

Frequently Asked Questions

The following FAQ's have been compiled as a resource for potential candidates who are interested in learning more about the Police Officer recruitment, selection and hiring process. Click on the arrow next to the topic to expand or collapse.

Police Officer Qualifications & Requirements

What are the minimum qualifications for the Entry Level Police Officer position?

- a. Must be a citizen of the United States (If you are a permanent resident, you must be eligible for and have applied for citizenship at the time of application and be a U.S. citizen at the time of appointment)
- b. California Government Code Section 1031(a) requires that Police Officers must be a high school graduate, pass the General Education Development test or other high school equivalency test approved by CDE, or have attained a two-year, four-year, or advanced degree from an accredited or approved institution
- c. 20.5 years of age at the time of application and 21 years of age at the time of appointment. Fremont does not have a maximum age limit.
- d. Possession of a Class C California driver's license at the time of appointment with a satisfactory driving record

What are the minimum qualifications for the Lateral Police Officer position?

- a. Currently employed as a Police Officer or a Deputy Sheriff by a California law enforcement agency
- b. Successful completion of a POST-approved field or jail training program
- c. Possess a POST Basic certificate
- d. Possession of a Class C California driver's license at the time of appointment with a satisfactory driving record.

Recruitment, Selection & Hiring Process Overview

Please note that the recruitment process may be adjusted due to the current COVID-19 situation.

How long does the hiring process take?

On average, the hiring process can take anywhere from three to six months.

Entry-Level & Academy Graduate Police Officer

What does the recruitment process consist of?

Step 1: Application

[Step 2: Written Exam](#)

[Step 3: Personal History Questionnaire \(PHQ\)](#)

[Step 4: Oral Board Interview](#)

[Step 5: Physical Agility Test](#)

[Step 6: Lieutenant Panel Interview](#)

[Step 7: Polygraph](#)

[Step 8: Background](#)

[Step 9: Executive Panel Interview](#)

[Step 10: Conditional Job Offer](#)

Lateral Police Officer

What does the recruitment process for Lateral Police Officers consist of?

[Step 1: Application](#)

[Step 2: Personal History Questionnaire \(PHQ\)](#)

[Step 3: Lieutenant Panel Interview](#)

[Step 4: Polygraph](#)

[Step 5: Background](#)

[Step 6: Executive Panel Interview](#)

[Step 7: Conditional Job Offer](#)

Salary

What is the starting pay?

Academy salary: \$8,397 monthly

Officer salary: \$9,237 - \$11,230 monthly depending on qualifications

Benefits

What benefits does Fremont Police Department offer?

- Benefit highlights include:
- On-site gym with treadmills, bikes, weights, and locker rooms
- Outdoor basketball court and fitness area, plus access to on-site trainer
- Towels and water
- CalPERS retirement plan:
- PEPRM Member – 2.7% @ 57
- Classic Member – 3% @ 55
- \$2,350 monthly contribution toward medical and dental; vision is provided through Fremont Police Association (FPA)
- \$1,750 annual Uniform Allowance (\$500 for first year)
- \$50K City-paid life insurance

Incentive

Do you have incentives for Lateral Police Officers?

The City may offer up to 10 years of service credit towards educational/POST incentive pay, vacation leave accrual, longevity incentive pay, and retiree medical reimbursement. Prior years of service credit must be approved by the City Manager's Office.

Police Academy

Does the Fremont Police Department sponsor applicants through a police academy?

Yes, the Fremont Police Department will sponsor applicants through a police academy.

When is the next police academy and which police academy does the Fremont Police Department send their applicants to?

The Fremont Police Department will send applicants to a police academy closest to their hire date. We collaborate with several police academies and will send applicants to an academy that has availability at the time of hire.

Will the Fremont Police Department pay for live-in expenses while applicants are attending a police academy?

The Fremont Police Department does not offer housing expenses and does not require new hires to stay at the police academy.

How long is the police academy?

The police academy is approximately six months. The academy hours are typically Monday through Friday from 8:00 a.m. to 5:00 p.m. but may vary upon the academy schedule.

