



# Be your community's life line.

- 4x4 schedule that promotes work-life balance
- Supportive and diverse work environment
- Training and career development opportunities

## \$7,500

LATERAL SIGNING BONUS

## \$5,000

ENTRY-LEVEL SIGNING BONUS



## Some call them dispatchers. We call them heroes.

Dispatchers are the heroes behind the phone that keep both the community and our Police Officers safe every day. If you're looking to make a difference in a fast-paced job that changes every day, it's time to dial in on becoming a Dispatcher at Fremont Police Department.

### OVERVIEW

- Work at the Fremont Police Communications Center:** Numerous opportunities to apply for different assignments and assist with calls that come in from the City of Fremont and Union City
- Collateral assignment opportunities:** Advance your career with opportunities in Tactical Dispatching, Peer Support, Mentoring, Communications Training Officer, and more
- Extensive training program:** 36 weeks of POST-certification training, including classroom instruction, phones training, radio training, and more
- Amenities and wellness:** Enjoy our 24/7 Marketplace, an on-site gym with personal trainer, Peer Support Program, and ergonomic sit-stand workstations

### MINIMUM QUALIFICATIONS

- Can type at least 45 net words per minute, with a valid typing certificate
- Graduated from an accredited high school, GED, or CHSPE
- One year of successful full-time responsible experience performing work, including public contact, computer usage, or heavy telephone traffic

### LATERAL REQUIREMENTS

In addition to the minimum requirements above, laterals must also meet the following requirements:

- Currently be employed as a dispatcher by a California public safety agency
- Have successfully completed probation with the current agency

### BREAK OUT OF THE 9-5 MOLD

- 4x4 schedule** (4 days on and 4 days off) allows for work-life balance
- 11 hours per shift
- 1-hour paid on-duty workout
- 50-minute paid lunch

### PROBATIONARY PERIOD

- 12 months** from date of training program completion

### COMPENSATION

**Annual base: \$97,706.17 – \$118,762.46**

- Monthly salary: \$8,142.18 – \$9,896.87
- Signing bonus:
  - Lateral: \$7,500 (\$3,750 at time of hire, \$3,750 after successful completion of probation)
  - Entry-level: \$5,000 (\$2,500 at time of hire, \$2,500 after successful completion of probation)
- Paid vacation
- Holiday pay: 112 hours annually
- Overtime opportunities
- And more ...



**APPLY TODAY**

[HTTP://WWW.FREMONTPOLICE.GOV/HIRING](http://www.fremontpolice.gov/ hiring)

Fremont **Police Department**



## RECRUITMENT PROCESS

### STEP 1 **APPLY AND WRITTEN EXAM** *(waived for laterals)*

Submit your online application at [www.fremontpolice.gov/hiring](http://www.fremontpolice.gov/hiring). In addition to applying, applicants must attach the following:

- A typing certificate dated within 12 months of application demonstrating the ability to type at least 45 words per minute
- Passing POST Entry-level Dispatcher Selection Test Battery Exam (POST Dispatcher Exam) or CritiCall scores
  - POST Entry-level Dispatcher Selection Test Battery has a minimum passing score of 51
  - CritiCall passing scores below:
    - > Data Entry MT (Audio): 1872 KPH
    - > Call Summarization 1: 61%
    - > Call Summarization 2 MT: 64%
    - > Cross Referencing: 53%
    - > Memory Recall: 69%
    - > Memory Recall-Numeric (Audio): 62%
    - > Prioritization: 70%
    - > Map Reading: 67%
    - > Spelling: 71%
    - > Sentence Clarity: 65%
    - > Reading Comprehension: 55%
    - > Overall Non Data Entry: 62%
    - > Overall Data Entry: 1872 KPH

### STEP 2 **PERSONAL HISTORY QUESTIONNAIRE (PHQ)**

### STEP 3 **ORAL BOARD INTERVIEW** *(waived for laterals)*

### STEP 4 **MANAGEMENT PANEL**

### STEP 5 **POLYGRAPH**

### STEP 6 **BACKGROUND**

### STEP 7 **EXECUTIVE PANEL INTERVIEW**

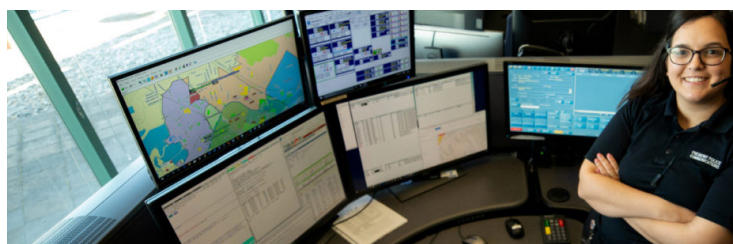
### STEP 8 **PRE-EMPLOYMENT MEDICAL EXAM AND A PSYCHOLOGICAL EVALUATION**

### STEP 9 **FINAL OFFER**

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.

## LET'S TALK BENEFITS

- CalPERS Retirement Plan: PEPRA member 2% at 62; Classic Member 2% at 60
- \$2,600 monthly City contribution toward medical; dental and vision provided through Teamsters
- \$650 annual uniform allowance
- \$50K city-paid life insurance
- Up to \$580/month taxable cash for money not used toward medical benefits
- On-site gym with treadmills, bikes, free weights, locker rooms, and personal trainer
- Outdoor basketball court and fitness area
- Dry cleaning services and towel service



## Want to learn more?

Email us: [fpdrecruiting@fremont.gov](mailto:fpdrecruiting@fremont.gov)

Call or text us: (510) 404-8934

Send us an interest card: <http://bit.ly/3zKt16N>

Follow us on:  @FremontPDRecruitment

 @FremontPDjobs

 @FremontPD



Our community supports us. We support you. Join us at Fremont Police Department.

**APPLY TODAY**

[HTTP://WWW.FREMONTPOLICE.GOV/HIRING](http://www.fremontpolice.gov/hiring)

Fremont **Police Department**

