

City of Cosmopolis
Police Department

Recruitment Signing Bonus Reimbursement Agreement

This agreement, made this ____ day of _____ 2023 by and between
The Police Department of the City of Cosmopolis, Grays Harbor County, Washington (“City”)
and _____ (“Officer”).

Recitals

City has made a conditional offer to employ Officer as an experienced lateral police officer with the Cosmopolis Police Department. In consideration for Officer’s existing training and experience, City will tender a recruitment signing bonus to Officer of 106.15 hours of vacation and 35.38 hours of sick leave to be added to the Officer’s first regular paycheck after successfully completing the department’s Field Training and Evaluation Program to assume solo patrol status. This offer is in lieu of a \$5,000 signing bonus. Officer intends to accept said offer of employment and the associated recruitment signing bonus upon successful completion of field training as noted above. Employment is offered at Step F, Seniority Level for lateral years of experience (14 years) for vacation and longevity of 3% (seniority does not apply to placement for reduction in force or placement in the bargaining agreement.)

City understands Officer has expended extensive personal and career time to facilitate the required training and education of Officer, as well as certain past out of pocket expenses of the Officer to furnish personal uniforms, materials, and equipment.

Officer acknowledges that City will provide the aforelisted recruitment signing bonus in consideration and remuneration for said prior training, education, and expenses that Officer has incurred to become a Certified Peace Officer eligible for this position as a lateral police officer for the City.

In consideration of the above,

Therefore, the parties agree as follows:

1. Officer shall agree to remain employed full time as a police officer for the City of Cosmopolis Police Department for a period of at least thirty-six (36) months.
2. In the event that Officer shall fail to remain employed full time as a police officer for the City of Cosmopolis for the above specified time period, except in the case of death or disability of the Officer, Officer agrees that he/she will on demand of the City reimburse the City of Cosmopolis for the aforelisted recruitment signing bonus. Reimbursement will be made using Officers vacation and sick leave. In the event that Officer does not have sufficient leave balances to reimburse City for the recruitment signing bonus, City

will deduct the remainder from Officer's final paycheck. In the event that the sum is greater than Officers final check, Officer shall be required to reimburse the City directly.

3. Credit for services rendered will be given against the reimbursement obligation in this contract as follows:
 - a. In the event that Officer shall fail to remain employed full time as a police officer for the City for at least twelve (12) months, his or her reimbursement obligation shall consist of 100% of the aforelisted recruitment signing bonus, as set forth above.
 - b. In the event that Officer shall fail to remain employed full time as a police officer for the City for at least twenty four (24) months, his or her reimbursement obligation shall consist of two thirds ($\frac{2}{3}$) of the aforelisted recruitment signing bonus, as set forth above.
 - c. In the event that Officer shall fail to remain employed full time as a police officer for the City for at least thirty six (36) months, his or her reimbursement obligation shall consist of one third ($\frac{1}{3}$) of the aforelisted recruitment signing bonus, as set forth above.
4. This agreement in no way obligates the City to continue to employ Officer for the above specified period, and should the City decide to terminate Officer at any time, said termination shall be governed by the Civil Service Rules of the City of Cosmopolis, any applicable collective bargaining agreement, and the laws of the State of Washington.
5. In the event that Officer fails to reimburse City as specified above, City may bring civil action against Officer in a court of competent jurisdiction in Grays Harbor County, Washington, and the prevailing party shall be entitled to recover its costs of suit, including reasonable attorney's fees.
6. This agreement shall become effective upon the acceptance by Officer of the conditional offer of employment made by the City of Cosmopolis.

City of Cosmopolis

Kyle Pauley-Mayor

Attest:

Julie Pope-City Clerk

Officer

(Signature)