

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.

Military Hiring Incentive \$5,000 - Anyone who has served in any branch of the United States Military and received an Honorable or General Discharge as denoted on the DD214. (\$2,500 at POST Graduation (For Entry Level) or Signing (Laterals) + \$2,500 after Completion of Probation (Recruits) or 1 Year (Laterals.)

Police Officer Recruit - Entry Level/Academy Eligible

Paid on 1st Check after POST Academy Graduation	\$	3,000
Completion of Probation and meets expectations on evaluation	\$	3,000
Upon Completion of 3 years and meets expectations on evaluation	\$	3,000
Upon Completion of 4 years and meets expectations on evaluation	\$	4,000
Upon Completion of 5 years and meets expectations on evaluation	\$	5,000

Grand Total	\$	18,000
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Police Officer - Lateral

Paid on 1st Check	\$	4,000
Upon Completion of 1 years and meets expectations on evaluation	\$	5,000
Upon Completion of 2 years and meets expectations on evaluation	\$	5,000
Upon Completion of 3 years and meets expectations on evaluation	\$	5,000
Upon Completion of 4 years and meets expectations on evaluation	\$	5,000

Grand Total	\$	24,000
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