

AGREEMENT

THIS Agreement is entered into this the 5th day of January, 2026 between The Board of Mayor and Aldermen of the City of Vicksburg, Mississippi (hereinafter "City") and Arthur Howard (hereinafter "Employee").

NOW, THEREFORE, for and in consideration of the mutual promises and agreements herein contained, City agrees to pay the full cost of tuition for Employee to attend Hinds Community College for Anatomy & Physiology I and II which will begin in the Spring of 2026 and Holmes Community College for the Paramedic Bridge Program which will start in August of 2026. In order to be eligible to attend Holmes Community College Paramedic School, Employee must successfully complete Anatomy & Physiology I/II.

XXXVI. TERMS OF AGREEMENT:

26. The Employee must satisfactorily complete the required classroom work and pass all aspects of the course. A passing score is a letter grade or numerical score that equals a "C" or above. Failure to maintain a letter or numerical score of at least a "C" is unsatisfactory and will result in Employee reimbursing the City for the tuition paid.
27. That Employee must take and pass the National Registry for Paramedic Examination within one (1) year of completing Holmes Paramedic Program.
28. Employee shall obligate himself/herself for employment with the City of Vicksburg as a paramedic for two (2) years from the date of becoming a NREMT-P and obtaining a State of Mississippi Paramedic License.
29. Upon receipt of a Paramedic Certification, Employee must maintain the required paramedic certification to remain employed with the City of Vicksburg or must reimburse the City for tuition paid.
30. Employee shall reimburse the City of Vicksburg for all monies for tuition paid to Holmes Community College for the Paramedic course under the following conditions:
 - a. If the Employee remains an employee of the City of Vicksburg but fails to complete the terms and conditions of this agreement, including but not limited to maintaining certification; Employee must repay all monies owed within three (3) years in equal monthly installments; and
 - b. If the employment relationship is severed prior to the completion of the required two (2) year employment either before or after the completion of the course(s), Employee must repay the amount due and owing in full at the end of the employment relationship or a payment agreement may be entered into upon approval by the Employee and City.

XXXVII. EXECUTION OF THIS AGREEMENT:

Upon execution of this Agreement by the Employee and The Board of Mayor and Aldermen of the City of Vicksburg, the City shall pay to Hinds Community College and Holmes Community College tuition fees in the amount of \$9,000.00 for tuition for the Employee. This is the current amount being assessed. However, should rates increase, the amount of money owed to the City will be the amount of money actually paid by the City.

XXXVIII. COMPENSATION:

The Employee will not be entitled to any additional compensation for the satisfactory completion of the course(s), save and except what is stated within its employment guidelines. The Employee will not be entitled to any additional benefits, save and except those benefits that the Employee currently receives as an employee of the City of Vicksburg. In short, the Employee will not be entitled to additional benefits such as travel or overtime.

XXXIX. ENFORCEABILITY:

This Agreement and the rights and obligations of the parties hereunder shall be interpreted, construed, and governed in accordance with the laws of the State of Mississippi. In short, in case of a lawsuit or any other action regarding this Agreement, jurisdiction shall be in the County of Warren, State of Mississippi.

XL. EMPLOYMENT AT WILL DOCTRINE:

The Employment at Will doctrine is not destroyed by this agreement, if applicable. The Employee or the City may choose to end their employment relationship at any time for cause or without cause. However, if the employment relationship is severed prior to the completion of the two (2) years employment, whether voluntary or involuntary, the Employee shall reimburse the City of Vicksburg for the full amount of the cost of the course pursuant to section I-IV.

XLI. CAPTIONS:

Captions to and headings of the Paragraphs and Sections of this Agreement are solely for the convenience of the parties and not a part of this Agreement and shall not be used for the interpretation or determination of the validity of this Agreement or any provision hereof.

XLII. AMENDMENTS:

This Agreement represents the entire agreement of the parties and supersedes any and all prior understandings and agreements, written or oral, between the parties. This Agreement and any of its terms, conditions, and provisions, may be modified, amended,

deleted and supplemented only by mutual agreement in writing signed by all of the parties hereto.

IN WITNESS WHEREOF, the Employee has absolutely executed this Agreement on this the 5th day of January, 2026.

CITY OF VICKSBURG:

WILLIS THOMPSON, MAYOR

EMPLOYEE:



ARTHUR HOWARD