



Winter Storm Update

Fremont was one of many cities affected by the winter storms which wreaked havoc across much of California on New Year's Eve and into early January. With Fremont's long history of flooding dating back to the 1950's, we leveraged our storm response plan to provide sandbags to residents, quickly initiate debris cleanup, rapidly clear storm drains, and respond to localized flooding in streets and other areas. To keep our residents and community safe and informed, the City provided regular updates regarding services and the work to effectively manage the storms' impact.

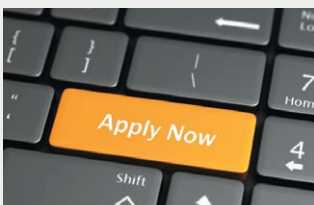
We adjusted our staffing levels across key departments including Public Works, Parks Maintenance, Police, Fire, and Human Services. Several hundred City employees helped Fremont weather the storm (literally!) by jumping into action as the storms unfolded:

- The Office of Emergency Services (OES), a division of Fremont Fire that plans for major emergencies and disasters, activated Fremont's Emergency Operations Center (EOC) to provide organized coordination and information sharing among City agencies and other local partners.
- The Public Works Department distributed more than 14,000 sandbags and over 275 tons of sand to residents within the first week of the new year. Public Works Street Maintenance staff worked countless hours on storm-related issues, including clearing fallen trees, mudslides, blocked storm drains, and flooded areas. (Not to mention the considerable pre-storm actions to clear debris in advance, in order to mitigate storm impacts!)
- Community Services' Parks Maintenance crews responded to more than 120 tree

- requests for services and inspections, ranging from broken limbs, debris, and entire trees blocking the roadways and/or on public property.
- Fremont Fire and Police responded to numerous emergencies, including downed power lines and traffic accidents. Fire Department units also responded to multiple calls for serious flooding in homes and businesses, taking actions to reduce property damage.
- In partnership with Fremont Unified School District, Human Services and Community Services staff worked with the District to provide sheltering of storm evacuees at Washington High School in the small gymnasium.

(Continues on page 4)

In This Issue



Boards and Commissions
3



Housing Element Update
6



Earth Day
9



Compost Give-Away
10



Letter from **FREMONT'S CITY MANAGER**

As we began 2023, the unprecedented rain, that continues to impact our region, served as a strong reminder about the role City services play in helping our community during emergencies. Coordination across all levels of the organization was required in early January to carry out a successful storm response plan. Our Office of Emergency Services recognized the magnitude of the weather event over the New Year holiday and quickly activated the Emergency Operations Center (EOC), to coordinate the efforts of all City departments. From road closures and sandbag distribution, to disseminating timely weather updates, or assessing damage caused by heavy water saturation, the City team ensured community members had the resources and information necessary to remain safe. I'm grateful for the tireless efforts by so many of our City staff in response to the recent storms.

With sunnier skies ahead, I look forward to all that we will accomplish together in the coming year and the continued return of community events. On February 28th, the State of California lifted its COVID-19 State of Emergency, as did Alameda County. As a result, Fremont's executive orders specific to the pandemic, have also ended. While we all know that Covid-19 is still present in the community and we must remain vigilant, we are hopeful that the end of the State of Emergency takes us one step closer to resuming so many of the activities we treasured before the onset of the pandemic.

In the spirit of moving forward and to help guide City efforts this year, the newly seated City Council met last month to hold their

annual City Council Retreat, where they discussed trends in local government and reaffirmed top priorities for Fremont this year. While several topics were discussed, the City Council continues to emphasize that all services operate on the foundation of fiscal sustainability. Under this foundation, and for the second consecutive year, the Council's top priorities are to focus on supporting the vitality of neighborhood commercial districts, taking measures to address homelessness, and public safety. At the end of 2022, I issued a City-wide progress report on efforts related to these priorities and we look forward to building upon our efforts in 2023.

On the topic of fiscal sustainability, our Midyear Budget Report for FY2022/23 revealed that general fund revenues have seen strong growth, and expenditures have been well-managed. While our short-term financial outlook is positive, we are monitoring potential future challenges, including broad economic changes, public safety staffing levels and unfunded critical maintenance and capital replacement needs. Council will be considering additional options during spring budget meetings as part of the annual budget adoption process. We look forward to this opportunity to engage with City Council and the community on strategies to advance City priorities, while protecting Fremont's financial interests.

