Employed Recruit / Employee Timeline under MCOLES Grant



Deputy Position open or expected opening due to retirement or other reason. If open position exists within approved staffing levels, proceed w/ hiring Recruit, after BOC approval of grant submission

If position does not – seek BOC approval for overlap of recruit employment and grant submission

After BOC approval, regardless of situation, hold testing process, conduct interviews, background, physical, psychological and drug testing. Select Employed recruit / employee.

Submit grant to NMC for processing

Recruit released from contract and Injuries sustained covered under Workers comp If Recruit resigns or quits during the academy, the County is obligated to refund unexpended monies back to MCOLES.

Recruit enters 16 week academy under individual contract and union LOU terms

Have Recruit on-board with HR as usual, also have recruit sign the individual employment contract.

Upon grant approval, seek BOC approval to accept grant.

Upon graduation Recruit sworn-in, becomes regular FTE in FTO prog. (14 wks)

Employee has now directly cost the County approximately \$30,000.00, with \$24,000.00 of that being prepaid through MCOLES grant. Employee is now subjected to owe county re-payment of expenses, if they leave employment voluntarily for another LE job. Not subject under leaving for another field.

If Employee is terminated at any point, for any reason, they are free with no obligation for County re-payment.

Day 1 to 1 year from graduation, if Employee leaves for another LE job, they are obligated to repay county 100% of academy cost.



Employee starts 5th year from date of academy graduation and is free to leave employment anytime for any reason without penalty

Year 3-4 from date of academy graduation, If Employee leaves for another law enforcement job, they are obligated to repay county 25% of the cost of law enforcement training academy.

Year 2-3 from date of academy graduation, If Employee leaves for another law enforcement job, they are obligated to repay county 50% of the cost of law enforcement training academy.

Year 1-2 from graduation, if Employee leaves for another LE job, they are obligated to repay 75% of academy costs.