\_\_\_\_ No \_\_\_\_\_ Yes

If yes, please state the name of the illegal drug or controlled substance and the date that you last sold, used or ingested an illegal drug or controlled substance:

\_\_\_\_\_  
\_\_\_\_\_

Please list all awards that you have received:

\_\_\_\_\_  
\_\_\_\_\_

Please list all clubs and organizations that you belong to or are associated with:

\_\_\_\_\_  
\_\_\_\_\_

Please list any internships or volunteer work that you have participated in:

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\_\_\_\_\_  
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\_\_\_\_\_

Name and contact information for three (3) references:

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State your reason(s) for applying for this scholarship and/or your desire to join the Palatka Fire Department:

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Please include any other information about yourself that you would like the City of Palatka to know about you or to consider in reviewing your application:

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Signature \_\_\_\_\_ Date \_\_\_\_\_

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