CITY OF FREMONT

The City Council

meets the first, second, and third Tuesday of each month at 7 p.m. in the City Council Chambers, 3300 Capitol Ave. Meetings are broadcast over Cable TV Channel 27 or webcast online at city.fremont.gov/webcasts.

Sign up for our news at city.fremont.gov/subscribe

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NEW! MY FREMONT

Get involved - MyFremont gives you the opportunity to provide feedback and receive updates on priority City projects, events, and initiatives. Scan the QR code to find out more today!

MyFremont
www.my.fremont.gov



SOCIAL MEDIA

Follow the City and many of our departments on social—we will keep you posted on community events, new business openings, traffic updates, and much more!

City Social Media
city.fremont.gov/socialmedia



Apply to be a **Commissioner** or **Advisory Board Member**



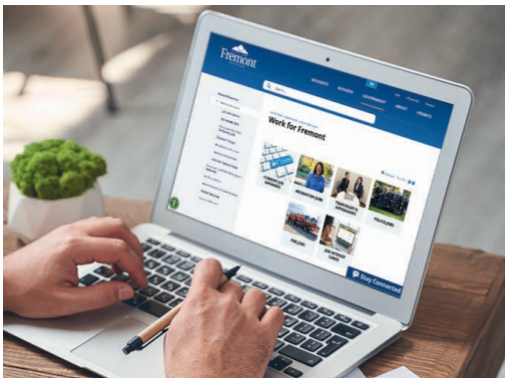
Want to make a difference in the Fremont community? Consider serving the City of Fremont as a commissioner or an advisory board member! The City Clerk's Office welcomes applications for all Boards, Commissions, and Committees throughout the year. Fremont currently has vacancies on its Economic Development Advisory Commission (one vacancy for a Commercial/Industrial Representative), Environmental Sustainability Commission (one vacancy for a Development/Construction Industry Representative), George W. Patterson House Advisory Board (one vacancy for a Mission Peak Heritage Foundation Member and one vacancy for a Washington Township Historical Society Member), Library Advisory

Commission, Recreation Commission, Rent Review Board (one vacancy for a Landlord Representative and one for a Neutral Third Party), and Senior Citizens Commission. For more information about each board and commission or to download an Advisory Body application, visit our website at city.fremont.gov/boardsandcommissions. You may also obtain an application from the City Clerk's Office at 3300 Capitol Ave., Building A. Contact the City Clerk's Office at 510-284-4060 or email cclerk@fremont.gov to learn more.

Discover Your Passion: **Work for City of Fremont**

Working in City government is exciting, challenging, and rewarding. Our organization affects the livelihood of our community in very real, positive ways. The issues are sometimes difficult, often complex, and always vital. We deal with people's economic well-being and personal safety, with land use and transportation, housing, recreation, and social services. Now more than ever, our City government needs smart, dedicated, and proactive people working together to sustain and improve our community.

Learn more at fremont.gov/cityjobs. For part-time Recreation positions, visit city.fremont.gov/recjobs.



Budget Hearings



Mark your calendar! The City's proposed operating budget for the next fiscal year, which runs from July 1, 2023 through June 30, 2024, will be presented to the City Council at their regularly scheduled Council meeting on May 16 at 7:00 pm. The first public hearing to comment will be held on June 6, and the second hearing and adoption is on June 13. Both public hearings are part of the Council meeting and will begin at 7:00 pm.



