Selection Process

The process may include a panel interview and other related test components. A background investigation, credit check, polygraph exam and medical evaluation are required for this position. Only those candidates who have the best combination of qualifications in relation to the requirements and duties of the position will continue in the selection process. Meeting the minimum qualifications does not guarantee an invitation to participate in the process.

THE CITY OF FREMONT IS AN EQUAL **OPPORTUNITY EMPLOYER**

REASONABLE ACCOMMODATION

Human Resources will make reasonable efforts in the examination process to accommodate persons with disabilities. Please advise Human Resources of any special needs in advance of the selection process by calling (510) 494-4660.

The information contained herein is subject to change and does not constitute either an expressed or implied contract.





Tentative Recruitment Schedule

First Review of Applications - March 18, 2013

Oral Board Interviews - March 2013

Background Investigation - April 2013

Executive Panel Interview - April 2013

Medical Exam - May 2013

Start Date - May 2013



Contact the City

Phone: (510) 494-4660

Website: www.fremont.gov/employment

Human Resources Department City of Fremont 3300 Capitol Avenue, Building B Fremont, CA 94538









13POL05 Posted: 02/20/13



Invites Your Interest In The Position Of

Forensics Specialist II



Are you interested in being part of a dynamic City where you can truly make an impact? Do you enjoy the challenge of working as an effective team member in a fast-moving environment? Can you use your exceptional analytical skills to gather and process forensic evidence? Then, Fremont Police Department may be the place for you!

> First Review of Applications: March 18, 2013

YOUR FUTURE IS IN FREMONT

This is Our Fremont Community



The City of Fremont is a full-service city with a budget of \$133.5 million in fiscal year 2012-2013, employing 840 regular employees. It is one of the most ethnically and culturally diverse cities in the Bay Area, with over 145 languages and dialects spoken in our schools. Fremont is recognized as a family friendly community with great schools, beautiful parks and a low crime rate. The City continues to be an innovator in municipal government, with dynamic leadership provided by the City Council and City Manager.

The Position

The Forensics Specialist II is a journey level position that performs a variety of tasks in recognizing, processing, recovery, documentation and identification of physical evidence. Utilizing scientific methods in analysis, comparison and evaluation, the position conducts numerous laboratory tests, interprets results, prepares necessary notes, reports and exhibits, and testifies in court as an expert witness.

Examples of Duties

- Develop and recover latent friction ridge prints, based on scientifically accepted sequential processing techniques
- Independently examine evidence and draw scientific conclusion
- ◆ Conduct major crime scene investigations to recover, document, and collect all relevant physical and biological evidence, e.g. latent prints, DNA, tool marks, footprints, firearms, impression casts
- Prepare and utilize a variety of potentially hazardous chemicals to process physical evidence
- ◆ Participate in the development and validation of new methods and/or instrumentation
- Operate, calibrate, troubleshoot and perform minor repairs and preventive maintenance on laboratory equipment and analytical instruments
- Prepare investigative reports
- Preserve and document all recovered evidence for further testing and analysis
- Use scientific methods to examine, compare and evaluate/identify latent finger, palm and foot impressions
- ♦ Conduct scientific verification procedures on identifications made by other Forensic Specialists
- ◆ Conduct technical and/or administrative reviews on scientific reports written by other colleagues
- Prepare exhibits and appear in court as an expert witness to testify regarding laboratory examination of evidence, print identification and crime scene investigation
- ♦ Other duties as assigned

Education and Experience

Any combination of education and/or experience which has provided the knowledge, skills and abilities for satisfactory job performance would be qualifying. A typical way to obtain the required knowledge, skills and abilities would be: A Bachelor's degree in forensic science, criminalistics, natural sciences, or a closely related field, and three year's experience performing friction ridge analysis, identification, and crime scene investigation in a local, county, state, and/or federal forensics laboratory or similar setting.

Ideal Candidate

The City is searching for a self-motivated individual who has exceptional analytical and investigative skills. The successful candidate must be skilled in the operation of photography, laboratory, computer and finger-print analysis equipment. In addition, the incumbent must exemplify the utmost integrity on duty and off.

Licenses/Certificates/Special Requirements

Possession or proof of application to obtain an International Association for Identification (I.A.I) certificate as a Certified Latent Print Examiner is required at time of appointment. Possession of additional I.A.I. certifications is highly desirable.

A valid Class C California Driver's License is required at time of appointment.

The position may be required to work outside of normal business hours.



Compensation and Benefits

The annual salary is \$65,816 - \$80,000 depending on qualifications. Current benefit features include:

Cal PERS Retirement Benefit*

- ◆ Classic Employees 2% @ 60 benefit, 3 year final average compensation.
- ◆ New Employees 2 % @ 62 benefit, 3 year final average compensation.
- Required PERS contributions vary by plan. All required contributions are tax deferred.
- Cafeteria Benefits Plan for employees/ dependents includes \$1,687 monthly for vision, medical and dental plans; child care and medical expenses can be paid for with pre-tax dollars.

A complete benefits summary can be found at Fremont.gov or by using this link: Benefit Summary

This position is represented by the Teamsters bargaining unit. The probationary period for this position is twelve (12) months.

*Refer to CalPERS web site for complete definitions of Classic and New employees: www.calpers.ca.gov

Application Instructions

To be considered for this position, submit a completed City application and resume:

- ◆ Through our online application system at www.fremont.gov/apply or;
- ◆ To the Human Resources Department at 3300 Capitol Avenue, Building B, Fremont, CA 94538

The first review of applications is March 18, 2013. Applications received after this date may not be considered and the position may close without notice.