**PRE-EMPLOYMENT AGREEMENT FOR FULL-TIME FIREFIGHTER/PARAMEDIC**

Whereas: This agreement between \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ and Sylvania Township is made in anticipation of employment with Sylvania Fire-EMS as a Full-Time Firefighter/Paramedic;

Whereas: Sylvania Fire-EMS has extended an offer of employment to \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_;

Now Therefore Be It Resolved: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ has accepted the offer of employment under the terms and conditions as stated below:

1. The Township will hire \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ as a full-time firefighter/paramedic on or about \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ at a starting rate of pay of \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ per hour.
2. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ attests that he/she is a non-tobacco user, which includes cigarettes, cigars, chewing or pipe tobacco or any other tobacco product regardless of the frequency or method of use.
3. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ agrees that he/she will participate and successfully complete any physical testing required for employment with Sylvania Fire-EMS, including drug, alcohol and nicotine testing.
4. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ will be required to successfully complete Recruit Orientation prior to being scheduled to work on a platoon schedule.
5. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ understands that if he/she does not possess State of Ohio Firefighter II certification at the time of hire, he/she will be required to obtain such certification within the first year of employment. Said NFPA based training will be paid for by Sylvania Fire-EMS and will be conducted on Township time.
6. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ acknowledges and agrees to make a two (2) year commitment to Sylvania Fire-EMS. In the event there is a voluntary resignation or termination of employment within the first two years of employment, a reimbursement of $1,000.00 is required to cover a portion of post offer expenses.
7. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ acknowledges that the Township has the right to withhold the $1,000.00 reimbursement referred to in “6.” above from final paycheck(s), in the event it is not paid on or before the last date worked.

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

Employee Signature Date

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

Chief Ramm’s Signature Date