State of the City Address

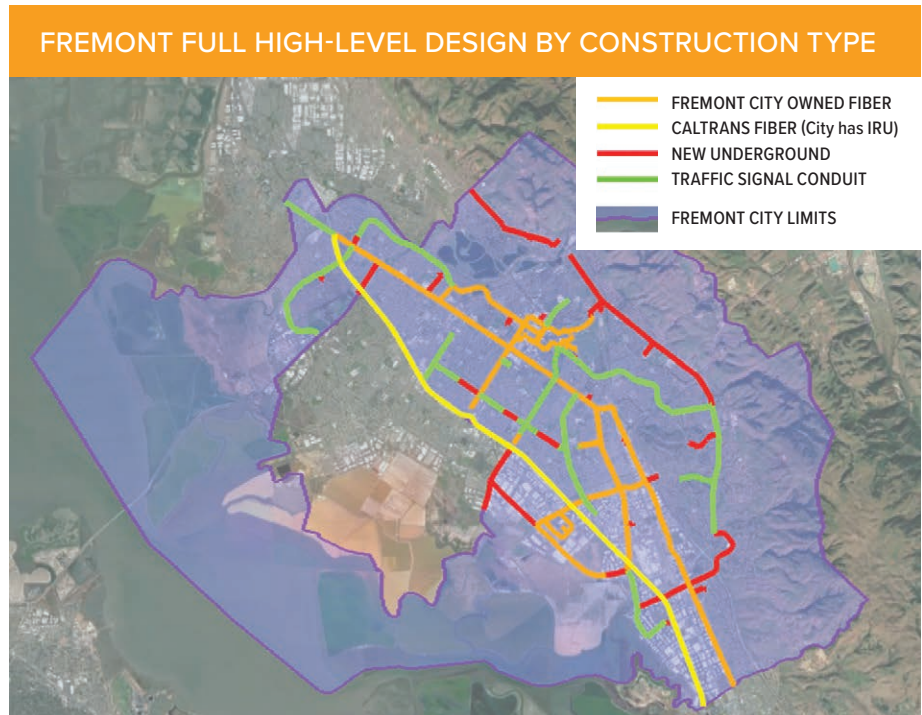
If you want to learn more about the issues and opportunities facing the City of Fremont, stay tuned! Fremont's Mayor will be presenting the annual State of the City Address at a continental breakfast hosted by the Fremont Chamber of Commerce on Thursday, June 8, from 8:00 am to 10:00 am at the Fremont Downtown Event Center, located at 3500 Capitol Ave.

To buy tickets, visit the Fremont Chamber of Commerce's website at www.fremontbusiness.com or call them at 510-795-2244.

High-Speed Wi-Fi Funding for Business Districts

With Congress’ passage of the FY2023 Omnibus Bill, Fremont was awarded \$1.5 million to strategically deploy community Wi-Fi zones in Fremont’s six community business districts, including Centerville, Irvington, Niles, Mission San Jose, Warm Springs, and Downtown/City Center. The free, high-speed, and high-bandwidth Wi-Fi zones will help address the digital divide, allowing equitable access among residents and small businesses that may otherwise not have access to or the means for high-speed Wi-Fi internet access.

Bringing Wi-Fi to these six districts will involve deploying high-capacity Wi-Fi mesh ‘nodes’ at multiple locations in each district to create a robust and consistent coverage area. These nodes can be installed in many arrangements, including on existing street poles and traffic signals. As a result, Wi-Fi will be fast, free, and easily accessible for both businesses and



visitors in these commercial districts, including during large gatherings such as farmers’ markets, street closure events, and events at the City’s new Downtown Event Center and Plaza.

This is the first project underway, that stems from the City’s recently adopted Broadband Master Plan, which seeks to create access to

fast, low-cost, and reliable internet citywide through various ways, including grants and public-private partnerships.

The City of Fremont expresses gratitude to Congressman Ro Khanna and Senator Alex Padilla and their staff for advocating for this critical, highly impactful project to be included in funding.

Winter Storm Update

(Continued from page 1)

In response to these storms, the City Manager, who is the Director of Emergency Services by law, signed a local emergency proclamation on January 9, ratified by the City Council at its regularly scheduled Council meeting on January 10. An emergency proclamation gives the City legal authority and flexibility to mobilize resources in response to a major incident in Fremont and helps substantiate requests for mutual aid, State, and Federal assistance.

OES and the Finance Department provided estimates of local damage to the Alameda County Sheriff’s Office, which allowed

Fremont to be considered for Federal and State disaster assistance funding. Federal Emergency Management Agency (FEMA), California Governor’s Office of Emergency Services, Alameda County Office of Emergency Services, Fremont OES, and Fremont Public Works staff participated in a joint survey of damage immediately following the storms. In early February, Alameda County was included in the President’s Major Disaster declaration, which authorizes financial assistance to the City to recover emergency response costs and repair storm damage to public infrastructure – including the Stanley Bridge and Rancho Higuera Historical Park. The Major Disaster also provides

assistance to residents.

