

**Agreement and Conditions of Employment for New Road and Bridge Employees  
of Polk County enrolled in Commercial Driver Training**

This Agreement is made and entered into this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_,  
by and between the Polk County (the County) and \_\_\_\_\_(Trainee).

**Conditions of Employment**

In consideration of Trainee's agreement to: (a) become an employee of a Polk County Road and Bridge Precinct, (b) successfully graduate from a Commercial Driver License (CDL) Training Academy (the Academy) approved by the Commissioner, (c) become licensed upon graduation within 6 months of employment start date with Polk County, (d) when not attending the Academy, report to the Road and Bridge office hired to and perform non-CDL related work to equal 40 hours a week in combination with hours spent at CDL training, (e) work not less than 24 consecutive months as a full time Road and Bridge Employee after receiving CDL.

The County hereby agrees to: (a) pay Trainee as a Light Equipment Operator equivalent to a 40 hour work week for each week they are enrolled in the Academy and/or perform the aforementioned work at the Road and Bridge Office, (b) pay the first round of tuition to the Academy as long as Trainee is enrolled full time and in good academic and behavioral standing with the Academy, and (c) pay for the first CDL test for the Trainee.

Trainee further understands that Trainee will be responsible to repay the County the full amount of CDL Training Academy tuition and testing expended on Trainee's behalf if Trainee fails to successfully obtain a CDL. If Trainee fails the first test attempt and decides to test again, Trainee will be fully responsible to pay for each additional test attempt. Upon graduation, Trainee must also maintain CDL in the State of Texas as a condition to employment with Polk County.

Trainee fully understands and acknowledges these requirements are essential to Trainee's continued employment with Polk County as a Road and Bridge employee. By signing this

document, Trainee understands and agrees that if, at any time, Trainee cannot meet any of the conditions specified above, Trainee will be subject to administrative termination at the sole discretion of the Commissioner. Trainee understand Trainee has no right of appeal to this decision.

Trainee also fully understands and acknowledges that if Trainee leaves the employment of the Polk County Road and Bridge Department, or is terminated therefrom, for any reason whatsoever, within 24 months of completion of the CDL Training, Trainee will be solely and unilaterally responsible for repaying Polk County the full amount of tuition expended on Trainee's behalf within 6 months of separation from position.

**Agreement**

This is to certify that I understand the content of this agreement and the reasons therefore. I agree to adhere to the conditions herein as a continued condition of my employment.

\_\_\_\_\_  
**Name(Trainee)**

\_\_\_\_\_  
**Date**

\_\_\_\_\_  
**Commissioner**

\_\_\_\_\_  
**Date**