

	Position	Maximum Incentive	Type	Payout 1 Amount	Payout 1 Conditions	Payout 2 Amount	Payout 2 Conditions	Payout 3 Amount	Payout 3 Conditions	Eligibility	Finder's Fee	Finder's Fee Details
1	Police Cadet (PC0)	\$10,000	New Hire	\$3,000	Graduation from Academy	\$3,000	Completion of OJT period	\$4,000	Completion of 1 yr probationary period	No incentive to any person employed by CoA as a sworn officer in the prior 8 yrs	\$2,500	Payable after completion of OJT
2	Police Officer Lateral (PD0)	\$15,000	Lateral Hire	\$5,000	Completion of 4th wk Academy	\$5,000	Completion of 1 yr probationary period	\$5,000	At 4 yrs of service from date of hire	No incentive to any person employed by CoA as a sworn officer in the prior 8 yrs	\$2,500	Payable after completion of OJT
3	Police Service Aide (PSA)	\$1,500	New Hire	\$750	Completion of 6 mos of service	\$750	Completion of 1 yr of service	N/A	N/A	No incentive to any person employed by CoA as a PSA in the prior 3 yrs	\$1,000	Payable after completion of OJT
4	Dispatchers: 911 & 242-COPS Telecommunication Operator II (C2) Telecommunication Operator II (C2C)	\$3,500	New Hire	\$1,750	6 mos of service & completion of OJT	\$1,750	Completion of 1 yr probationary period	N/A	N/A	No incentive to any person employed by CoA as a Telecommunications Operator in the prior 3 yrs		
5	Dispatchers: 911 & 242-COPS Telecommunication Operator I (C1) Telecommunication Operator I (C1C)	\$3,500	New Hire	\$1,750	6 mos of service & completion of OJT	\$1,750	Completion of 1 yr probationary period	N/A	N/A	No incentive to any person employed by CoA as a Telecommunications Operator in the prior 3 yrs		
6	APD Internal Affairs Investigators (UN)	\$1,500	New Hire	\$750	Completion of 6 mos of service	\$750	Completion of 1 yr of service	N/A	N/A	No incentive to any person employed by CoA as an Internal Affairs Investigator in the prior 3 yrs		
7	APD Prisoner Transport Officer (ATO)	\$10,000	New Hire	\$3,000	Completion of 8 week Cadet Training	\$3,000	Completion of 1 yr probationary period	\$4,000	N/A	No incentive to any person employed by CoA as an APD Prisoner Transport Officer in the prior 3 yrs		
8	Firefighter Paramedic (3/C Cadet)	\$15,000	New Hire	\$5,000	Completion of first 2 wks of AFR Trng Academy	\$5,000	Completion of AFR Trng Academy	\$5,000	Completion of 1 yr probationary period	Previously employed AFR employees not eligible	\$1,000	Payable after completion of 1 year probationary period
9	Firefighter (3/C Cadet)		New Hire								\$1,000	Payable after completion of 1 year probationary period
10	Firefighter Paramedic Lateral*	\$5,000	Lateral Hire	\$2,000	Completion of AFR Trng Academy	\$3,000	Completion of 1 yr probationary period	N/A	N/A	No incentive to any person employed by CoA as a sworn and certified Firefighter in the prior 5 yrs	\$1,000	Payable after completion of 1 year probationary period
11	ACS Community Responder (CR1)	\$750	New Hire	\$250	Completion of 6 mos of service	\$500	Completion of 1 yr city service	N/A	N/A	No incentive to any person employed by the CoA as an ACS Community Responder in the prior 5 yrs		
12	Animal Protection Officers (J13)	\$1,500	New Hire	\$500	Completion of 6 mos probationary period	\$1,000	Completion of 1 yr city service	N/A	N/A	No incentive to any person employed by the CoA as an Animal Protection Officer in the prior 3 yrs		
13	Animal Handler (B23)	\$750	New Hire	\$250	Completion of 6 mos probationary period	\$500	Completion of 1 yr city service	N/A	N/A	No incentive to any person employed by the CoA as an Animal Handler in the prior 5 yrs		
14	Veterinarian Assistant (UN)	\$750	New Hire	\$250	Completion of 6 mos of service	\$500	Completion of 1 yr city service	N/A	N/A	No incentive to any person employed by the CoA as a Veterinarian Assistant in the prior 5 yrs		
15	Veterinarian (UN)	\$10,000	New Hire	\$5,000	Completion of 6 mos of service	\$5,000	Completion of 1 yr city service	N/A	N/A	No incentive to any person employed by the CoA as a Veterinarian in the prior 3 yrs		
16	Animal Adoption Center Counselor (UN)	\$750	New Hire	\$250	Completion of 6 mos of service	\$500	Completion of 1 yr city service	N/A	N/A	No incentive to any person employed by the CoA as a Animal Adoption Center Counselor in the prior 5 yrs		