Residents who suffered uninsured or underinsured storm-related damage are eligible to apply for assistance under FEMA’s Individual Assistance program. Losses not covered by insurance or FEMA funding may be eligible under the U.S. Small Business Administration’s (SBA) low interest disaster loan program. Businesses which suffered significant storm-related damage or economic injury may apply for assistance under the U.S. SBA’s low interest disaster loan program.

For more information, please visit fremont.gov/storm.

COVID-19 State of Emergency Expired February 28, 2023

Federal Emergency Set to Expire May 11, 2023

On February 28, 2023 Governor Newsom ended California's COVID-19 State of Emergency, and the Board of Supervisors ended Alameda County COVID-19 Emergency. Similarly, City of Fremont COVID-19 emergency legislation, proclamations, and orders not previously terminated, and which are tied to the state and/or county emergency orders, have expired as of February 28, 2023.

Regarding eviction moratoriums, the City's Residential Eviction Moratorium was previously terminated by the City Council, and the Small-Scale Commercial Eviction Moratorium will expire on March 30, 2023 (30 days after the end of Covid-19 local emergency). The Board of Supervisors has voted to extend the Alameda County Eviction Moratorium through April 29, 2023 (Saturday), at which time it will expire unless further extended. The City of Fremont Human Services Department can provide information and referrals to mediation and eviction assistance and other services. Please contact the Fremont Family Resource Center at 510-574-2028.

During the last three years of the pandemic, the City of Fremont assisted 1,450 households with \$17.2 million in rental and utility assistance. The City will continue to provide information about resources available for community members. For more information, visit the City's COVID-19 Resources webpage at city.fremont.gov/covid.

What to do with Sandbags?

Wondering what to do with the sandbags you may have used during recent storms?

- Properly dispose of used sand and sandbags at a landfill.
- Do not place sandbags in any curbside bins, as sand is extremely heavy and can break them.
- Save and reuse clean sand and sandbags for the next storm.
- Mix sand into soil in your garden.



For more information, visit StopWaste's RE:Source guide at resource.stopwaste.org/items/sand.



Fremont Police Department's Gun Buyback Program Returns

On January 21, 2023, the Fremont Police Department held its first Gun Buyback Program in nearly a decade and received 267 firearms. The gun buyback program is an opportunity for those with unwanted firearms to dispose of them safely and responsibly. The program is funded by community donations and allows community members to voluntarily turn in unwanted firearms anonymously and receive compensation in return. Typically, all the obtained guns are destroyed or melted down, and the scrap metal is recovered. On rare occasions, some surrendered firearms could be utilized for police training and public education, such as the Community Academy. Our goal for the program is to provide a service to our community that will raise gun violence awareness, increase firearm safety knowledge, and create a dialogue that will ultimately make our community safer through education.



New State Laws Impacting Fremont Development Activity

In the last few months, the State has passed several new laws that further restrict local control over land use decisions in cities across California. These new laws, which continue a trend in recent years of the State encouraging housing production by removing local barriers, will ultimately impact development activity in Fremont. Some of the most impactful laws—Senate Bills (SB) or Assembly Bills (AB)—are those that:

- Permit residential uses within all commercial areas of the state (SB6/AB2011).
- Mandate development review timelines (AB2234).
- Make rules for building accessory dwelling units (ADUs) more permissive (SB897).
- Eliminate parking requirements around transit (AB2097).

For more information on these new laws, visit city.fremont.gov/statelaws2022.



Housing Element Update

On January 10, 2023, the Fremont City Council voted unanimously to adopt the 2023-2031 Housing Element for Fremont. The Housing Element is an eight-year plan designed to meet the housing needs of everyone in the community. Under State law, all local governments in California are required to adopt a Housing Element as part of their General Plan and update it every eight years.

The City has submitted the adopted Housing Element to the State Department of Housing and Community Development (HCD) to review for certification. HCD is responsible for reviewing all local jurisdiction housing elements to determine whether they comply with State law requirements. The City will provide an update once HCD's review is complete.

For more information and the latest updates, visit fremont.gov/housingelement.

