

Section 14.11. Hiring Incentive. Eligible employees hired into the Rescue Lieutenant 1 classification, either through external hire or internal promotion, shall receive a \$5,000 hiring incentive as provided in this Section. This incentive shall be a one-time, lump sum divided into two payments of \$2,500. The first payment shall be paid the first full pay period after the employee successfully completes six (6) months of employment in the classification. The second payment shall be paid the first full pay period after the employee successfully completes twelve (12) months of employment in the classification. The employee must remain in the Rescue Lieutenant 1 classification with Alachua County for twenty-four (24) months. Failure of the employee to remain in the classification either through promotion, demotion, resignation, or termination, whether voluntary or involuntary, shall result in the employee being required to repay the incentive to Alachua County at a pro-rated rate. Alachua County is authorized to deduct any such repayment from the employee's pay check from Alachua County. Only employees hired or promoted from the job posting that begins in August of 2019 and closes prior to September 30, 2019 are eligible for the Hiring Incentive in this Section; however, the County Manager may seek approval from the Board of County Commissioners, in her sole discretion, to fund Hiring Incentives through December 31, 2019.