

**VILLAGE OF RUIDOSO POLICE DEPARTMENT**  
**RECRUITING INCENTIVE PAYMENT**  
(Police Officer Candidate – Lateral Officer)

This agreement is made and entered into this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_\_, by and between the Village of Ruidoso, a New Mexico municipal corporation, (hereinafter referred to as "Village") and \_\_\_\_\_, whose address is \_\_\_\_\_, (hereinafter referred to as "Police Department Employee").

WHEREAS, in an effort to attract potential police officer candidates, to keep qualified and experienced police officers on the force after their training is complete through the mentoring of new police officers, and encourage recruitment by Police Department Employees, the Village of Ruidoso, through its police department, is offering a recruitment incentive payment (also referred to as "Recruiting Incentive") to individuals that meet certain qualifications; and

WHEREAS, the City wishes to pay Police Department Employees who meet certain criteria, the sum of \$10,000 (payable in three separate installments) as a recruitment incentive; and

WHEREAS, the parties agree that the criteria, as listed below, must be met for the Police Department Employee to receive the recruitment incentive payment.

NOW, THEREFORE, the parties hereby agree as follows:

Subject to subsection (D) below, a recruitment incentive payment totaling the sum of \$10,000 (payable in three installments) to ***Police Department Employee*** for recruiting a ***Lateral Police Officer Candidate*** as follows:

- A) Payment of \$4,000 when a lateral police officer candidate is hired; and
- B) Upon the completion of the lateral police officer's one year probationary period the sum of \$3,000 will be paid; and
- C) Upon completion of two years of continuous full-time employment with the Ruidoso Police Department, the remaining sum of \$3,000 will be paid to the Police Department Employee.
- D) The Police Department Employee accepts the sign-on payment and commits to **three years of continuous full-time employment** as a Police Officer with the Village of Ruidoso to receive any recruiting incentive payment(s).

1. It shall be the Police Department Employee's responsibility to notify their supervisor of eligibility of the recruitment incentive payment when the entry-level police officer candidate, completes the police academy, and completes two years of employment with the Ruidoso Police Department. If the Police Department Employee fails to notify their supervisor, completion of the one year of probation, or two-year anniversary, within 30 days of each step, he/she may become ineligible for any remaining recruitment incentive payments.
2. Both parties agree that the applicable recruitment incentive payment does not affect any other rights, duties, obligations, or privileges of each party regarding Police Department Employee's employment with the Village of Ruidoso. This agreement is not a "guarantee" of continuous employment by the Village to the Police Department Employee.
3. In the event the employee resigns or otherwise has their employment terminated from the Ruidoso Police Department, within three years from the date of hire, the employee shall reimburse the Village of Ruidoso for the last paid out installment of any stipend, hiring bonuses, or other monetary incentives offered at the time hire.
4. The Village of Ruidoso may withhold any amount due under paragraph four (4) of this agreement from employee's final paycheck; however, such amounts withheld shall not reduce employee's final paycheck to less than minimum wage for the hours worked during the employee's final pay period.
5. The Police Department Employee will be responsible for all attorney's fees incurred should the Village of Ruidoso have to take legal action to recover any of the above costs.
6. This agreement is effective the day and year written above.

By \_\_\_\_\_ Printed Name: \_\_\_\_\_  
Ruidoso Police Department Employee Candidate

By \_\_\_\_\_ Printed Name: \_\_\_\_\_

Title: \_\_\_\_\_  
On behalf of the Ruidoso Police Department

A copy of this agreement was provided to Human Resources on \_\_\_\_\_.