Changes to Credit Card Payments in Citizen Access

The City recently implemented changes regarding credit card payments in Citizen Access, the City's online permitting portal. A 2% convenience fee on each credit card payment has been enabled, and there is no longer a maximum credit card payment amount. Additionally, credit card payments for planning, building, and engineering permits are now only accepted in Citizen Access. Debit card, check, and cash payments are also accepted and do not include a convenience fee. Check and cash payments are accepted in person at the City's Development Services Center, located at 39550 Liberty St. in Fremont. You can access the permitting portal by visiting fremont.gov/citizenaccess.





SPRING & SUMMER

Spring & Summer **Recreation Programs**

The Recreation Services Division offers a wide range of classes, camps, and events during spring and summer. Whether you are looking for a fun activity, a way to stay active and healthy, or an opportunity to try something new, there is something for everyone. Register online at www.RegeRec.com. For more information, please call 510-494-4300 or email RegeRec@fremont.gov.



Part-Time Job Opportunities with Parks & Recreation

The City of Fremont's Parks & Recreation Division is recruiting motivated individuals for over 100 positions! This is an excellent opportunity for anyone wanting to make a difference, strengthen college applications/resumes, or build long-lasting life skills as well as retirees or those looking to supplement their current income. As a part of the Parks & Recreation team, individuals will gain valuable experience in an engaging and fulfilling role, develop critical skills, and create friendships. Learn more at city.fremont.gov/recjobs or by emailing RecJobs@fremont.gov or calling 510-494-4327.

Aqua Adventure Waterpark Opens Memorial Day Weekend

Don't miss out on the fun this summer by visiting Aqua Adventure Waterpark for a splash-tacular time! Aqua Adventure Waterpark is set to open for the 2023 season on Saturday, May 27, just in time for Memorial Day weekend, and will be open daily starting June 6 through August 13 and on weekends through Labor Day.

Guests can enjoy a variety of fun attractions, including cabana rentals as well as family activities like Bucket Bay, Lil Squirts, Oasis Pool, and a Round About River. There's something for all ages to enjoy at Aqua Adventure Waterpark. Daily admission tickets, season passes, birthday party packages, swim lessons, and summer camps can be booked online at www.GoAquaAdventure.com.





Fremont Unified School District Updates

The outstanding staff and community of the Fremont Unified School District (FUSD) work together to educate, challenge, and inspire Fremont's exceptional students, preparing each to adapt and succeed in an ever-changing world.

CELEBRATING SCHOOL SUCCESS

In January, six FUSD elementary schools – Forest Park, Mission Valley, Joshua Chadbourne, Fred E. Weibel, Joseph Azevada, and Warm Springs – were named 2023 California Distinguished Schools by the California Department of Education. The program recognizes educational programs and practices based on their performance and



progress on assessment results, rates of student absenteeism, suspension rates, and socioeconomic data.

"Across FUSD, our schools provide world-class educational experiences and responsive support for each student. I am proud that the excellence of our educators, students, and families is being acknowledged at the state level," said FUSD Superintendent CJ Cammack.

The California Department of Education alternately recognizes elementary and secondary schools; FUSD's John F. Kennedy High School was named a Distinguished School in 2021.



MIDDLE SCHOOL CONVERSIONS

FUSD's three remaining junior highs – Centerville, Hopkins, and Thornton – are scheduled to convert to middle schools and are welcoming their first classes of sixth-grade students in the 2023-24 school year. The new and modernized facilities at these schools and others throughout the District are made possible by the Measure E Bond, which the Fremont community generously supported in 2014 to build and improve school facilities.

COLLABORATING TO BETTER OUR ENVIRONMENT

The City of Fremont is an outstanding partner in climate-friendly efforts across FUSD, and the support, expertise, and local data provided by the City are beneficial to FUSD's efforts to develop students' climate literacy.

As of this school year, every FUSD school and office diverts waste from landfills by composting. The City provided compost containers and presented at school assemblies to teach students how to compost and why it is so important. The City's Sustainability staff also contribute to various events, including training for FUSD educators to add an environmental focus to their instruction.

COMMUNITY INVOLVEMENT

Open to all community members, FUSD and the City Council host regular joint meetings with opportunities to hear about collaborative efforts to support our students and schools and provide feedback. Additionally, FUSD operates several committees and advisory groups that provide oversight and recommendations on topics ranging from spending bond funds to reviewing curriculum. Learn more at www.fremont.k12.ca.us/committees.

