Atascosa County Sheriff's Office
Patrol Deputy Recruitment Incentive

This recruitment incentive contract ("Contract") is made by and between Atascosa County Sheriff's Office ("ACSO") and Gilbert Balderas. Hereinafter called "Employee".

TERMS AND CONDITIONS

Atascosa County and a Qualified Full Time Patrol Deputy Employee in accordance with agency personnel policy mutually agree to the following.

1. This Contract begins when the Employee enters the Contract at direct hire date (first day of employment).

2. ACSO will pay the Employee a Recruitment incentive of $1500.00 after the first 30 days of successful employment. An additional Recruitment Incentive of $1000.00 will be paid after 12 months of successful employment. A final Recruitment incentive of $1000.00 will be paid after 24 months of successful employment for a total of $3500.00 in Recruitment incentive. Former employees of the ACSO must wait one year from date of separation to be eligible to enter into contract.

3. Employee agrees to remain employed with ACSO in a classified full-time position for 12 months from the final incentive payment date. For the purpose of this contract a "month" includes the first and last workday of the month. Leave without pay for an entire calendar month does not qualify as completed service time for receiving credit for attaining 12 months of service required in this contract. The Employee is not eligible to transfer to another position within the county until they have satisfied the 12-month incentive Contract period.

4. If employment ends for any reason within 3 months of final incentive payment date, Employee agrees to refund ACSO the full amount of the incentive ("$3500.00"). If employment ends for any reason after 3 months of the final incentive payment date, but less than 12 months, Employee agrees to refund a prorated amount based on the remaining uncompleted months of service. The amount is calculated by dividing the incentive amount by 12 then multiplying by the number of uncompleted months. If employment ends for any reason after the first incentive payment of $1500.00 or the second incentive payment of $1000.00 Employee agrees to refund ACSO the full amount of incentive payment(s) received.

5. Participation in the Contract is strictly voluntary, and Employee will receive no monetary of other compensation in relation to this contract other than the amount specified herein.

6. This Contract takes precedence over any other written or verbal communication concerning the amount terms, eligibility, or any other condition concerning this Contract.

7. Employee is granted no rights or privileges not specified in this Contract above those granted to other ACSO employees. Continued employment with ACSO is subject to the same policies and employment practices that govern all ACSO employees.

8. This Contract is not intended to affect or alter the legal nature of Employee's status as an at-will employee. ACSO has and will continue to have throughout the Contract period the right to terminate Employee for any legally "permissible" reason.

9. Incentive payments are contingent upon continued Commissioner's Court authority and availability of funds.

10. The incentive payment will be subject to the standard deductions to include Federal Income Tax Withholding, Social Security and Texas County and District Retirement Systems withholdings.

Employee Information & Signature

(✓) Accepts terms of contract ( ) Declines terms of contract

Gilbert Balderas
Printed Employee Name

Employee Signature — Date: 06/5/24

Atascosa County Sheriff's Office

David Soward Sheriff
Printed Name — Title

Signature — Title: Sheriff — Date: 6/5/24