



RECRUITMENT PROCESS

Police Officer (Entry-Level)

Minimum Qualifications

California Government Code requires that peace officers be citizens of the United States; permanent resident aliens who desire to be employed as peace officers must be eligible for and have applied for citizenship; a high school graduate or equivalent. Candidates must be 20.5 years of age at time of filing and 21 years of age at time of appointment, and possess a Class C California driver's license at the time of appointment with satisfactory driving record.

Application

Candidates must apply to be considered. Any test results received without an application will not be considered. Visit www.fremont.gov/cityjobs to apply.

Written Exam

Candidates have the option to take and submit results for either the NTN Law Enforcement written exam or the POST Entry-Level Law Enforcement Test Battery (PELLETB). Only one test is required to move forward in the process and the Fremont PD does not recommend one test over the other. Candidates who fail one of the written exams are eligible to take the other written exam. Scores that are within one year of the application date and meet the minimum passing score will be accepted.

NTN Law Enforcement Written Exam

Passing scores are: 65% on the Video, 70% on the Reading, and 70% on the Writing; this exam is pass/fail.

PELLETB

The minimum T-Score accepted is 51; this exam is pass/fail.

*If you are an Academy Graduate this step is waived for you

Personal History Questionnaire

Candidates will be invited to take the PHQ via email; this exam is pass/fail.

Oral Board Interview

The interview panel consists of one Fremont Police Sergeant, one Fremont Police Officer and one non-sworn Fremont employee; this exam is pass/fail.



Physical Agility Test

The PAT consists of 4 Events: 6 foot wall, 99 yard obstacle course, 165 lb. body drag, 500 yard run; this exam is pass/fail. Scoring criteria is not available for review. Candidates are able to submit WSTB results to satisfy the PAT requirements. The minimum WSTB score accepted is 384. The 1.5 mile run is not considered. WSTB scores that are within one year of the application date and meet the minimum passing score will be accepted.

*If you are an Academy Graduate this step is waived for you

Lieutenant Panel Interview

The interview panel consists of one Fremont Police Lieutenant and one Fremont Police Sergeant.

Polygraph

This step consists of completing your Personal History Statement and the polygraph. Your polygraph appointment is contingent upon a positive evaluation of your PHS. Your results will be reviewed by the Police Executive team.

Background

You will be assigned to a background investigator who will complete a thorough background.

Executive Panel Interview

Your results from all the previous steps will be evaluated. The interview panel consists of the Fremont Police Chief and two Fremont Police Captains.

Conditional Job Offer

Final job offer pending results from medical and psychological examinations.

Job Offer and Academy

Fremont will sponsor you in a local academy; you will be sent to the Academy with the closest start date to your final job offer. These typically include local academies.

Notes:

For applicants residing more than 150 miles from Fremont, we are often able to accommodate a more condensed process. The PAT, oral board and lieutenant interviews are administered during a 3-4 day period. Contact jobs@fremont.gov for more information.

The entire process takes about 3-6 months.