



# Fremont Police Department **2023 Annual Report**



Fremont Police Department  
2000 Stevenson Blvd  
Fremont, CA 94538  
[fremontpolice.gov](http://fremontpolice.gov)





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## **Message from Chief Sean Washington**

In 1829, Sir Robert Peel said, "The police are the public, and the public are the police." In 2023, the City of Fremont was a prime example of effective partnerships between law enforcement and the community. As the Chief, I am honored to share our police department's annual report with the community, which will highlight our initiatives and accomplishments and provide important information.

Our police department is committed to transparency and providing as much information to our community as possible. We release an annual report, as well as our annual Military Equipment Use Report and School Resource Officer Annual Report, to the public. We will soon provide a summary of our Community Advisory Board (CAB) meetings. Our department's Strategic Plan, which will be developed with input from our community, is expected to be finalized in 2024. This plan will provide a framework for addressing our community's priorities in the next few years.



**Chief Sean Washington**

As mentioned above, in 2023, community partnerships and engagement helped develop crime mitigation strategies. Our department focused our efforts on the priorities of our community, utilizing information from our City Council and our FPD Community Survey. Utilizing our professional judgment and expertise, we deployed resources in the best way possible to address as many priorities as possible. Due to the efforts of talented members of our department, FPD was awarded a \$2.5 million grant to focus on organized retail crime and other crimes impacting our City. The funds will be used to staff and equip a Real Time Information Center (RTIC). In partnership with Fremont Fire, we also engaged with our community and prepared the department to deploy one of the first public safety Drone as First Responder (DFR) Programs.

As many of you know, police staffing is an ongoing challenge for the FPD and other law enforcement agencies nationwide. Despite this challenge, I want to express how proud I am of our staff for their continued professionalism. These individuals go the extra mile to keep the Fremont community safe and minimize the impact of criminal activities. As a result of their efforts, our crime rate has remained stable. I commend and thank our sworn and professional staff for their dedication and hard work.

Sincerely,

A handwritten signature in blue ink, appearing to read "S. Washington".

Chief Sean Washington  
May 6, 2024





## Our Department/Executive Command Staff



Chief of Police  
Sean Washington

**Office of the Chief** oversees all aspects of the police department and is dedicated to providing internal support services to the organization. Led by the Chief of Police, the office manages Business Services, Media Relations/PIO, and the Special Investigator to the Chief. The office also oversees the Chief's Community Advisory Group and the Chief's Youth Advisory Board.

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Deputy Chief of Police  
Lance Brede

### **Office of Professional Standards and Accountability**

Led by Deputy Chief of Police Lance Brede, the office enhances overall operations, administrative functions, productivity, and accountability (Internal Affairs) within the Department. The office also manages the Records Unit and the Public Affairs Unit.

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Captain John Harnett

### **Administrative Operations Division**

Led by Captain John Harnett, the division provides support services to the organization and our community. The division includes the Crime Lab, Dispatch, Detention, Personnel (Recruitment and Training), Property and Evidence, Special Response Team (SRT), Animal Services, and the Tri-City Animal Shelter.

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Captain Eric Tang

### **Patrol Division**

Led by Captain Eric Tang, the division is responsible for a variety of emergency and non-emergency situations; the patrol division initiates criminal investigations and consists of several specialized units: Canine (K-9), Community Service Officers (CSO), Crime Reduction Unit, Mobile Evaluation Team (MET), Parking Compliance, Red Light Program, and the Traffic Unit.

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Captain Matt Snelson

### **Special Operations Division**

Led by Captain Matt Snelson, the division provides investigative and operational support functions for the Department and is comprised of Investigations (Detectives), Major Crimes Task Force, Strategic Intelligence and Analysis, Real-Time Information Center, School Resource Officers (SRO), and Court Liaison.



