

POLICE CHIEF

FREMONT, CA

*A transformational opportunity to
shape the future of policing.*





An innovative, high-tech city with a growing economy and a vibrant community life, Fremont is a City moving forward.

THE COMMUNITY

Centrally located and serving as the eastern anchor of the San Francisco Bay Area and Silicon Valley, the City of Fremont (population 232,619) is the region's fourth largest city and a vibrant center of innovation, culture, and community life. Once an agricultural hub of five small towns, Fremont has evolved into a leader in technology and advanced manufacturing, while maintaining the feel of a connected, diverse, and strategically urban community.

Spanning 92 square miles, Fremont is home to more than 42 million square feet of office, R&D, manufacturing, and warehouse space. Over 1,200 cutting-edge companies in clean technology, life sciences, and advanced manufacturing—including Tesla, Lam Research, Thermo Fisher Scientific, Boston Scientific, Meta, and Western Digital—call Fremont home. The Fremont Innovation District continues to attract start-ups and entrepreneurs, with hundreds of millions of dollars in venture funding fueling new ideas and growth.

Fremont's connectivity within the Bay Area is unmatched. The Warm Springs/South Fremont BART station opened in 2017, and the extension to San José now links Fremont directly to the heart of Silicon Valley by rail. Investment in the Warm Springs area is driving both employment and housing growth, while downtown Fremont is transforming into a vibrant, walkable mixed-use district. Fremont offers an exceptional quality of life. The community enjoys a high rate of homeownership, excellent public schools, safe neighborhoods, and one of the lowest unemployment rates in the region. Median household income is approximately \$176,350, and nearly 65.8% of residents hold a bachelor's or advanced degree. The City is also one of

the most diverse in the country, with more than 80 percent of residents identifying as members of minority communities, including a majority being of Asian descent.

Fremont's livability is recognized nationwide. WalletHub rated it the best place to raise a family in the nation, and it is also recognized as the Happiest City in the U.S. Fremont also became the first city nationally to earn the SolSmart Platinum designation, affirming its leadership in solar energy deployment and climate action. The League of California Cities also awarded it top honors for climate action initiatives.

An innovative, high-tech city with a strong economy, diverse community, and enviable quality of life—Fremont is a city on the move and a model for the future of the Bay Area.

CITY GOVERNMENT

Incorporated on January 23, 1956, Fremont is a General Law City operating under a Council/Manager form of government. The City Council is comprised of one Mayor elected at large and six Councilmembers elected by district. Together, the City Council adopts the City budget and makes all major policy decisions.

The City Council is assisted in its duties by a variety of advisory boards, commissions, and committees, whose members are appointed by the Mayor, subject to the approval of the Council. The City Council also appoints both the City Manager and the City Attorney. City departments include City Attorney; City Clerk; Community Development; Community Services; Economic Development; Finance; Fire; Human Resources; Human Services; Information Technology Services; Maintenance Operations; Police; and Public Works. Garbage collection and recycling are provided through contract with Republic Services.

Fremont maintains a workforce of approximately 1,007 FTE and is an employer that values its people, creativity, quality service, integrity, open communication, mutual respect, and diversity. City employees find their work challenging, and most importantly, enjoy the chance to make a difference through public service.

Fremont's FY 2025-26 General Fund Budget is \$277.8 million. Reflecting changes at the national level, including the recent imposition of higher tariffs on imported goods, the local economy is expected to slow down over the next few years. The City is committed to financial stability and continues to maintain expenditure levels that are supported by projected ongoing resources.

Fiscal discipline and wise stewardship have served the City well over the years and remains the City's philosophy. Fremont continues to dedicate resources to important economic development, capital projects, and legislative advocacy initiatives while remaining committed to fulfilling the City Council's vision that Fremont will be a strategically more urban, vibrant, sustainable, well-designed, diverse, and globally connected economic center anchored by strong neighborhoods, community pride, an involved citizenry, and an outstanding quality of life.

During its annual retreat in February 2025, the City Council emphasized economic development as the key driver to ensure future financial stability and renewed its commitment to key priorities:

- Economic Development and Fiscal Sustainability
- Environmental Sustainability
- Focus on Public Safety
- Addressing Homelessness

To learn more about Fremont, visit: <https://www.fremont.gov/>

THE POLICE DEPARTMENT

The Fremont Police Department (FPD) is a progressive and highly respected law enforcement agency serving one of the most diverse and dynamic communities in the Bay Area. Founded in 1956, the Department has grown alongside the City and is now recognized for its commitment to innovation, professionalism, and community partnerships. The Department values a culture of proactive policing, community engagement, and data-driven decision making.

The Police Department is responsible for safeguarding lives and property and enhancing public safety. Protective services include 9-1-1 response, traffic and law enforcement, crime trend analysis, crime investigation and prevention, and Special Response Team (SRT) operations. Furthermore, the Police Department operates the Community Engagement team, detention



facility operations, property, evidence and records management, and animal control/shelter services.

FPD is supported by approximately 330 dedicated employees, including 205 sworn officers and 125 talented professional staff, and a FY 2025/26 Budget of \$127.8 million.

The next Chief of Police will join an agency with a dedicated workforce and supportive City leadership. Fremont remains one of the safest large cities in California, and FPD’s longstanding investment in data-driven policing, advanced technology, and transparent community engagement contributes to effective service delivery.

At the same time, population growth, leadership changes, and evolving service needs create meaningful opportunities for the next Chief to guide the Department into its next chapter.

