

NOW HIRING



\$20,000

Lateral Hiring Bonus

\$10,000

Entry-level Hiring Bonus

BUILDING TRUST THROUGH PUBLIC SERVICE

COMPENSATION

- Annual Base: \$113,224.07 - \$151,420.78
- Academy Salary: \$9,435.34 monthly
- \$20,000 Hiring Bonus for Police Officer Lateral (\$5,000 at time of hire, \$5,000 after FTO, and \$10,000 after successful completion of probation)
- \$10,000 Hiring Bonus for Police Officer Entry-level (\$5,000 at time of hire, \$5,000 after successful completion of probation)

\$199,386.89

*top step plus incentives includes contracted salary increases through 24/25FY, uniform allowance, bilingual pay, education incentive, specialist pay, holiday pay, and alternative health plan allowance.

PRIME SCHEDULE

4 days on / 4 days off
11 hours per shift
1 hour paid on duty workout
50 min paid lunch

MINIMUM QUALIFICATIONS

- High School graduate or equivalent.
- 20.5 years of age at time of filing and 21 years of age at time of appointment.
- Possession of a Class C California driver's license at the time of appointment with a satisfactory driving record.
- Peace officers must be legally authorized to work in the United States under federal law.

ASSIGNMENTS AND TEAMS

As a Fremont Police Officer, you will have the opportunity to apply for a variety of assignments and teams, coupled with extensive training. These include:

Crime Reduction Unit
Crime Scene Investigation
Drone Pilot
Field Training Officer
Hostage Negotiation Team
Investigations

K9 Unit
Major Crimes Task Force
Mobile Evaluation Team
Patrol
Peer Support
S.W.A.T

School Resource Officer
Special Investigative Unit
Tactical Emergency Medicine
Traffic Motor Unit
and MORE...

Police Officer (Entry-Level and Lateral)

www.fremontpolice.gov/hiring

RECRUITMENT PROCESS

Step 1: Apply

Submit your online application at www.fremontpolice.gov/hiring. Academy Graduates: must include an Intensive California Basic POST Academy certificate dated within one year of date of application (certificate must be attached to your application) OR have been formerly employed as a Police Officer or Deputy Sheriff by a California law enforcement agency within one year of date of application.

Step 2: Written Exam (waived for academy graduates and laterals)

You can take and submit results for either of the two tests below. Scores that are within one year of the application date and that meet the minimum passing score will be accepted.

- NTN Law Enforcement Exam: Minimum passing score of 65% for video, 70% for reading and 70% for writing.
- POST Entry-Level Law Enforcement Test Battery (PELETTB) Minimum passing score of 49.

Step 3: Personal History Questionnaire (PHQ)

Step 4: Oral Board Interview (waived for laterals)

Step 5: Physical Agility Test (PAT)

You have the option to submit your WSTB results, which must be within one year of application date and meet the minimum passing score of 320.

Step 6: Lieutenant's Panel Interview

Step 7: Polygraph

Step 8: Background

Step 9: Executive Panel Interview

Step 10: Conditional Offer

(Final job offer is dependent on the Medical and Psychological evaluations)

Benefit Highlights

- **Onsite gym** with treadmills, bikes, free weights, locker rooms, and personal trainer
- **Outdoor basketball court** and fitness area
- **Dry cleaning services** and towel service
- **CalPERS Retirement Plan:** PEPRA member 2.7% at 57, Classic Member 3% at 55
- **\$2,500 monthly City Contribution** toward medical, dental, and vision provided through FPA
- **Up to 200 hours** annual paid vacation
- **\$50k city-paid life insurance**
- **Up to \$580/month** taxable cash for money not used towards medical benefits

New to the area?

Fremont is the 4th largest city in the San Francisco Bay Area located 20 miles North of San Jose, and 50 miles Southeast of San Francisco.



Want to learn more?

Check out our recruiting microsite

fremontpolice.gov/hiring

Call or text us: (510) 404-8934

Email us: fpdrecruiting@fremont.gov



Human Resources will make every reasonable effort in the examination process to accommodate persons with disabilities. Please advise HR of any special needs with a minimum of 5 days in advance of the selection process by calling (510) 494-4660. The City of Fremont is an equal Opportunity Employer.

Lateral Requirements and Incentives

Requirements:

- Currently employed as a Police Officer or Deputy Sheriff by a California Law Enforcement Agency.
- Successful completion of a POST-approved field training or jail training program.
- Probation is 18 months from date of hire.

Incentives:

The city may credit up to 10 years of non-City of Fremont service toward:

- Longevity incentive pay
- Retiree medical reimbursement
- Leave accrual
- Educational/POST incentive pay

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Police Officer (Entry-Level and Lateral)

www.fremontpolice.gov/hiring