

CHAPTER 60

POLICE RECRUITMENT INCENTIVE PROGRAM

§ 60-1 Program Established.

§ 60-2 Purpose of Program

§ 60-3 Eligibility for financial incentives.

§ 60-4 Recruitment and Retention Incentives.

§ 60-05 Agreements Authorized.

§ 60-6 Required Content of Agreements.

§ 60-7 Reimbursement of Financial Incentives previously paid.

[HISTORY: Adopted by the Town Commissioners of the Town of Perryville 11-3-2020 as Ord. No. 2020-13, Sections 60-1 through 60-7.]

§ 60-1 Program Established.

There is a Police Recruitment Incentive Program for the Town of Perryville, referred to in the remainder of this chapter as the “Program.”

§ 60-2 Purpose of Program

The purpose of the program is to provide a financial incentive for police recruits to seek and accept employment with the Perryville Police Department as their first place of law enforcement employment after receiving certification as a law enforcement officer, and for the Town of Perryville to retain such recruits as police officers with the Perryville Police Department.

§ 60-3 Eligibility for financial incentives.

In order to be eligible for the financial incentives under the program, a person must satisfy the following criteria:

- A. The person graduated from a Police Academy at a community college or similar institution of higher education in Maryland, and, upon graduation, received a Maryland Police and Correctional Training Commission Certification as a Law Enforcement Officer;

Perryville Code - Chapter 60 Police Recruit Incentive Program

- B. Upon graduation the person must have been offered and accepted a position as a police officer with the Perryville Police Department;
- C. The person paid his or her own tuition to attend the Police Academy;
- D. The position of police officer with the Perryville Police Department is the person's first employment as a sworn law enforcement officer after graduation from the Police Academy; and
- E. The person remains employed as a police officer with the Perryville Police Department.

§ 60-4 Recruitment and Retention Incentives.

- A. The Town of Perryville may award up to \$5,000.00 in financial incentives to any one person, as provided in subsection B. of this section.
- B. A person who satisfies the criteria set forth in § 60-3 is eligible to receive some or all the following financial incentives:
 - (1) A cash payment of \$1,000 upon successful completion of the required background check and hiring as a Perryville Police Officer.
 - (2) A cash payment of \$500 upon successful completion of the first year of employment and receiving an overall satisfactory performance evaluation.
 - (3) A cash payment of \$500 upon successful completion of the second year of employment and receiving an overall satisfactory performance evaluation.
 - (4) A cash payment of \$500 upon successful completion of the third year of employment and receiving an overall satisfactory performance evaluation.
 - (5) A cash payment of \$500 upon successful completion of the fourth year of employment and receiving an overall satisfactory performance evaluation.
 - (6) A cash payment of \$1,000 upon successful completion of the fifth year of employment and receiving an overall satisfactory performance evaluation.
 - (7) A cash payment of \$1,000 upon successful completion of the sixth year of employment and receiving an overall satisfactory performance evaluation.

§ 60-05 Agreements Authorized.

The Town of Perryville shall enter into an agreement with an eligible person for the town to provide financial incentives as provided in this chapter. The Town may enter into such an agreement only if funds are appropriated and available to make the initial payment as provided in § 60-4.B.(1). An agreement must be approved by the mayor and commissioners to be effective.

§ 60-6 Required Content of Agreements.

An agreement entered into by the Town of Perryville pursuant to § 60-5 must include at least the following provisions:

1. The amounts of incentives to be provided under the agreement;
2. A provision that payment of all incentives under the agreement are subject to the annual appropriation and availability of funds.
3. A provision that enables the Town, in accordance with § 60-7, to recoup all or part of the incentives paid to the recipient if the recipient ceases to be employed as a police officer for the Perryville Police Department sooner than seven years after the date of hiring, and provides the method by which the town will recoup the incentives.

§ 60-7 Reimbursement of Financial Incentives previously paid.

- A. As provided in this Section, the Town of Perryville may require a recipient of financial incentives under this chapter to repay some or all of the financial incentives theretofore received from the Town if the recipient ceases to be employed as a police officer for the Perryville Police Department sooner than seven years after the date of hiring.
- B. A recipient shall repay to the Town all incentive payments previously received:
 - (1) If the Town terminates the recipient's employment for misconduct or for other just cause;
 - (2) If the recipient resigns from employment in lieu of possible termination for misconduct or other just cause; or
 - (3) If the recipient resigns from employment within one year following the receipt of the payment provided for in section 60-4B.(1).
- C. The Town, in its discretion, may recoup from the following sources the amount of financial incentives to be reimbursed to the Town by the recipient:
 - (1) As a set-off against the amounts of annual leave payable to the recipient upon termination of employment;
 - (2) As a set-off against the recipient's final paycheck, provided that the recipient remains paid at least the minimum wage for work performed during the pay period;
 - (3) From other monies the Town owes to the recipient; and
 - (4) From direct payment by the recipient to the Town.