



Agreement for Receipt of Recruitment or Retention Pay

As a condition of receiving **recruitment** or **retention** pay in the amount of \$_____ ,

I, _____ , agree to continue employment with the
(Employee First and Last Name)

Iowa Department of _____ for _____ months.

Select Method of Payment

Lump Sum Payment

- In the event I am discharged or voluntarily leave employment with the Department prior to the expiration of the months for any reason, I will repay the above amount to the Department, prorated by dividing the amount received, \$_____, by the number of months, _____, and then multiplied by the number of months remaining in the period I agreed to remain employed.

Per Pay Period Payments

- As the recruitment or retention pay is paid in installments instead of a lump sum, each installment will be equal to the lump sum amount stated above divided by the number of pay periods I agreed to remain employed. If I separate from employment with the Department prior to the expiration of this period for any reason, I will not be entitled to any additional recruitment or retention pay, nor will I be required to repay recruitment or retention pay previously paid out in accordance with the terms of this agreement.



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If my employment is continued with the State, but in another department, any repayment will be subject to a repayment schedule approved by the director of DAS. If I am no longer employed by the State, any repayment will be recouped from my final paycheck, and any remaining balance will be subject to a repayment schedule approved through the DAS director.

I UNDERSTAND AND AGREE THAT NOTHING HEREIN SHALL BE CONSTRUED AS A CONTRACT OR PROMISE OF CONTINUED EMPLOYMENT, OR NEGATE, IF APPLICABLE, MY AT-WILL EMPLOYMENT STATUS.

(Employee Signature)

(Department Director Signature)

(Date)

(Date)