## **Command Staff**



**Lieutenant  
Matthew Bocage**  
Patrol



**Lieutenant  
Heidi Kindorf**  
Personnel, Training,  
and Internal Affairs



**Lieutenant  
Bryce Loughery**  
Patrol



**Lieutenant  
Ramin Mahboobi**  
Patrol and Traffic



**Lieutenant  
Jared Morrison**  
Special Operations



**Lieutenant  
Paul McCormick**  
Administrative  
Operations



**Lieutenant  
Veronica Rodrigues**  
Patrol



**Lieutenant  
Calvin Tang**  
Patrol



**Brandy Bryant**  
Records Manager



**Johanna Canaday**  
Strategic  
Intelligence and  
Analysis Manager



**Amy Gee**  
Public Affairs  
Manager



**Kelly Miott**  
Animal Services  
Manager



**Angela Ruiz**  
Dispatch/  
Public Safety  
Communications  
Center Manager

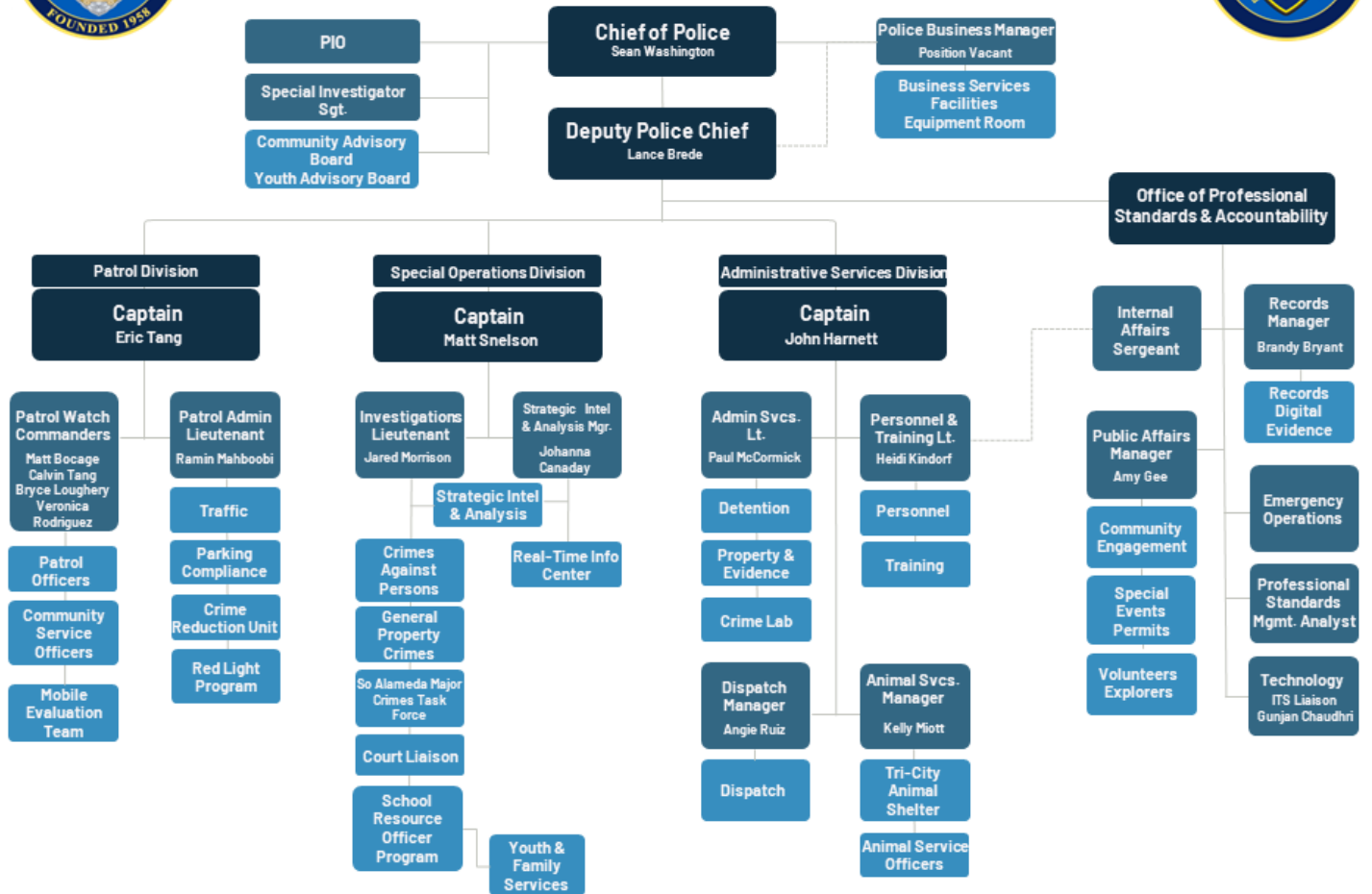
At the time of this report, the Business Manager position is vacant.



