

# EXHIBIT A

## City of Sonora Police Department Sign-On Bonus Hiring Incentive

### Hiring Incentive for Regular Full-Time Positions

New employees hired into this classification will be eligible for the following hiring incentives.

#### Lateral Police Dispatcher 1 - 2 Years Experience

*(Experience must be gained through employment with a law enforcement agency.)*

|                                                                 |    |       |
|-----------------------------------------------------------------|----|-------|
| Paid on 1st Check                                               | \$ | 3,000 |
| Completion of Probation and meets expectations on evaluation    | \$ | 3,000 |
| Upon Completion of 3 years and meets expectations on evaluation | \$ | 5,000 |
| Upon Completion of 4 years and meets expectations on evaluation | \$ | 5,000 |
| Upon Completion of 5 years and meets expectations on evaluation | \$ | 5,000 |

|                    |           |               |
|--------------------|-----------|---------------|
| <b>Grand Total</b> | <b>\$</b> | <b>21,000</b> |
|--------------------|-----------|---------------|

#### Lateral Police Dispatcher 3+ Years Experience

*(Experience must be gained through employment with a law enforcement agency.)*

|                                                                 |    |       |
|-----------------------------------------------------------------|----|-------|
| Paid on 1st Check                                               | \$ | 4,000 |
| Completion of Probation and meets expectations on evaluation    | \$ | 4,000 |
| Upon Completion of 3 years and meets expectations on evaluation | \$ | 5,000 |
| Upon Completion of 4 years and meets expectations on evaluation | \$ | 5,000 |
| Upon Completion of 5 years and meets expectations on evaluation | \$ | 5,000 |

|                    |           |               |
|--------------------|-----------|---------------|
| <b>Grand Total</b> | <b>\$</b> | <b>23,000</b> |
|--------------------|-----------|---------------|