

City of Camas Police Officer Hiring Bonus Policy

To help improve our police officer recruitment efforts, the Camas Police Department has implemented a new financial hiring incentive for entry level and lateral police applicants.

Effective for all new hires to the department after June 1, 2022, the City will offer the following monetary incentives to newly hired police officers.

Entry Level Police Officers: up to \$10,000

A candidate receiving the Entry Level Bonus will be paid on the following schedule:

- \$3,000 - first paycheck after hire
- \$7,000 - successful completion of CJTC, FTO and probationary period

Lateral Police Officers: up to \$30,000 for a five-year commitment

A candidate receiving the Lateral Bonus will be paid on the following schedule:

- \$8,000 - first paycheck after hire
- \$3,500 - completion of probationary period
- \$3,500 - completion of two years
- \$3,500 - completion of three years
- \$3,500 - completion of four years
- \$8,000 - completion of five years

If a candidate does not successfully complete their probationary period, they will be terminated from employment and disqualified from further bonus payments.

If a candidate leaves the City for any reason, they will not receive any further bonus payments.

Former Camas police officers are eligible to receive this incentive only if they resigned or retired from the agency in good standing and have been separated from service for more than 24 months.

Hiring bonuses are taxable income to the employee and must be added to the employee's compensation in the year in which they are paid. All applicable payroll taxes will be deducted.

This incentive program may be modified or discontinued at any time at the discretion of the City.