

Introduced by: Mayor Pruhs*
Councilmember Tidwell
Councilmember Therrien
Councilmember Sprinkle
Introduced: June 23, 2025
*indicates original sponsor

ORDINANCE NO. 6316

AN ORDINANCE ESTABLISHING A PARAMEDIC RECRUITMENT BONUS PROGRAM

WHEREAS, the Fairbanks Fire Department (FFD) continues to struggle to recruit paramedics; and

WHEREAS, the current minimum cost to the City of Fairbanks to send one employee through the paramedic program is \$16,000 for tuition and up to \$120,000 in salaries, overtime, and benefits; and

WHEREAS, the City of Fairbanks has had success in filling other positions where recruitment was a challenge by offering a recruitment bonus; and

WHEREAS, providing a \$20,000 recruitment bonus for licensed paramedics would make the City of Fairbanks a more competitive employer.

NOW, THEREFORE, BE IT ENACTED BY THE CITY COUNCIL OF THE CITY OF FAIRBANKS, ALASKA, as follows:

SECTION 1. The paramedic recruitment bonus program within the Fairbanks Fire Department is hereby reestablished with the following criteria:

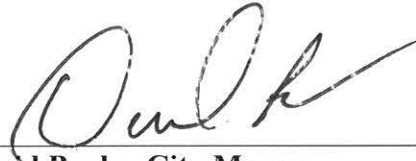
An applicant who is a licensed paramedic will be paid a \$20,000 “sign-on bonus.” The City will pay 50% of the bonus within 30 days of the employee completing their probationary period and 50% of the bonus after the employee has completed three years of service. No applicant may receive a sign-on bonus more than once, and no applicant may receive a sign-on bonus if they have been employed by the Fairbanks Fire Department within 12 months of rehire. Applicants who accept a “sign-on bonus” and do not complete three years of service are subject to payback provisions.

SECTION 2. The Sign-on Bonus Agreement (Attachment A) is approved.

SECTION 3. Bonuses will be funded through savings from budgeted salaries, as available.

SECTION 4. This program will sunset on December 31, 2025 unless extended by resolution of the City Council.

SECTION 5. The effective date of this ordinance shall be six days after adoption.



David Pruhs, City Mayor

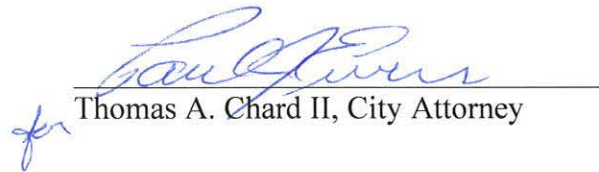
AYES: Marney, Sprinkle, Therrien, Tidwell
NAYS: Ringstad, Cleworth
ABSENT: None
ADOPTED: July 14, 2025

ATTEST:

APPROVED AS TO FORM:



D. Danyelle Snider, MMC, City Clerk



Thomas A. Chard II, City Attorney

CITY OF FAIRBANKS
FISCAL NOTE

I. REQUEST:

Ordinance or Resolution No: 6316

Abbreviated Title: ORDINANCE ESTABLISHING PARAMEDIC RECRUITMENT INCENTIVE BONUS

Department(s): FIRE

Does the adoption of this ordinance or resolution authorize:

1) additional costs beyond the current adopted budget? Yes _____ No X

2) additional support or maintenance costs? Yes _____ No X

If yes, what is the estimate? see below

3) additional positions beyond the current adopted budget? Yes _____ No X

If yes, how many positions? _____

If yes, type of positions? _____ (F - Full Time, P - Part Time, T - Temporary)

II. FINANCIAL DETAIL:

EXPENDITURES:	Total
SALARY AND BENEFITS	
TOTAL	

FUNDING SOURCE:	Total
GENERAL FUND	
TOTAL	

The Fire Department paramedic recruitment incentive bonuses will be paid from salary savings. The City will pay 50% (\$10,000) of the bonus within 30 days of the employee completing their probationary period and 50% (\$10,000) of the bonus after the employee has completed three years of service.

Reviewed by Finance Department:

Initial mb

Date 6/19/2025

**Attachment A
to Ordinance No. 6316**



**Fairbanks Fire Department
Paramedic Sign-On Bonus Contract
Approved July 14, 2025**

This agreement is made between the CITY OF FAIRBANKS ("City") and _____ ("Employee").

WHEREAS, this contract will apply to a licensed paramedic who begins employment for the City of Fairbanks Fire Department ("Department") and who meets the eligibility requirements in Ordinance No. 6316; and

WHEREAS, the City wishes to bestow upon the Employee a "Sign-on Bonus" as an incentive for the Employee to accept employment at the City and to remain satisfactorily employed in the Department for at least three full years; and

WHEREAS, no employee may receive a sign-on bonus more than once, and no employee may receive a sign-on bonus if they have previously been employed by the Department within 12 months of rehire.

THEREFORE, the City and the Employee agree to the following terms:

1. The City, acting through the Department, agrees to pay the Employee \$20,000 as a Sign-on Bonus in return for the Employee accepting the City's offer of employment. Half of the amount will be paid directly to the Employee within 30 days following the successful completion of their probationary period. The second half of the amount will be paid directly to the Employee after three years of service.
2. The City will apply all required federal and state tax deductions and will report all payments made under this Agreement as required by federal and state law. Taxes will be withheld as bonus earnings from the Sign-on Bonus and reported to the Internal Revenue Services as income on the Employee's Form W-2. The Sign-on Bonus is not considered "salary" and shall not be included for purposes of retirement benefit calculations or salary increases.
3. The Department will adhere to all relevant City and Department policies during the hiring process and in making bonus payments to employees.
4. In return for accepting the Sign-on Bonus, the Employee agrees to work for the Department on a regular and full-time basis for at least three years beginning _____ and ending on _____. Should the Employee resign, quit, or be terminated for cause before the above stated ending date, the Employee shall repay a prorated amount of the Sign-on Bonus as provided in the following paragraphs.
5. The Employee's failure to remain employed by the Department for three years will trigger the Employee's duty to repay, pro-rata, the amount paid by the City pursuant to paragraph 1 above. (This amount may be more than the Employee received due to tax or other withholdings.) For example, if the Employee leaves one year prior to the end date, they will repay 12/36 of such amount. To facilitate this repayment, the Employee, by signing below, expressly gives the City a

lien on all their salary, wages, and other sums payable to them by the City. In addition, the Employee hereby authorizes the City to withhold all amounts so due from any sum payable to the Employee by the Department and the City. The Employee also agrees that any tax consequences resulting from the repayment of the Sign-on Bonus or any portion thereof will be the sole and exclusive responsibility of the Employee.

6. If the Employee fails to remain employed by the Department for three years for reasons beyond their control (e.g. injury, illness or death), other than just cause termination, the Department may in its sole discretion waive all or part of the liability owed by the Employee. Any such waivers must be approved in writing by the Mayor.
7. If any part of the Agreement is found to be invalid or unenforceable, the other parts shall remain valid and enforceable, and the Employee agrees, represents, and warrants that they will be held to any applicable repayment of the Sign-on Bonus.

BY SIGNING BELOW, the Employee certifies that they have not accepted a financial incentive for accepting employment at the City, other than as described in this Agreement.

IN WITNESS THEREOF:

Employee Signature

Date

Employee Printed Name

Fire Chief Signature

Date

Mayor Signature

Date

cc: Personnel File