

AGREEMENT

THIS Agreement is entered into this the 2nd day of January 2025, between The Board of Mayor and Aldermen of the City of Vicksburg (hereinafter known as City) and Gregory Williams (hereinafter known as 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 Holmes Community College beginning August 2025 and ending July 2026, to obtain a Paramedic Degree/Certificate and to attend Hinds Community College from January 2025 to May 2025 for A & P I/II. In order to be eligible to attend Hinds Community College Paramedic School, Employee must successfully complete A & P I/II.

I. TERMS OF AGREEMENT:

1. 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.
2. Employee must take and pass the National Registry for Paramedic Examination within one (1) year of completing Holmes Community College Paramedic Program.
3. Employee shall obligate himself 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.
4. 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.
5. Employee shall reimburse the City of Vicksburg for all monies for tuition paid to Holmes Community College for the Paramedic course and to Hinds Community College for the A&P I/II classes 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;
 - 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.

II. 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 Holmes Community College and Hinds 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.

III. COMPENSATION:

The Employee will not be entitled to any additional compensation for the satisfactory completion of the course(s), save and except what is so 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.

IV. 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 lawsuit or any other action regarding this Agreement, jurisdiction shall be in the County of Warren in the State of Mississippi.

V. 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 of 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-4.

VI. COLLECTION:

In the event Employee does not work the full 24-month period and does not reimburse the City the amount owed, City will seek to collect the amount owed by all legal means available. If the account is sent to a collection agency and/or suit filed to collect the debt, Employee agrees that he/she will be responsible for any collection fee, filing fees, attorney fees and/or judgement interest over and above the amount owed.

VII. 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.

VIII. 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 _____ day of _____ 20_____.

CITY OF VICKSBURG:

GEORGE FLAGGS, JR., MAYOR

EMPLOYEE:



GREGORY WILLIAMS

AGREEMENT

THIS Agreement is entered into this the _____ day of _____, 20____, between The Board of Mayor and Aldermen of the City of Vicksburg (hereinafter known as City) and Chase Nielsen (hereinafter known as 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 Holmes Community College beginning August 2025 and ending July 2026, to obtain a Paramedic Degree/Certificate and Hinds Community College for A & P II from January 2025 to May 2025. In order to be eligible to attend Holmes Community College Paramedic School, Employee must successfully complete A & P I/II. Employee has already successfully completed A & P I.

I. TERMS OF AGREEMENT:

1. 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.
2. Employee must take and pass the National Registry for Paramedic Examination within one (1) year of completing Holmes Community College Paramedic Program.
3. Employee shall obligate himself 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.
4. 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.
5. Employee shall reimburse the City of Vicksburg for all monies for tuition paid to Holmes Community College for the Paramedic course and to Hinds Community College for the A&P II classes 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;
 - 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.

II. 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 Holmes Community College and Hinds Community College tuition fees in the amount of \$8,000.00 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.

III. COMPENSATION:

The Employee will not be entitled to any additional compensation for the satisfactory completion

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.

IV. 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 lawsuit or any other action regarding this Agreement, jurisdiction shall be in the County of Warren in the State of Mississippi.

V. 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 of 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-4.

VI. COLLECTION:

In the event Employee does not work the full 24-month period and does not reimburse the City the amount owed, City will seek to collect the amount owed by all legal means available. If the account is sent to a collection agency and/or suit filed to collect the debt, Employee agrees that he/she will be responsible for any collection fee, filing fees, attorney fees and/or judgement interest over and above the amount owed.

VII. 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.

VIII. 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 26 day of December 2024.

CITY OF VICKSBURG:

GEORGE FLAGGS, JR., MAYOR

EMPLOYEE:



CHASE NIELSEN

AGREEMENT

THIS Agreement is entered into this the ____ day of _____, 20____, between The Board of Mayor and Aldermen of the City of Vicksburg (hereinafter known as City) and Hanna Anderson (hereinafter known as 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 Holmes Community College for Paramedic School starting in August of 2025 and ending July of 2026 to obtain a Paramedic Degree/Certificate. Employee has already successfully completed A&P I and II.

I. TERMS OF AGREEMENT:

1. 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.
2. Employee must take and pass the National Registry for Paramedic Examination within one (1) year of completing Holmes Community College Paramedic Program.
3. Employee shall obligate 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.
4. 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.
5. 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;
 - 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.

II. 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 Holmes Community College tuition fees in the amount of \$7,000.00 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.

III. COMPENSATION:

The Employee will not be entitled to any additional compensation for the satisfactory completion of the course(s), save and except what is so 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.

IV. 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 lawsuit or any other action regarding this Agreement, jurisdiction shall be in the County of Warren in the State of Mississippi.

V. 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 of 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-4.

VI. COLLECTION:

In the event Employee does not work the full 24-month period and does not reimburse the City the amount owed, City will seek to collect the amount owed by all legal means available. If the account is sent to a collection agency and/or suit filed to collect the debt, Employee agrees that he/she will be responsible for any collection fee, filing fees, attorney fees and/or judgement interest over and above the amount owed.

VII. 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.

VIII. 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 26 day of December 2024.

CITY OF VICKSBURG:

GEORGE FLAGGS, JR., MAYOR

EMPLOYEE:

Hanna Anderson
HANNAE ANDERSON