

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

BILL NO.: 2023-15

ORDINANCE NO.: 2023-15

**AN ORDINANCE APPROVING AGREEMENT BETWEEN THE CITY OF
LAKE OZARK AND CALEB HARVEY REGARDING LAW ENFORCEMENT
OFFICER HIRING INCENTIVE AND K-9 OFFICER PROGRAM**

WHEREAS, the City of Lake Ozark, maintains a Police Department to serve and protect the public; and

WHEREAS, the City has found it difficult to recruit qualified officers to keep the department fully staffed; and

WHEREAS, Caleb Harvey has been offered employment by the Police Department as a Corporal and has a minimum of three (3) prior work experience as a POST Certified officer; and

WHEREAS, in an effort to promote and develop officers from within and to assist in officer retention, the Chief of Police has recommended offering a hiring incentive for officers possessing certain experience in return for a commitment of service to the City; and

WHEREAS, the City also desires to implement a K-9 officer program and Caleb Harvey has expressed interest in implementing this program.

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

1. The Board of Aldermen of the City of Lake Ozark, Missouri hereby approves, accepts the attached Agreement with Caleb Harvey to serve as an officer in City's Police Department upon the general and usual terms of the employment with the City and those additional terms contained in the Agreement. In return Caleb Harvey has agreed to provide a minimum of three (3) years of full-time service as a POST Certified law enforcement officer to the City.
2. The Mayor of the City of Lake Ozark, Missouri, or his designee, is hereby authorized and directed to execute the attached Agreement for and on behalf of the City of Lake Ozark.

3. This ordinance shall be in full force and effect after passage and approval as required by law.

First Reading: April 11, 2023

Second Reading: April 11, 2023

DULY READ AND APPROVED THIS 11th DAY OF APRIL, 2023.


Alderman Ridgely	Aye
Alderman Jackson	Aye
Alderman Watts	Aye
Alderman Neels	Aye
Alderman Thompson	Aye
Alderman Denny	Aye

APPROVE:

ATTEST:

MAYOR:

CITY CLERK


Dennis Newberry


Kathy Vance



AGREEMENT

This **AGREEMENT** made this 11 day of April 2023, by and between the **CITY OF LAKE OZARK**, hereinafter referred to as “the City” and **CALEB HARVEY**, hereinafter referred to as “Employee”.

WHEREAS, the City maintains a police force comprised individuals who are sworn to serve and protect the public; and

WHEREAS, Employee has been offered employment with the City and has more than three (3) years prior Missouri POST certified law enforcement service and therefore qualifies for the hiring incentive referenced in Ordinance No. 2023-07 and has elected to avail himself to the benefits thereof in return for a minimum three (3) commitment of service to the Lake Ozark Police Department upon the terms set out in said ordinance; and

WHEREAS, the City, the City is hiring Employee at the rank of Corporal at Grade 5, Step 10 of the City’s existing pay plan; and

WHEREAS, it is mutually understood that Employee’s desire to accept employment with the City is predicated upon the implementation of a K-9 officer program by Employee. If the City fails to substantially implement such program without steps toward full operation within one (1) year of the date of this Agreement, Employee shall have the right to

termination of his service prior to the fulfillment of the term of this Agreement without penalty or reimbursement to the City.

NOW THEREFORE, in consideration of the mutual promises of the parties set forth hereinafter, it is agreed by and between the parties hereto as follows:

In return for Employee's commitment to no fewer than three (3) years of full-time service with the Lake Ozark Police Department the City agrees to hire Employee under the benefits established by the Board of Aldermen in Ordinance No. 23-07 and commence his employment at the rank of Corporal at Grade 5, Step 10. Further, Employee as part of his duties will be assigned as the K-9 officer at such time as the City implements the program.

In return, Employee, as previously stated herein, agrees to provide the City with three (3) continuous years of full-time employment as a POST Certified police officer, commencing on the date this Agreement is fully executed by the parties. In the event Employee voluntarily leaves employment or is terminated for cause prior to three (3) years of service, he shall reimburse the City the full amount of the hiring incentive paid to Employee paid per Ordinance 2023-07. If the K-9 officer program is not substantially implemented and progressing toward full operation within one

year(1) year of the date of this Agreement, Employee shall be released from this obligation without.

Said service shall be performed in accordance with the employment policies and procedures of the City as they shall exist during his employment, including requirements of successfully completing a probationary period of employment. Nothing herein shall be construed as an employment contract or guarantee of employment beyond the City's personnel policies and procedures applicable to all employees serving as police officers.

To assure the City's investment of resources, Employee authorizes the City to withhold from his final pay any amounts due to satisfy any amounts due the City as a result of Employee's early voluntary termination of employment or termination of employment for cause prior to the expiration of three (3) years.

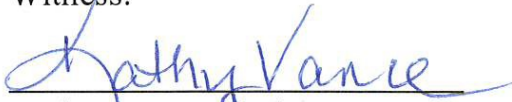
IN WITNESS WHEREOF by the Clerk of the City of Lake Ozark,
Missouri the parties hereto have caused this Agreement to be duly executed
this 11 day of April 2023.

AGREED:


Caleb Harvey, Employee


Authorized Agent for
City of Lake Ozark, MO

Witness:


Kathy Vance, Clerk