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17	Security Officer (J12)	\$750	New Hire	\$250	Completion of 6 mos probationary period	\$500	Completion of 1 yr city service	N/A	N/A	No incentive to any person employed by the CoA as a Security Officer in the prior 3 yrs		
18	Code Enforcement Specialist (M)	\$750	New Hire	\$250	Completion of 6 mos probationary period	\$500	Completion of 1 yr city service	N/A	N/A	No incentive to any person employed by the CoA as a Code Enforcement Specialist in the prior 5 yrs		
19	Certified Construction Inspectors (M) (Bldg, Electrical, Plumbing/Mechanical, and Commercial Boiler)	\$2,500	New Hire	\$1,000	Completion of 6 mos probationary period	\$1,500	Completion of 1 yr city service	N/A	N/A	No incentive to any person employed by the CoA as a Certified Construction Inspector in the prior 5 yrs		
20	Landfill/Heavy Equipment Operator (B30)	\$750	New Hire	\$250	Completion of 6 mos probationary period	\$500	Completion of 1 yr city service	N/A	N/A	No incentive to any person employed by the CoA as a Landfill/Heavy Equipment Operator in the prior 3 yrs		
21	Transport Operator (B29)	\$750	New Hire	\$250	Completion of 6 mos probationary period	\$500	Completion of 1 yr city service	N/A	N/A	No incentive to any person employed by the CoA as a Transport Operator in the prior 3 yrs		
22	Commercial/Residential Collections Driver (B29)	\$750	New Hire	\$250	Completion of 6 mos probationary period	\$500	Completion of 1 yr city service	N/A	N/A	No incentive to any person employed by the CoA as a Commercial/Residential Collections Driver in the prior 3 yrs		
23	Motor Coach Operator (Q00)	\$5,000	New Hire (Hired w/CDL)	\$500	Completion of 6 mos probationary period	\$4,500	Completion of 1 yr city service			Former MCOs may be eligible based on Dept Director Approval	\$250	Paid at completion of 6 month probation period
24	Motor Coach Operator (Q00)	\$2,500	New Hire (CDL Training Required)	\$500	Completion of 6 mos probationary period	\$1,000	Completion of 9 mos city employment	\$1,000	Completion of 1 yr city service	Former MCOs may be eligible based on Dept Director Approval	\$250	Paid at completion of 6 month probation period
25	Motor Coach Operator (Q00)	\$1,000	Transfer (Hired with CDL)	\$1,000	Completion of 1 yr employment with Transit	N/A	N/A	N/A	N/A	N/A	\$250	Paid at completion of 6 month probation period
26	Motor Coach Operator (Q00)	\$500	Transfer (CDL Training Required; Probation Completed)	\$500	Completion of 1 yr employment with Transit	N/A	N/A	N/A	N/A	N/A	\$250	Paid at completion of 6 month probation period
27	HVAC Technician (B32)	\$750	New Hire	\$250	Completion of 6 mos probationary period	\$500	Completion of 1 yr city service	N/A	N/A	No incentive to any person employed by the CoA as a HVAC Tech in the prior 5 yrs		
28	Planner (E/M)	\$1,500	New Hire	\$750	Completion of 6 mos probationary period	\$750	Completion of 1 yr city service	N/A	N/A	No incentive to any person employed by the CoA as a Planner in the prior 5 yrs		
29	Mechanic III (B32)	\$750	New Hire	\$250	Completion of 6 mos probationary period	\$500	Completion of 1 yr city Service	N/A	N/A	No incentive to any person employed by the CoA as a Mechanic III in the prior 3 yrs		
30	Laborer (B15)	\$750	New Hire	\$250	Completion of 6 mos probationary period	\$500	Completion of 1 yr city service	N/A	N/A	No incentive to any person employed by the CoA as a Laborer in the prior 3 yrs		
31	Electrician II (B34)	\$750	New Hire	\$250	Completion of 6 mos probationary period	\$500	Completion of 1 yr city service	N/A	N/A	No incentive to any person employed by the CoA as an Electrician in the prior 5 yrs		

