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**California Police Department Offers Signing and Referral Bonuses to Boost Recruiting Efforts**

**Fremont, Calif.** – September 17, 2019 – The City of Fremont and the Fremont Police Association have jointly established a new recruiting incentive program that features a \$10,000 total signing bonus for newly hired Entry-level, Academy Graduate, and Lateral Police Officers. The bonus is structured with \$5,000 distributed at the time of hire and \$5,000 after successful completion of Probation.

Additionally, the program rewards current employees for referring candidates who ultimately take jobs with the Fremont Police Department (FPD). Specifically, the program offers a \$1,500 total referral bonus — \$750 at time of candidate’s hire and \$750 after candidate’s successful completion of Probation.

Recruitment is both a Citywide priority and personal objective of Fremont Police Chief Kimberly Petersen as an issue that is affecting not only Fremont, but the entire country. According to the Bureau of Justice Statistics, the average number of full-time U.S. police officers in 2016 dropped 11% since 1997.

The new incentive program is an important part of the FPD’s strategy to staff each unit to its capacity with officers that share the Department’s values and service mindset. Other recruitment initiatives include streamlining and accelerating the hiring process and a newly launched [recruitment microsite](#) that offers candidates a front-row view into the Department’s culture, available career growth opportunities, a conversation with Chief Petersen, and more.

The Department currently has vacancies for the positions of Police Officer, Police Dispatcher, and more. To view all vacant positions, please visit [www.fremont.gov/cityjobs](http://www.fremont.gov/cityjobs). For more information about FPD recruitment, including benefits, expected recruitment process timeline, and a live chat feature, visit <http://jobs.fremontpolice.gov/>. B-roll footage of the Fremont Police Department facility is available upon request.

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