Opportunities for the Next Chief

- Champion a cohesive culture rooted in integrity, transparency, and accountability.
- Advance contemporary strategies to address workforce hiring, development, mentoring and succession planning.
- Guide innovative efforts to further reduce crime and improve the quality of life, including pursuing creative and collaborative approaches to mental health and homelessness related service demands.
- Continue to build upon community relationships and partnerships while ensuring equity in responsiveness and service delivery.



THE IDEAL CANDIDATE

The City of Fremont is seeking a highly engaged and visionary policing professional to serve as its next Police Chief. The ideal candidate will be an inspiring servant leader, driven by a sense of purpose, who is known for being authentically connected to their department and the community. Competitive candidates will have impressive careers that reflect numerous impactful accomplishments, including delivering high-quality, equitable services to diverse communities and being a meaningful contributor to achieving citywide priorities. The demonstrated ability to confidently lead change and maintain discipline around department priorities will also be critical for the new Chief’s success.

This individual selected will have a record of leading with a transparent, highly communicative and unwavering approach that prioritizes fairness and accountability across a department, regardless of role or rank. They will be a collaborative, supportive and politically astute leader who values productive working relationships with members of their department, city leadership and staff, as well as the community. As a role model in the industry, a reputation for uncompromising integrity and consistently upholding high standards for professionalism and conduct will be expected. The successful candidate will also have a reputation for creating a supportive, cohesive, and inclusive culture that values people, their voices and contributions.

Known for their high emotional intelligence, compassion, and excellent communication skills, the ideal candidate will excel at building resilient relationships grounded in trust. Extensive experience working productively with unions and adeptly navigating a variety of workplace challenges will be expected. As an experienced policing professional

dedicated to continuous improvement, they will have recent and relevant achievements in recruiting, training, and developing a high-performing and energized workforce.

This approachable leader will be highly visible, engaging regularly with both the community and staff at all levels of the Department. Embracing a “one city” mindset, the next Chief will also intentionally integrate FPD into the broader organization and work closely with other departments and regional partners to advance City Council and community priorities. To that end, the ability to delicately balance the internal and external demands of the job will be carefully evaluated.

Fremont’s Police Chief must be knowledgeable of current state and federal laws, stay abreast of industry trends, and embrace innovation. The ideal candidate will also be well-versed in current and emerging uses of data and technology, modern crime-prevention strategies, and effective community engagement. As a contemporary policing professional, they will be open-minded about service delivery models and will offer demonstrated results in maximizing resources and leading sound operational changes. Strong business acumen and experience managing large budgets are prerequisites for success in this organization.

A combination of education, experience, and training that provides the necessary knowledge, skills, and abilities is required. A typical combination includes ten years of progressively responsible administrative law enforcement experience with a minimum of three years in a supervisory and management role, preferably in a municipal police department or other public agency. A Bachelor’s degree in police science, criminology, public administration, or a related field is required. A Master’s degree in a related field, POST Management Certificate, and/or completion of the POST Command College Program, FBI National Academy, or similar leadership development program is highly desirable.



Application & Selection Process

The closing date for this recruitment is **11:59 pm on Sunday, January 4, 2026**. To apply for this opportunity, upload a cover letter, resume, and a list of six professional references using the "Apply Now" feature at www.tbcrecruiting.com



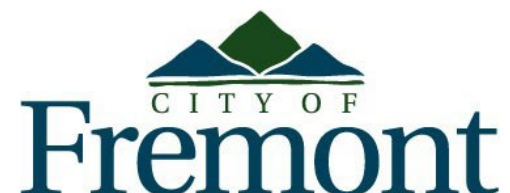
Teri Black • 424.285.1548

Suzanne Mason • 562.631.2500

TERI BLACK & COMPANY, LLC

www.tbcrecruiting.com

After the closing date, the consultants will grant preliminary interviews to applicants with the most relevant qualifications. Candidates deemed the best qualified will be expected to participate in selection activities scheduled for early next year. The City anticipates making an appointment shortly, thereafter, following the completion of negotiations and California POST-compliant background and reference checks. Please note that references will not be contacted until mutual interest has been established.



COMPENSATION & BENEFITS

The annual salary range for the Police Chief is \$263,669 - \$367,079; placement within the range is dependent on qualifications and experience. Salary is supplemented by an attractive benefits package including:

Retirement: CalPERS Program

- 3% at 50, for Classic members hired before 4/8/12.
- 3% at 55, for Classic members hired after 4/8/12.
- 2.7% at 57, for new PEPRA members hired after 1/1/13.

City Paid Health Benefits Allowance:

Monthly allowance of \$2,900 towards medical (CalPERS), dental, and vision programs effective January 1, 2026.

- Employees are eligible to receive up to \$580 per month if the full allowance is not allocated towards health programs.

Retiree Medical: Reimbursement program available based on years of service. Consideration will be given for prior years of public service experience.

Annual General Leave: Starting at 108 hours annually and increasing with years of service (consideration given for prior years of public agency experience). Consideration will be given for prior years of experience.

Management Leave: Starting at 80 hours annually.

Bereavement Leave: Up to 5 days (40 hours) of leave.

Holidays: 13 paid holidays and 1 floating holiday (112 hours paid annually).

Life Insurance and AD&D: Provided coverage up to \$100,000; optional supplementary insurance available at employee's expense.

Long-term Disability: City Paid at 2/3 monthly salary up to \$10,000 per month.

Short-term Disability: City paid monthly salary up to \$2,500 per week.

Deferred Compensation Programs: The City provides two deferred compensation providers for employees to make employee-paid contributions.

Uniform Allowance: \$1,500 annually.

Employee Assistance Program: Program provided.