

**CITY OF LAKE OZARK**  
A Missouri Municipality of the 4th Class

**BILL NO.: 2023-07**

**ORDINANCE NO.: 2023-07**

**AN ORDINANCE PROVIDING FOR A TEMPORARY HIRING INCENTIVE  
FOR P.O.S.T. CERTIFIED LAW ENFORCEMENT OFFICERS**

**WHEREAS**, § 120.030 of the Municipal Code of the City of Lake Ozark, Missouri provides for the adoption of a Personnel Policies and Procedures Manual to establish a guide to administrative action concerning various personnel expectations, rights, activities and transactions; and

**WHEREAS**, § 120.030 of the Municipal Code of the City of Lake Ozark, Missouri provides that the Personnel Policies and Procedures Manual for the City of Lake Ozark will be updated on a regular basis; and

**WHEREAS**, § 120.030 of the Municipal Code of the City of Lake Ozark, Missouri provides that the Personnel Policies and Procedures Manual for the City of Lake Ozark may be changed or modified from time to time with the approval of the City Administrator and the majority of the Board of Aldermen of the City of Lake Ozark; and

**WHEREAS**, the City Administrator has proposed a temporary modification of the Personnel Policies and Procedures Manual for the City of Lake Ozark to include a hiring incentive to attract experienced law enforcement officers to employment with the City of Lake Ozark. Any qualifying new-hire, full-time, POST certified law enforcement officer hired between February 15, 2023 and October 31, 2023 is eligible for a \$2,500.00 employment incentive, in addition to all compensation otherwise offered by the City's Personnel Policies and Procedures, upon the following qualifications and terms:

1. The officer must have three (3) or more years of service as a POST certified law enforcement officer, or equivalent, as a federal (including military police officer), state or local law enforcement officer; and
2. The incentive compensation shall be paid to the officer as follows: \$1,500.00 included in the officer's first pay-check; \$1,000.00 included in the officer's first pay-check following their successful six (6) month probationary period of time; and
3. The officer must execute at the time of hire, a three (3) year service commitment with promissory note that, if the officer leaves service with the City of Lake Ozark, or is terminated for cause, prior to the fulfillment of the three (3) year service agreement, the officer will reimburse the City of Lake Ozark for the full amount of the hiring incentive paid to date; and

4. Nothing herein changes the officer's status as an "at-will" employee.

**NOW, THEREFORE, BE IT ORDAINED BY THE BOARD OF ALDERMEN OF THE CITY OF LAKE OZARK, MISSOURI AS FOLLOWS:**

**Section 1 of this Ordinance.** The City's Personnel Policies and Procedures Manual be temporarily amended provide for an employment incentive for all new-hire law enforcement officers between February 15, 2023 and October 31, 2023 who meet the terms and conditions as set out herein.

**Section 2 of this Ordinance.** This Ordinance shall take effect and be in full force from and after its passage by the Board of Aldermen of the City of Lake Ozark.

**First Reading:** February 14, 2023

**Second Reading:** February 28, 2023

**DULY READ AND APPROVED THIS 28th DAY OF FEBRUARY 2023.**

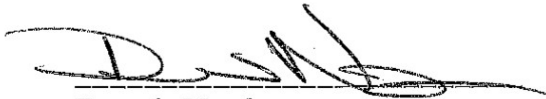
Alderman Jackson	Aye
Alderman Watts	Aye
Alderman Thompson	Aye
Alderman Neels	Aye
Alderman Ridgely	Aye
Alderman Wright	Aye

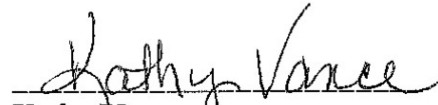
**APPROVE:**

**ATTEST:**

**MAYOR:**

**CITY CLERK**

  
Dennis Newberry

  
Kathy Vance