Live Chat Hours with Recruitment Team

Our live chat hours are Tuesdays from 1:00 p.m. to 4:00 p.m. and Thursdays from 9:00 a.m. to 12:00 p.m. Our team can be contacted outside these hours by email at fpdrecruiting@fremont.gov or by phone/text at 510-404-8934. A recruiter will respond within 72 hours. **Please note that live chat hours are temporarily extended due to the current COVID-19 situation.**

Military Service & Information

What happens if I get deployed while working for the Fremont Police Department? What happens if I get deployed while on probation?

The Fremont Police Department follows federal laws regarding Uniformed Services Employment & Reemployment Rights Act (USERRA) and will coordinate with employees on a case by case basis.

Do you have a federal/military buyback program?

The Fremont Police Department's retirement system is through CalPERS. CalPERS offers a maximum of four years military service credit if you meet one of the eligibility requirements as follows:

- a) A current, former or retired member of CalPERS covered employer that contracts for this option
- b) A current or retired state or school member

You cannot purchase military service credit if you:

- a) Are receiving military retirement pay based on 20 years of active military service
- b) Have received military service credit in any other retirement system

Please visit <https://www.calpers.ca.gov/page/active-members/retirement-benefits/service-credit> for additional information.

Do military members get veterans preference points on the written exams?

We do not offer veterans preference points on the written exams.

What benefits are offered to retired or active military members after they are hired as a Police Officer?

- a) The Fremont Police Department may offer up to 7.5% for educational/POST incentive pay. Military members may contact colleges that accept and transfer military time to educational credits/units.
- b) Military members, with experience working in a position like a Police Officer, may be offered up to 10 years of service credit towards educational/POST incentive pay, vacation leave accrual, longevity incentive pay, and retiree medical reimbursement. Prior years of service credit must be approved by the City Manager's Office.

Can I collect from my Post 911 GI Bill during my employment with the Fremont Police Department?

Yes, you can collect from your GI Bill, including Basic Allowance for Housing (BAH) up to 24 months while working for the Fremont Police Department. These 24 months include time in the police academy, field training officer (FTO) program, and during probation.

[Out of State Applicants](#)

Do you consider applications from out of state?

The Fremont Police Department will accept and consider out of state applicants. The recruitment process is the same as the Police Officer Entry-Level position.

Do you consider applications from out of state Lateral Police Officers?

The Fremont Police Department will accept and consider out of state Lateral Police Officer applicants. Please note that out of state applicants must apply through the Police Officer Entry-Level/Academy Graduate position and are encouraged to contact our recruitment team to obtain additional information regarding the requirements and hiring process.

[Police Department Policies](#)

[Drug Use](#)

[Facial Hair](#)

[Hairstyles](#)

[Tattoos](#)

[Probationary Period](#)

How long is the probationary period for Entry-Level Police Officers?

The probationary period is 24 months from the date of hire.

How long is the probationary period for Lateral Police Officers?

The probationary period is 18 months from the date of hire.

How to Re-apply

When can I re-apply if I fail the following steps?

Steps	Re-application Period
Written Exam	Any time
PHQ	*One year from the date of application
Oral Board Interview	Six months from the date of application
Lieutenant Panel Interview	One year from the date of application
Pre-Poly/Polygraph	*One year from the date of the failed notification. Applicants who fail the Polygraph twice must wait two years from the date of the failed notification from the second time they failed.
Background	*One year from the date of failed notification
Executive Panel Interview	One year from the date of the Executive Panel failed notification
Medical/Psychological Evaluation	One year from the date of the failed notification

*The reapplication period may be affected if applicants fail this step in other FPD recruitments.

Ride-Along Program

Do you have a ride-along program?

Yes, a ride-along can be requested by candidates after the successful completion of the Lieutenant's panel interview. **Please note that the ride-along program is currently on hold due to the current COVID-19 situation.**

Shift Schedule

What is the work schedule for Police Officers?

FPD Police Officers work a rotating schedule of 4 days on, then 4 days off.

What shifts are worked in Fremont?

- Day Shift: 5:45 a.m. - 4:45 p.m.
- Swing Shift: 2:00 p.m. - 1:00 a.m.
- Midnight Shift: 8:00 p.m. - 7:00 a.m.

Shift Change

Shift change occurs every six months and sign-ups are based on seniority.

Police Officers can stay in the same shift for three years before they are required to change shifts.