# Table of Organization



## FREMONT POLICE DEPARTMENT FY 2023-2024 329.5 FTE (204 SWORN - 125.5 PROFESSIONAL)







# MISSION

Public Safety through Professional Law Enforcement

# VISION

A Continuing Tradition of Excellence



# VALUES

- **Dedication** - Fremont Police employees are loyal to the community, profession, and organization. We fulfill our mission by constantly improving and acting in a selfless manner.
- **Integrity** - Fremont Police employees are fully forthcoming and honest. We do not hide our mistakes. We derive our authority from the community. Integrity, truthfulness, and justice are the cornerstones of our interaction with each other, our community, and our profession.
- **Professionalism** - Fremont Police employees strive to do the right thing all the time, based on our skills and knowledge. We subscribe to a rigorous code of conduct and continued self-development. We represent the organization and the profession in a positive way.
- **Community Partnership** - Fremont Police employees value our relationship with the community. Effective policing requires public trust and support. We work to build trust, cooperation, and communication with all members of our public.





# STRATEGIC GOALS

## Internal Goals

- **Hiring and Recruitment:** Our Department's #1 goal is staffing, particularly police officer and dispatcher positions, in order to cope with current vacancies, expected retirements, and the growth of the City.
- **Wellness:** Our Department strives to improve our overall employee wellness, which improves morale, increases productivity, and helps to recruit and retain staff.

## Operational Goals

- **Reduction of Burglaries:** Our Department aims to reduce burglaries, particularly residential and auto burglaries.
- **Reduction of Injury Collisions:** Our Department aims to reduce injury collisions, preventing the loss of life as they are extremely impactful to the community.



## Budget (FY2023/2024 Adopted)



**\$100,110,375**  
Salary & Benefits



**\$5,499,007**  
Operating  
Expenditures



**\$1,675,970**  
Capital  
Expenditures



**\$11,140,810**  
Indirect  
Expenses  
Allocation



**\$118,426,162**  
Total Operating  
Funds  
(99% General  
Fund & 1% Grant)

Operating Funds by Major Service Area	FY 2023/2024 Adopted
Patrol Operations/Dispatch	\$66,561,795
Administration/Records	\$26,055,982
Investigations	\$14,731,997
Detention and Evidence Storage	\$3,119,469
Animal Services	\$1,926,687
Community Engagement/Public Affairs/School Resource Officer (SRO)	\$4,010,555
Mobile Evaluation Team	\$1,297,404
SWAT Team - currently known as Special Response Team (SRT)	\$722,273
<b>TOTAL POLICE</b>	<b>\$118,426,162</b>

- \* Total Operating Funds include contract services with Union City Dispatch, Fremont Unified School District School Resource Officer (SRO) Program, and contracts such as reserves, task force, jail, etc.
- Link to City of Fremont financial and budget reports:  
<https://www.fremont.gov/government/departments/finance/financial-reports>



