

City of Poulsbo



Lateral Hiring Bonus Program

The following program is established by the City of Poulsbo as a measure to encourage qualified lateral candidates to join the Poulsbo Police Department. This program may be modified and/or discontinued at any time in the discretion of the City.

Eligibility

Candidates are required to have been employed as a state-commissioned law enforcement officer on a full-time basis for a period of at least 24 months at time of application for employment with the City. Out of state applicants must have the necessary training and experience to become certified with the Washington State Criminal Justice Training Commission.

Lateral Bonus

Candidates will be eligible to receive up to \$5,000.00 in gross wages in exchange for a minimum two-year commitment of employment with the Poulsbo Police Department as a commissioned law enforcement officer.

A candidate receiving the Lateral Bonus will be paid on the following schedule:

- Half of Bonus Amount - first paycheck after being formally hired
- Half of Bonus Amount - first paycheck upon successful completion of probation period

All payments are in gross wages and subject to applicable withholdings.

Disqualification for Lateral Bonus

If a candidate does not successfully complete their probation period, they will be terminated from employment and disqualified from Lateral Hiring Bonus payments.

If an officer qualifies for the Lateral Bonus but voluntarily separates from the City prior to their two-year anniversary as a result of being hired by another agency as a law enforcement officer, they will repay the City any portion of the Bonus they received under this program.

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If an officer does not complete their two-year commitment as a result of termination or resignation and they are no longer pursuing a career as a law enforcement officer, they are not required to repay the Lateral Bonus.

Agreed upon this day, _____, 2022, by:

Chief Ron Harding

Candidate