Annual Base Salary $96,893 - $129,580

NOW HIRING
Entry - Level and Lateral Police Officers

You serve the community
We Serve You

PRIME SCHEDULE
• 4 work days • 4 days off • 11 hours per shift • 1 hour paid on duty workout • 50 min paid lunch

COMPENSATION
• Academy Salary: $8,074 monthly
• Officer Salary: $8,881 - $10,798 monthly (lateral annual salary will be negotiated at time of hire)
• $10,000 Signing Bonus ($5,000 at time of hire, $5,000 after successful completion of probation)
• Up to 7.5% Educational Incentive Pay
• Bilingual Pay: $150 monthly
• Holiday Pay: 104 hours annually
• Up to 200 hours annual paid vacation
• Longevity Incentive Pay
• Opportunities for Overtime

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 Scene Investigation
Drone Pilot
Field Training Officer
Hostage Negotiation Team Investigations
K9 Unit
Major Crimes Task Force
Mobile Evaluation Team
Patrol
S.W.A.T
School Resource Officer
Special Investigative Unit
Street Crimes Unit
Tactical Emergency Medicine
Traffic Motor Unit
and MORE...

PROBATIONARY PERIOD
• 24 months from date of hire (entry level and academy graduates) • 18 months from date of hire (laterals)

MINIMUM QUALIFICATIONS
United States Citizenship (if you are a permanent resident, you must be eligible for and have applied for citizenship, and be a U.S. citizen at time of appointment) • 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.

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.

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 meet the minimum passing score will be accepted.

- **NTN Law Enforcement Exam**: Minimum passing score of 65% on the video portion, 70% on reading, and 70% on writing.
- **POST Entry-Level Law Enforcement Test Battery (PELLETB)** Minimum passing score of 51.

Step 3: Personal History Questionnaire (PHQ)

Step 4: Oral Board Interview (waived for laterals)

Step 5: Physical Agility Test (PAT) (waived for academy graduates / laterals) You have the option to be invited to a PAT administered by the City of Fremont or submit your WSTB results, which must be within one year of the application date and meet the minimum passing score of 384.

Step 6: Lieutenant’s Panel Interview

Step 7: Polygraph

Step 8: Background

Step 9: Executive Panel Interview

Step 10: Conditional Job Offer (Final Job Offer is dependent on the medical and psychological evaluations)

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.

**Benefit Highlights**

- **On-site gym** with treadmills, bikes, free weights, locker rooms and personal trainer
- **Outdoor basketball court** and fitness area
- **Towel** water, and dry cleaning services
- **CalPERS retirement plan** PEPSA Member 2.7% at 57, Classic Member 3% at 55
- **$2,280** monthly City Contribution toward medical, dental and vision provided through FPA
- **$1,750** annual uniform allowance ($500 for first year)
- **$50k** city - paid life Insurance
- **Up to $580/month** taxable cash for money not used towards medical benefits

**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.*

**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

WANT TO LEARN MORE?

Check out our recruiting microsite fremontpolice.gov/hiring

Call or text us: (510) 404-8934
Email us: fpdrecruiting@fremont.gov

Follow us on:

@FremontPDRecruitment
@FremontPDjobs
Instagram@FremontPD

Human resources will make every reasonable effort in the examination process to accommodate persons with disabilities. Please advise Hr of any special needs a minimum of 5 days in advance of the selection process by calling (510) 494-1660. The City of Fremont is an equal opportunity employer.

POLICE OFFICER ENTRY-LEVEL AND LATERAL
www.fremontpolice.gov/hiring