

COUNTY OF SAN LUIS OBISPO SHERIFF'S OFFICE
SHERIFF'S CADET EMPLOYMENT AGREEMENT

I acknowledge and understand that the County of San Luis Obispo Sheriff's Office (County) desires and intends to hire only Sheriff's Cadets who will remain employed with the County for a minimum of thirty-six (36) months.

In consideration for being hired as a Sheriff's Cadet and for the valuable training received in the Basic Academy Program while employed with the County:

1. I agree that if I resign as Sheriff's Cadet within thirty-six (36) months of my date of hire, I will reimburse the County for the estimated costs related to my academy training provided by the County. I will give ten (10) days written notice to the County prior to resigning, pursuant to the terms set forth in this paragraph. The depreciation schedule of reimbursement (payment schedule attached hereto as "Exhibit A" and incorporated herein) sets forth the amounts which I will be required to reimburse.

I further understand should I be terminated in accordance with Civil Service Rule 14, as a result of misconduct, or given the option to resign in lieu of termination, I will still be obligated to repay County Academy expenses in accordance with the termination date based proration formula set forth in the depreciation schedule of reimbursement (Exhibit A). However, should I be rejected on probation, as defined by Civil Service Rule 11.05, choose to voluntarily reduce or laterally transfer to another classification, be dismissed from the academy for academic reasons, or am required to medically separate from employment with the County, I will not be bound by this Agreement.

2. I agree that all such payments owed to the County shall be paid in full within six (6) months of my terminating employment with the County of San Luis Obispo Sheriff's Office, unless, at the exclusive option of the County, a payment schedule is agreed upon and set forth in writing.
3. Should it become necessary for the County to file suit in order to collect such costs, I further agree to pay all costs of said suit, including attorney's fees, as well as interest allowed at the legal rate on the amount owed by me.
4. I understand that all terms and conditions of employment remain unchanged by this agreement, and that this agreement in no way guarantees me any right to continued employment. I understand that as a County employee, I am bound by all County rules and procedures, Memorandums of Understanding (MOU), and Sheriff's Office Policy

and Procedures that relate to Sheriff's Cadet personnel, which are in effect during my employment with the County. I understand that my retirement and other benefits will be determined by statutes, ordinances, policies, and/or MOU's that are in effect at the time I become eligible for such benefits. I recognize that this agreement has no effect on the authority of the Sheriff to invoke disciplinary actions against me.

5. I acknowledge that I have had at least seven (7) days to examine this agreement and have been advised by Sheriff's Office personnel that I may consult with an advisor or attorney prior to entering into this agreement.
6. I understand the requirement to enter into this Employment Agreement to reimburse the County for training costs, on a pro-rated basis, is considered a term and condition of employment. I further acknowledge I must sign and return this Employment agreement prior to my start date as a Sheriff's Cadet if I wish to participate in the Sheriff's Academy training.
7. I understand that if I am dismissed from the Academy, for academic or any other reason, my employment with the County of San Luis Obispo will terminate upon such dismissal.
8. I agree to abide by the policies and procedures applicable to sworn members of the County of San Luis Obispo Sheriff's Office.
9. I have read and fully understand the terms and conditions of this Employment Agreement and I agree to each and every term and condition contained herein.

Print Name

Sheriff's Cadet

Date

Signature