



North Whidbey Fire & Rescue

Agreement for Training Opportunity Between North Whidbey Fire and Rescue

and _____

This agreement made this ____ day of _____, 2026 by and between North Whidbey Fire and Rescue (hereinafter referred to as "district"), and _____ (hereinafter referred to as the "trainee").

WITNESSETH THAT:

WHEREAS, the trainee is a current member of North Whidbey Fire & Rescue; and

WHEREAS, the district supports continued education, professional development, and training that strengthens the capabilities of its members and supports the operational needs of the district; and

WHEREAS, the district has approved the trainee's request to attend the following training:

Course/Certification: _____

Training Provider: _____

Course Dates: _____

District Cost: \$ _____

NOW, THEREFORE, the district agrees to pay the approved cost of the training in exchange for the following:

1. SUCCESSFUL COMPLETION

The trainee agrees to make a good-faith effort to attend, participate in, and successfully complete the approved training.

The Trainee shall promptly notify the district training officer or designee of any circumstance that may prevent completion of the course or certification.

Failure to successfully complete the approved training, without an approved reason, may result in the trainee being required to reimburse the district for some or all of the costs associated with the training.

2. TRAINING PREREQUISITES AND READINESS

The trainee is responsible for meeting all prerequisites established by the training provider and for maintaining any qualifications required to participate in the course.

Approval of one training opportunity does not automatically constitute approval for additional or advanced training. Each request will be considered separately based on the member's qualifications, demonstrated performance, district needs, available funding, and the requirements of the requested training.



North Whidbey Fire & Rescue

3. TRAINING COMMITMENT

In consideration of the district's financial investment, the trainee agrees to remain an active member of North Whidbey Fire & Rescue and fulfill the established service commitment. Trainees who fail to complete the course, do not attain certification, or separate before completing their service period are subject to reimbursement under Section 4 and district policy.

Additionally, unexcused course failure, non-certification, or early separation results in an immediate 18-month suspension from all voluntary, district-sponsored training. This suspension may be lifted early only if the trainee completes the course or certification at their own expense and provides official proof of completion to the training division.

4. REIMBURSEMENT

If the trainee voluntarily separates from North Whidbey Fire & Rescue before completing an established training or service commitment or fails to successfully complete the approved training without an approved reason, the trainee may be required to reimburse the district for applicable training costs.

When a specific training or service commitment has been established, any reimbursement associated with that commitment will be prorated based on the remaining commitment period.

Nothing in this agreement prevents the district from considering individual circumstances when determining whether reimbursement is appropriate.

5. APPROVAL

This agreement does not replace the district's existing training request and approval process. The required training request must be submitted and approved before this agreement becomes effective.

The district reserves the right to determine which training opportunities it will fund based upon operational needs, available funding, course availability, prerequisites, and the member's demonstrated readiness for the requested training.

District:

Trainee:

By Chris Swiger, Fire Chief

Print Name: _____

Signature

Date

Signature

Date