

CITY OF ALVIN

POLICE OFFICER RECRUITMENT HIRING INCENTIVE AGREEMENT

Certified Officer Incentive Program Agreement

In an effort to attract certified officers, The City of Alvin Police Department has created a certified officer incentive program. The following program policies apply:

1. Upon successful completion of his/her field training an applicant who qualifies for hire as a lateral certified officer shall be paid a hiring incentive of \$3,000. The hiring incentive shall be applied as compensation to the employee's next regular paycheck following successful completion of field training. Compensation is subject to all applicable taxes, withholdings and deductions as provided with current laws and benefit program policies.
 - a. Upon acceptance of the probation hiring incentive the Police Officer agrees to complete the probationary period with the City of Alvin. Further, if the Police Officer voluntarily terminates his/her employment with the city during the probationary period, the Police Officer agrees to refund to the City a pro-rata amount of the probation hiring incentive, prorated over a 365-day period from date of hire through date of voluntary termination. The requirement for a refund of the probation hiring incentive shall not be applicable upon separation from service due to injury or involuntary termination.

2. Upon successful completion of his/her probationary period, an applicant who qualifies for hire as a lateral certified officer shall be paid an additional hiring incentive of \$3,000. The hiring incentive shall be applied as compensation to the employee's next regular paycheck following completion of the probationary period. Compensation is subject to all applicable taxes, withholdings and deductions as provided with current laws and benefit program policies.
 - a. Upon acceptance of the additional hiring incentive, the Police Officer agrees to remain employed with the City of Alvin for a period of two years from the date of completion of probation. In the event the Police Officer is granted a Leave of Absence, the two-year time span will not be calculated to include any time out of service due to the approved Leave of Absence. Further, if the Police Officer voluntarily terminates his/her employment with the city during the two (2) year period following completion of probation, the Police Officer agrees to refund to the City a prorated amount of the hiring incentive, prorated over a 730-day period from date of completion of probation through date of voluntary termination. The requirement for a refund of the hiring incentive shall not be applicable upon separation from service due to injury or involuntary termination.