

20.3 Compensation for educational and training programs shall be as follows:

- A. College Credit Courses: Upon completion of course with final grade of C or above, the employee shall be reimbursed the full cost of tuition and required books. Books will remain the property of the employee.
- B. Other Training:
 - 1. Tuition and fees shall be paid by the City.
 - 2. Meals shall be reimbursed to a daily maximum of the U.S. General Services Administration (GSA) standard Meals and Incidental Expenses (M&IE) per diem rate for the location of the course.
 - 3. The City may provide a vehicle, or shall reimburse the employee for the use of the employee's own vehicle at the current U. S. Internal Revenue Service mileage rate for business.
 - 4. The City may provide air travel arrangements, or shall reimburse the employee.
 - 5. The City may provide for lodging at a remote site, or shall reimburse the employee up to a nightly maximum of the GSA maximum per diem lodging rate for the course location, only when the course location is more than 120 miles from Station 1. If less than 120 miles, lodging may be granted at the discretion of the Chief or designee.