

Memorandum of Understanding  
Between the  
City of Everett  
And  
Everett Police Officers Association

Lateral Police Officer Hiring Incentive Program

This Memorandum of Understanding entered into this 1<sup>st</sup> day of June 2017, by and between the City of Everett (City), and the Everett Police Officers Association (EPOA).

Whereas, the City has experienced and is experiencing a shortage of Police Officers in its Police Department; and

Whereas, the City desires to be competitive with other large police agencies in recruiting lateral Police Officers; and

Whereas, both the City and EPOA have a mutual desire to hire lateral Police Officers with experience in order to reduce the amount of time between the date of hire and when the Police Officer is an independent fully functional Police Officer,

NOW, THEREFORE, for and in consideration of the covenants and agreements contained herein, the City and EPOA agree as follows:

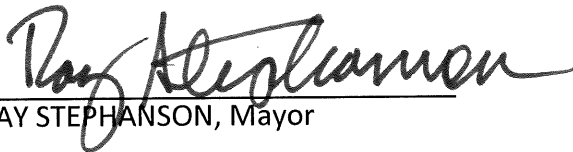
1. To offer a monetary incentive of \$15,000.00 to lateral hires who successfully complete their 4th anniversary as an Everett Police Officer.
2. To pay lateral hires \$5,000.00 upon Commissioning; \$5,000.00 upon successful transition to Phase 5 of field training, and \$5,000.00 upon successful completion of probation.
3. Upon voluntary separation or termination for misconduct as a Police Officer prior to the 4th anniversary of the officer's hire, the Officer will be required to repay a prorated amount of the incentive back to the City of Everett. The Repayment Schedule is attached.
4. Each lateral hire offered a monetary incentive shall be provided and sign a written document acknowledging the terms set out in paragraph 1 through 3 above.
5. This incentive will be effective for all experienced officers hired after June 7, 2017.


6. This Memorandum of Understanding shall become effective upon its signing and shall remain in full force and effect until December 31, 2018. Upon mutual agreement, the parties have the option to extend the Memorandum of Understanding through December 30, 2019.

In Witness Whereof, the parties have executed this Memorandum of Understanding as of the date first above written.

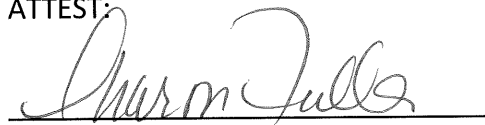
CITY OF EVERETT

EVERETT POLICE OFFICERS ASSOCIATION

  
RAY STEPHANSON, Mayor

  
JAMES COLLNER, PRESIDENT

ATTEST:

  
CITY CLERK

APPROVED AS TO FORM:

  
CITY ATTORNEY

## Repayment Schedule

Payment	Repayment Timeframe	Repayment Amount
\$5,000	Commissioning to < 6 months	\$5,000
\$5,000	6 months to < 12 months (1 year)	\$8,000
\$5,000	12 months to < 18 months (1.5 years)	\$10,000
	18 months to < 24 months (2 years)	\$8,000
	24 months to < 30 months (2.5 years)	\$6,000
	30 months to < 36 months (3 years)	\$4,000
	36 months to < 42 months (3.5 years)	\$2,000
	42 months to < 48 months (4 years)	\$ 500

**Everett Police Department  
Lateral Police Officer Hiring Incentive  
And Repayment Agreement**

This Agreement made on this \_\_\_ day of \_\_\_\_\_, 20\_\_ between the City of Everett (City) and \_\_\_\_\_, a lateral hire Police Officer.

Whereas, the City offers a hiring incentive to attract lateral Police Officers with experience; and

Whereas, acceptance of the hiring incentive is voluntary and is not condition of employment with the City of Everett; and

Whereas, I acknowledge that I been offered a position as a Police Officer; and

Whereas, I acknowledge that I am qualified for the hiring incentive for lateral Police Officers with experience; and

Whereas, I wish to accept the hiring incentive; it is therefore agreed by and between the parties hereto, in consideration of the mutual promises herein and other good and valuable consideration, that:

1. The City will pay me \$5000.00 upon Commissioning; \$5000.00 upon successful transition to Phase 5 of field training, and \$5,000 upon successful completion of probation.

2. If I am terminated for misconduct or voluntary separate employment with the City as a Police Officer prior to the 4th anniversary of my hire date, I will be required to repay a prorated amount of the incentive back to the City of Everett. The Repayment Schedule is attached.

3. My final paycheck will be reduced by the final prorated amount owed should termination for misconduct or voluntary separation occur and repayment is required. If the final paycheck is insufficient to cover the balance owed, I acknowledge that I am responsible for payment of the remaining balance owed to the City.

Name of Recipient: \_\_\_\_\_

Signature of Recipient: \_\_\_\_\_

Date: \_\_\_\_\_

