

## RECRUITMENT INCENTIVE PROGRAM

By this program, the City of Austin establishes a method to attract qualified candidates and establish a larger pool of applicants for police officer positions. This recruitment incentive program is for police officer candidates who are successfully hired and become employed with the City of Austin as a police officer. The City of Austin will provide newly hired police officers with a recruitment incentive of up to \$7,500.

Upon being hired as a police officer, individuals are eligible to receive the recruitment incentive, as approved by the City under the following terms:

- This recruitment incentive program is exclusive to newly hired police officer candidates hired as police officers with the City of Austin on or after the effective date of this policy. New hires must remain employed and in good standing with the City of Austin to qualify for each payment.
- No request for payment will be accepted prior to active employment.
- Individuals who are not new City of Austin employees, but rather reinstated employees (previously employed) as a City of Austin police officer, would not be eligible for this program.
- Employees who are approved to receive a recruitment incentive payment, will be eligible to receive up to a maximum of \$7,500; not exceed three thousand seven hundred fifty (\$3,750) dollars per installment per employee.
- The incentive will be disbursed in two installments:
  - The first \$3,750 will be paid after 30 days of satisfactory employment.
  - The second \$3,750 will be paid after six months of satisfactory employment.

Payment will be processed during the pay period following each completed milestone.

- Employees who separate employment from the City of Austin sooner than two (2) years after receiving the recruitment incentive payments, are required to repay any payments based on a prorated monthly basis of previous service to the City at time of separation.
- The City of Austin reserves the right to discontinue, expand or otherwise alter any details of this program, at its discretion, at any time.
- The recruitment incentive program is not subject to the grievance or arbitration process.