2023-24 ENROLLMENT NOW OPEN

FUSD is enrolling students for the 2023-24 school year, which begins on August 16, 2023. Children turning 5 years old by September 1, 2023, are eligible to enroll in kindergarten, and eligibility for transitional kindergarten enrollment has expanded to include children turning 5 by April 2, 2024. Enroll now at www.fremont.k12.ca.us/enrollment.



MORE UPDATES

Superintendent CJ Cammack hosted FUSD's first State of the District event in January. Watch the recording with updates on our students, staff, schools, and more by visiting www.fremont.k12.ca.us/series.

FUSD thanks its neighbors for their continued support of its learning community.



Earth Day FAIR

Join us for the free, family-friendly Earth Day Fair on Saturday, April 22, from 11 a.m. to 3 p.m. at Fremont’s Downtown Event Center and Plaza located at 3500 Capitol Ave. This rain or shine event will include indoor and outdoor exhibitors with booths. Meet with eco-friendly environmental experts and learn about new ways to go green, recycling and waste reduction, healthy eating, reducing your energy use at home, and more.

CHECK OUT ALL THERE IS TO DO:

- Earth Day entertainment, music, games, and art activities
- Free basic bike tune-ups provided by Centripedal Bike Shop
- Food trucks
- Confidential document shredding
- Free medication, syringes, and needles drop-off (sharps must be in approved containers)
- Eyeglasses donation drop-off
- Condiment and utensil collection drive
- Mercury thermometer exchange
- Fix-a-Flat workshop – for bike tires



Condiment & Utensil Collection Drive

During Fremont’s Earth Day celebration, the Environmental Services Division will once again be collecting sealed, unused takeout utensil packs and condiment packets commonly received with takeout and delivery meals. Check your cupboards, drawers, desks, and breakrooms and help us keep these items out of the landfill. Donated items will be given to local organizations and used for meal services.

For more information, visit city.fremont.gov/earthday.





Compost Give-Away 2023

The popular Compost Give-Away event returns on Sunday, April 2. Fremont households that participate in the green bin organics collection program are eligible to pick up two free bags of compost. This quality compost comes from our yard trimmings and food scraps and is carefully processed to be a useful soil amendment for landscaping.

In addition to the grass clippings and yard trimmings that go in the green bin,

adding other organic materials such as food scraps and food soiled paper is very important to reduce the amount of waste sent to the landfill. Landfilling organic materials contributes to climate change and is unnecessary since composting these items is easy. Please regularly compost your food scraps and leftovers, paper takeout containers, and food-soiled paper items like paper plates, cups, napkins, and paper towels.

Event Details:

- **WHEN:** Sunday, April 2, 2023 | 8 a.m. to noon (or while supplies last)
- **WHERE:** The Fremont Recycling & Transfer Station | 41149 Boyce Rd.
- **HOW:** Drive through and show your most recent Republic Services garbage bill as proof of participation. Helpers will load your compost bags into your trunk while you stay in your vehicle.
- **SPONSORED BY:** City of Fremont in partnership with Republic Services and the Fremont Recycling & Transfer Station.
- **FOR MORE INFORMATION:** Contact Republic Services at 510-657-3500.



Our Streets to the Bay

The Bay Area has seen a tremendous amount of rain this rainy season! Surely, it will sprout new growth, help our gardens, and hopefully ease the drought. Many people were impressed by the high levels of fast-moving water in Alameda Creek and other local flood channels and creeks. But, it was also easy to see that our waterways were overwhelmed with trash and litter as well. This created additional risks to homeowners and motorists as clogged storm drains lead to flooded streets.

A significant amount of debris floated out to the San Francisco Bay, yet much of the floating debris and trash collected along water banks, leaving a trail of pollution. Keeping our storm drain system functioning as designed and reducing the harmful effects of stormwater pollution starts with us. Please do your part to help preserve water quality, protect aquatic life, and our public health and safety!

COMMON SOURCES OF CLOGGED STORM DRAINS:

- Loose litter, such as fast-food packaging, candy bar wrappers, plastic bags, bottles and cans, Styrofoam, balls and toys.
- Yard waste such as leaves and landscape trimmings, dirt, and animal feces.

