



Detention Officer

The City of Fremont is accepting applications for two vacancies for Detention Officer in the Fremont Police Department.

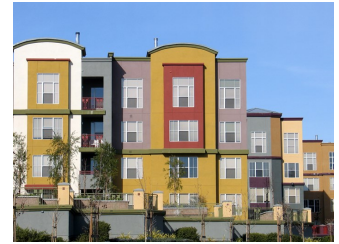
In compliance with the California Board of State and Community Corrections, Title 15, Division 1, the City of Fremont is required to maintain a specific ratio of male and female detention officers. This recruitment will be used to fill an immediate female and a male vacancy.

Salary

\$60,663—\$73,725
Annually

Filing Date

First review of applications:
Noon June 18, 2018



About Us

Fremont is a well-managed and innovative city, and has recently generated national attention by placing in Money Magazine's top 50 "Best Places to Live 2016" in the country, and ranking 4th on the "Most Family Friendly" list of California cities by Estately. Located in the heart of the Bay Area and Silicon Valley, Fremont prides itself on innovation, green technology, a low crime rate, great schools, a low unemployment rate, quality parks and nearby open space, and an incredibly diverse population of over 235,439 residents. As a full service city, Fremont employs over 915 regular employees and has a General Fund budget of \$192.2 million for the 2017-18 fiscal year.

Fremont is an employer that values its people, creativity, quality service, integrity, open communication, collaboration, mutual respect, and diversity. Employees find their work challenging, yet rewarding, and most importantly, enjoy the chance to make a difference through public service. [Think Fremont!](#)

The Position

This critical Detention Officer position will have constant contact with prisoners to secure the Fremont Detention facility and ensure a safe and secure environment for prisoners while safeguarding their constitutional rights. Detention Officers are required on a daily basis to perform searches on prisoners in search of weapons and contraband. A type of daily search required, but not limited to, is a custody search (which involves a pat down over the clothes). The incumbent must be willing and able to work rotating shifts and irregular duty assignments; have an interest in law enforcement work, satisfactory record as a law abiding citizen; poise; alertness; keenness of observation; firmness; tact; reliability; good judgment; and a state of physical and mental health consistent with the ability to perform assigned duties. [Visit our website to see the complete job specification.](#)

The Ideal Candidate

The Fremont Police Department is searching for an effective team player who is able to multi-task in a fast-paced work environment. The Detention Officer must be able to learn the basic operating procedures of a modern police department and detention facility, as well as, the laws, policies and regulations related to detention facility operation. In addition, the successful candidate will be able to communicate effectively with people from a variety of socio-economic backgrounds.

Special Requirements

The Fremont Police Department Detention Facility is required by law to maintain a specific ratio of male and female Detention Officers to the number of male and female prisoner population (California Board of State and Community Corrections, Title 15, Division 1). Therefore, this selection process will be used to establish an employment list to fill an immediate female vacancy and a male vacancy. This list will be used to fill any future vacancies for the life of the employment list.

Examples of What You Will Do

- Searches and books prisoners
- Takes fingerprints and photographs
- Takes custody of prisoners property and issues property receipts
- Instructs prisoners in detention procedures, including telephone call rights
- Maintains safe and effective custody of prisoners
- Keeps and completes a variety of records and reports
- Enters and receives a variety of information from law enforcement computer information networks
- Receives bail money
- Releases prisoners when and as authorized and completes related records
- Observes prisoners for medical symptoms and initiates action to provide medical care when necessary
- Ensures that prisoners are properly fed, clothed and otherwise cared for
- Performs a variety of other duties in support of the police department detention functions

Minimum Qualifications

Any combination of education and/or experience that has provided the knowledge and skills necessary to satisfactory job performance would be qualifying. A typical way to obtain the required knowledge and skills would be: Graduation from an accredited high school (GED or CHSPE may be substituted for a high school diploma) and some public contact experience. Possession of a Class C California driver's license at the time of appointment and satisfactory driving record is required. Failure to possess or maintain the valid required license shall result in discipline up to and including termination of employment.

Benefits

The City of Fremont offers a diverse benefits package to better your work-life balance. The benefits include, but are not limited to the following highlights:

- CalPERS retirement plan. Classic Employees—2.0% at 60; New Employees—2.0% at 62; required PERS contribution vary by plan. All required contributions are tax deferred
- 12 paid holidays, 1 floating holiday and 192 annual leave hours
- Cafeteria Benefit Plan of \$2,022/month, for employees including medical, dental and vision plans through Teamsters Local 856 Health & Welfare Trust. Health, Child Care, and commuter expenses can be paid pre-tax
- City paid life and long term disability insurance
- Comprehensive wellness program

This position is represented by Teamsters Local 856. The probationary period is 12 months. Refer to CalPERS website for complete definitions of Classic and New employees, www.calpers.ca.gov. [Visit our website to see our complete benefits summary.](#)

Tentative Recruitment Schedule

First review of applications: Noon on June 18, 2018

Invitation to Written Exam: Week of June 25, 2018

PHQ: Week of July 23, 2018

Oral Board Interviews: TBD

Selection Process

The selection process includes a written exam through the National Testing Network, personal history questionnaire, oral panel interview, polygraph exam, a full police department background and other test related components. Final appointment is contingent upon passing a medical which includes drug testing. 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. This recruitment may close without notice.

Reasonable Accommodation: Human Resources will make reasonable efforts 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) 494-4660. The City of Fremont is an Equal Opportunity Employer.

How to Apply

Apply online at www.fremont.gov/cityjobs. Our online applications are mobile-friendly. You must submit an online application and resume to be considered. The City of Fremont is an Equal Opportunity Employer.

[Apply](#)

Recruitment No. 18POL01
Human Resources
City of Fremont
3300 Capitol Ave, Bldg B.
Fremont, CA 94538

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

Supplemental Questionnaire

The completion of this supplemental questionnaire is required for your application to be considered for the position, and is an integral part of the examination process.

This supplemental questionnaire will be used to assess your experience as it relates to the position of Detention Officer. Your responses will be evaluated and will assist in determining which applicants receive further consideration in the examination process. Your responses must be verifiable with the information provided in your application.

1. The Fremont Police Department Detention Facility is required by law to maintain a specific ratio of male and female Detention Officers to the number of male and female prisoner population (California Board of State and Community Corrections, Title 15, Division 1). Select the position you are applying for.
 - I am applying for the female recruitment
 - I am applying for the male recruitment
2. Possession of a Class C California driver's license at the time of appointment and satisfactory driving record is required for this position. Select the option that applies to you.
 - I currently possess a valid California Class C driver's license
 - I currently do not possess a valid California Class C driver' s license
 - I currently do not possess a valid California Class C driver's license but can obtain one by the time of appointment
3. What is your highest level of education?
 - High School diploma or equivalent
 - Associate's degree
 - Bachelor's degree
 - Graduate degree
 - None of these apply
4. How many years of professional work experience do you have in a position with extensive public contact?
 - Less than 1 year
 - 1-2 years
 - 2-3 years
 - 3 or more years
5. Detention Officers are required on a daily basis to perform searches on prisoners in search of weapons and contraband. A type of daily search required, but not limited to, is a custody search (which involves a pat down over the clothes). How willing are you to do this essential function of this position?
 - Willing
 - Not Willing
6. In 300 words or less please describe how you would prepare a prisoner for transport who is not responding to your verbal commands and has said she will not leave her cell.