



City of Beverly Hills
Signing Bonus Program

The City of Beverly Hills established a signing bonus program for the purpose of recruiting and retaining qualified applicants for positions identified as “difficult-to-fill.” A position is defined as “difficult-to-fill” when the City has actively recruited for the position for a period of six months and has been unsuccessful in identifying qualified candidates.

A signing bonus may be provided to a new City employee hired into a position that has been designated and approved as a difficult-to-fill position.

Terms of the Program

New hires in a position designated as difficult-to-fill may be entitled to receive a signing bonus. A bonus of up to 10% of the position’s annual base salary may be offered. The recipient of the bonus shall be required to commit to at least twelve (12) months of service with the City following the date on which the final bonus payment is issued. If the recipient of bonus separates from the City before the twelve (12) months following receipt of the bonus, he/she shall be required to reimburse the City for the full amount of the bonus. Recipients of a bonus shall only be entitled to receive a bonus on a one (1) time basis for the same classification. The bonus may be paid as follows:

Miscellaneous Employees:

25% upon initial hiring

25% upon successful completion of six months of service

50% at the end of the probationary period for classified positions or one year of satisfactory service for non-classified positions

Entry Level Safety Employees:

25% upon initial hiring

25% upon graduation from the academy

25% upon successful completion of six months of service

25% at the end of the probationary period

Lateral Entry Safety Employees:

25% upon initial hiring

25% upon successful completion of six months of service

50% at the end of the probationary period

- *Additionally, Lateral Safety employees may be advanced three (3) weeks of sick leave hours at the time of employment with the City. The new Lateral Safety employee would not accrue additional sick leave hours until they have completed sixty-six (66) weeks of City service.*