(Continues on page 11)



ONLY RAIN TO THE DRAIN

They drain directly to our creeks, streams, wetlands, and to the Bay, without any treatment.



(Continued from page 10)

- Overwatering and overfertilizing lawns, and hosing down driveways, walkways, and pool filters into the gutter.

DO YOUR PART:

- Practice the concept of reduce-reuse-recycle.
- Minimize single use items, switch to reusable materials, and properly dispose and recycle your waste.
- Do not overfill waste containers. Ensure each one has an attached lid and is closed when not in use.
- Pick up landscape trimmings and dispose of them appropriately.
- Do not litter and help pick up litter when you can.
- Pick up after your pets.
- Don't hose or pressure wash roofs, gutters, and/or driveways.
- Wash cars in commercial or designated car washing facilities, otherwise stick to dry cleaning methods, using minimal water.
- Avoid overwatering landscapes to the point of oversaturation, generating runoff.
- Drain wash waters from pools, spas, and fountains into drains connected to the sanitary sewer. No dumping in the streets or gutter – *Only Rain Down the Storm Drain!*

Recycling Tips

It's easy to feel confused about recycling, but there are few simple things to know that will make you a better recycler. Fremont's recycling program is designed for collecting and sorting the most common materials generated by nearly every household during the week. Cardboard boxes from online shopping, and mixed paper from our mail, food packaging, cereal boxes, tissue boxes, shoe boxes, etc. are straight forward and should always be placed in your recycling bin.

Containers made from glass, metal, and plastic should also be placed in your recycling. Glass items can be bottles or jars, but never window glass, broken mirrors, drinking glasses, or ceramic plates or mugs. Plastic items can be bottles, jars, tubs, or food take-out containers if they are rinsed clean and without food residue. Metal containers are usually beverage containers or tin cans. Items like metal cookie tins and clean aluminum foil can also go into the recycling bin.

Here are some additional tips to ensure what you toss ends up in the correct bin:



- **NO PLASTIC BAGS, PLEASE:** Plastic bags, bubble wrap, and other thin plastic films like shipping envelopes, dry-cleaning bags, chip bags, and the plastic wrapping around items such as paper towels are not accepted in Fremont's curbside program. If you want to go the extra mile, you can check to see if your grocery store has a drop-off option for your plastic bags and drop them off there.
- **KEEP ITEMS LOOSE:** It is important not to put all your recyclables in a plastic bag – your items should be placed loose inside your recycling bin.
- **MAKE SURE YOUR CONTAINERS ARE CLEAN, EMPTY, AND DRY:** A light rinse or swipe with a sponge or used paper towel can remove most food residue. Soap and water aren't necessary, but there should be no food and oil residue that will get onto other items in the bin.
- **FLATTEN CARDBOARD BOXES:** This not only makes the recycling sorting system more efficient, but it creates more room in your recycling bin and allows the lid on your bin to close fully which helps prevent litter in your neighborhood.

For more information visit city.fremont.gov/environment.

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Fremont, CA 94537

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RESIDENTIAL CUSTOMER

NOW HIRING!

POLICE OFFICERS

Entry-Level and Lateral

- 4 Work Days, 4 Days Off
- Intelligence-Led Policing
- Training and Career Development
- Various Assignment and Team Opportunities
- Generous Benefits; Paid On-Duty Workout
- Compensation Increase in July 2023 and 2024

COMPENSATION:

Officer Salary: \$117,496 – \$142,849 annually
Academy Salary: \$106,815 annually



\$10,000
Entry-Level
Hires

\$20,000
Lateral Hires



POLICE COMMUNICATIONS DISPATCHER

Entry-Level and Lateral

Salary Range: \$89,474–\$108,756 annually

Flexible Work Schedule

“One of the things I love about being a Dispatcher is you never quite know what the day will bring, and when you leave, there’s nothing left waiting for you when you come back. It’s a fresh slate.” —ERIN AGUILAR



\$5,000
Entry-Level
Hires

\$7,500
Lateral Hires



MORE INFO: www.fremontpolice.gov/hiring | **EMAIL US:** fpdrecruiting@fremont.gov | **CALL US:** 510-494-4660