



## **HIRING INCENTIVE PROGRAM – EXPERIENCED TELECOMMUNICATOR**

**Purpose:** The purpose of this program is to facilitate the immediate recruitment of a diverse pool of qualified, experienced Telecommunicators to join METCAD.

**Incentive:** \$6,000 (paid in three installments) for qualified experienced Telecommunicators who accept employment with the City of Champaign/METCAD before December 31, 2022 and who remain employed as a Telecommunicator on a fulltime, regular basis for a period of at least 3 years (excluding duty injury leave, unpaid leave longer than 30 days, or disciplinary suspension).

**Who Qualifies?** Telecommunicators hired between March 1, 2022 and December 31, 2022 who have worked on a fulltime, continuous basis for at least two years at a multi-jurisdiction call center during the last 5 years, and who have completed the training program and probationary period in their most recent call center are eligible for the hiring incentive payments. The program may be extended beyond December 31, 2022 by the City Manager.

### **General Terms (specific terms and requirements can be found in the City of Champaign METCAD Telecommunicator Hiring Incentive and Repayment Agreement):**

- The payment will be made in three installments: the first (\$2,000) paid in the new hire's second full payroll cycle, the second (\$2,000) upon the Telecommunicator's successful completion of the METCAD Telecommunicator training program, and the third (\$2,000) upon completion of three years of fulltime, continuous employment as a METCAD Telecommunicator.
- Any amounts paid under this program are subject to repayment on a monthly prorated basis if the Telecommunicator separates from employment for any reason\* prior to completing 3 years of regular, full-time work (\$166.67 per month per month before reaching the 3-year term, not to exceed the amount actually paid at the time of separation). The Telecommunicator will be responsible for any tax implications related to repayment.
- The calculation of the duration of employment for the purposes of satisfying the 3-year requirement will not include time the employee is on duty injury leave, on unpaid leave in excess of 30 calendar days, or time spent on suspension due to disciplinary action.
- By accepting any incentive payment under this program the Telecommunicator authorizes any repayment amount due to be withheld from any final compensation due at separation, including but not limited to accrued leave payouts. If sufficient funds are not available to deduct the full repayment, the Telecommunicator must repay any remaining amount due no later than 28 days after separation.
- Amounts paid through this program will be subject to applicable taxes and deductions, and are considered as a bonus for pension purposes.

\*The City Manager in their sole discretion may elect to waive the repayment requirement for an individual who leaves employment prior to completion of 3 years due to reasons beyond their control.