



**CITY OF WHEELING POLICE DEPARTMENT
RECRUITMENT AND RETENTION BONUS PROGRAM**

This Agreement is made between the CITY OF WHEELING ("the City") and ("the Employee").

WHEREAS the Employee begins employment for the City of Wheeling as a Probationary Police Officer, and possess a police officer certification accepted fully byt the West Virginia Law Enforcement Professional Standards Program (LEPS).

WHEREAS the City of Wheeling wishes to pay to the Employee a recruitment and retention bonus as an incentive for the Employee to accept at the City and remain satisfactorily employed with the City of Wheeling Police Department for least three (3) fulll years;

WHEREFORE, the City and the Employee agree to the following terms.

1. The City, agrees to pay the Employee a total of \$20,000 in accordance with the schedule detailed below:

Payment Amount	Payment Date
\$5,000.00	First regularly scheduled payroll as a full-time employee.
\$5,000.00	First regularly schedule payroll after one (1) full year of service.
\$5,000.00	First regularly scheduled payroll after two (2) full years of service.
\$5,000.00	First regularly scheduled payroll after three (3) full years of service.

The noted amount shall be paid directly to the Employee through the City's regularly scheduled payroll means,

2. The City will apply all required federal, state and other applicable deductions and will report all payments made under this Agreement as required by federal and state law. Such deductions will be reported to the Internal Revenue Service as income on the Employee's Form W-2.

3. In return for accepting the recruitment and retention bonus, as provided above, the Employee agrees to work for the Wheeling Police Department, on a regular and full-time basis for a total of three (3) years. Should the Employee fail to complete and entire year of work for the Wheeling Police Department to its sole satisfaction, the Employee shall not receive the next regularly scheduled payment in accordance with the schedule in paragraph 1.

BY SIGNING BELOW, the Employee agrees to the terms and conditions set forth in this agreement and understands that payment of the recruitment and retention incentive is at the sole discretion of the City of Wheeling.

Employee's Printed Name

Employee's Signature

Date

City Manager's Signature

Date