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32	Plumber (B32)	\$750	New Hire	\$250	Completion of 6 mos probationary period	\$500	Completion of 1 yr city service	N/A	N/A	No incentive to any person employed by the CoA as a Plumber in the prior 5 yrs		
33	Custodian (B13)	\$750	New Hire	\$250	Completion of 6 mos probationary period	\$500	Completion of 1 yr city service	N/A	N/A	No incentive to any person employed by the CoA as a Custodian in the prior 5 yrs		
34	Senior Buyer (M)	\$750	New Hire	\$250	Completion of 6 mos probationary period	\$500	Completion of 1 yr city service	N/A	N/A	No incentive to any person employed by the CoA as an Senior Buyer in the prior 5 yrs		
35	Payroll Specialist II (E)	\$750	New Hire	\$250	Completion of 6 mos probationary period	\$500	Completion of 1 yr city service	N/A	N/A	No incentive to any person employed by the CoA as a Payroll Specialist II in the prior 5 yrs		
36	Degreed Engineering Professionals	\$2,500	New Hire	\$1,000	Completion of 6 mos probationary period	\$1,500	Completion of 1 year city service	N/A	N/A	No incentive to any person employed by the CoA as a degreed engineer professional in the prior 5 yrs		
37	Principal Accountant (E)	\$2,500	New Hire	\$1,000	Completion of 6 mos probationary period	\$1,500	Completion of 1 year city service	N/A	N/A	No incentive to any person employed by the CoA as a degreed accountant or financial professional in the prior 5 yrs	\$250	Payable after completion of 6 mo probationary period
38	Information Technology Specialties	\$2,500	New Hire	\$1,000	Completion of 6 mos of service	\$1,500	Completion of 1 year city service	N/A	N/A	No incentive to any person employed by the CoA in any information specialty at any time in the prior 5 yrs		
39	Radio Systems Administrators	\$1,500	New Hire	\$750	Completion of 6 mos probationary period	\$750	Completion of 1 year city service	N/A	N/A	No incentive to any person employed by the CoA in any Radio Systems Administrative at any time in the prior 5 yrs		
40	Citizen Contact Agent I	\$1,500	New Hire	\$750	Completion of 6 mos of service	\$750	Completion of 1 year city service	N/A	N/A	No incentive to any person employed by the CoA in any Citizen Contact Agent position at any time in the prior 5 yrs		
41	Citizen Contact Agent II	\$1,500	New Hire	\$750	Completion of 6 mos of service	\$750	Completion of 1 year city service	N/A	N/A	No incentive to any person employed by the CoA in any Citizen Contact Agent position at any time in the prior 5 yrs		
42	Head Teacher	\$1,500	New Hire	\$750	Completion of 6 mos probationary period	\$750	Completion of 1 year city service	N/A	N/A	No incentive to any person employed by the CoA in any Teaching position at any time in the prior 3 yrs	\$500	Paid at completion of 6 month probation period
43	Teacher	\$1,500	New Hire	\$750	Completion of 6 mos probationary period	\$750	Completion of 1 year city service	N/A	N/A	No incentive to any person employed by the CoA in any Teaching position at any time in the prior 3 yrs	\$500	Paid at completion of 6 month probation period
44	Teaching Assistant	\$1,500	New Hire	\$750	Completion of 6 mos probationary period	\$750	Completion of 1 year city service	N/A	N/A	No incentive to any person employed by the CoA in any Teaching position at any time in the prior 3 yrs	\$500	Paid at completion of 6 month probation period
45	Sunvan Chauffer	\$750	New Hire	\$250	Completion of 6 mos probationary period	\$500	Completion of 1 year city service			No incentive to any person employed by the CoA as a Sunvan Chauffer in the prior 3 yrs	\$250	Paid at completion of 6 month probation period
46	Mechanic II - Non CDL (Transit)	\$1,000	New Hire	\$250	Completion of 6 mos probationary period	\$250	Completion of 9 months city Service	\$500	Completion of 1 yr probationary period	No incentive to any person employed by the CoA as a Mechanic II (Non CDL) in the prior 3 yrs	\$250	Paid at completion of 6 month probation period

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47	Mechanic II - CDL (Transit)	\$2,500	New Hire	\$500	Completion of 6 mos probationary period	\$2,000	Completion of 1 yr city Service	N/A	N/A	No incentive to any person employed by the CoA as a Mechanic II (CDL) in the prior 3 yrs	\$250	Paid at completion of 6 month probation period
48	Mechanic III - Non CDL (Transit)	\$2,500	New Hire	\$500	Completion of 6 mos probationary period	\$1,000	Completion of 9 months city Service	\$1,000	Completion of 1 yr probationary period	No incentive to any person employed by the CoA as a Mechanic III (Non CDL) in the prior 3 yrs	\$250	Paid at completion of 6 month probation period
49	Mechanic III - CDL (Transit)	\$5,000	New Hire	\$500	Completion of 6 mos probationary period	\$4,500	Completion of 1 yr city Service	N/A	N/A	No incentive to any person employed by the CoA as a Mechanic III (CDL) in the prior 3 yrs	\$250	Paid at completion of 6 month probation period
50	Paint & Body Worker (Transit)	\$5,000	New Hire	\$500	Completion of 6 mos probationary period	\$4,500	Completion of 1 yr city Service	N/A	N/A	No incentive to any person employed by the CoA as a Paint & Body Worker in the prior 3 yrs	\$250	Paid at completion of 6 month probation period
51	Transit Vehicle Servicer	\$750	New Hire	\$250	Completion of 6 mos probationary period	\$500	Completion of 1 yr city Service	N/A	N/A	No incentive to any person employed by the CoA as a Transit Vehicle Servicer in the prior 3 yrs	\$250	Paid at completion of 6 month probation period
52	Assistant City Attorney		New Hire								\$750	\$250 Paid at completion of 6 mths of employment; \$500 paid at completion of 12 mths of employment
53	Paralegal		New Hire								\$500	\$250 Paid at completion of 6 mths of employment; \$250 paid at completion of 12 mths of employment

\*Firefighter Paramedic Lateral- Must possess EMT-Paramedic license. A lateral is a person who is currently a sworn and certified firefighter with at least one year of consecutive service, from date of hire, with a fire department agency and who has  
-All payments to be made a pay period following completion of the applicable tenure period required