## Crime Statistics

Data from calendar year 2023 unless otherwise noted



**16,889**

Original Police Reports  
Documented

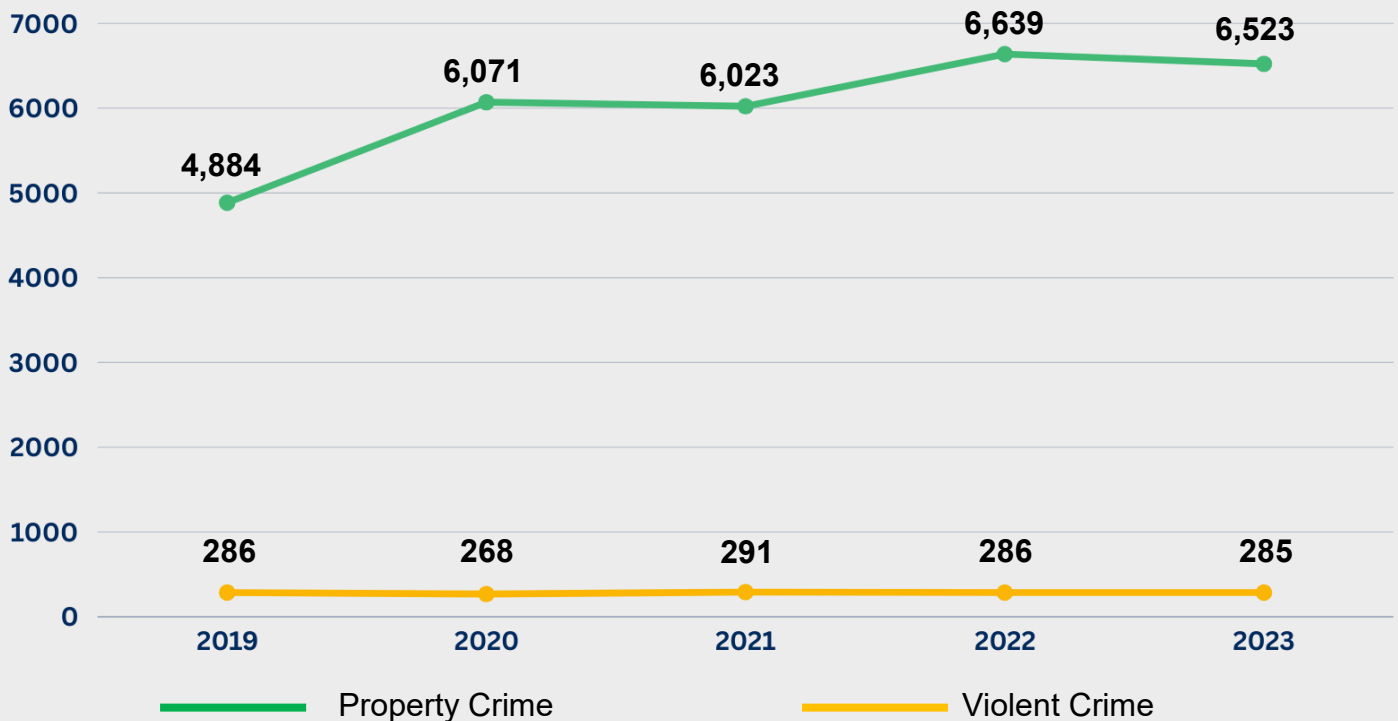


**2,322**

Total Arrests

In order to provide some annual comparative data, we analyzed internal statistics. Data is sourced from FPD's Automated Reporting System (ARS). Property crime and Violent crime are defined by crime categories that are closely aligned with FBI's UCR historical reporting categories. **Property Crime decreased 2% and Violent Crime remained unchanged since 2022.**

### Five Year Annual Comparative Data 2019 - 2023







## Crime Statistics

Data from calendar year 2023 unless otherwise noted

Since May 2022, Fremont Police Department uses the federally mandated National Incident-Based Reporting System (NIBRS). NIBRS captures details about the offenses, victims, offenders, and locations of specified crime types. Compared with the previous crime data collection system, NIBRS collects significantly more detailed data for each individual criminal incident, representing a substantial shift from previous years. NIBRS allow for a more transparent approach to crime reporting for the public. The following data for calendar year 2023 was queried and submitted to NIBRS on 2/14/2024. Data is subject to change and based on reports that have been initiated. Some reports may be reclassified at a later time. For additional information and data submitted to NIBRS, visit: <https://www.fbi.gov/how-we-can-help-you/more-fbi-services-and-information/ucr/nibrs>

Offense	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Total
Murder	0	1	0	0	0	2	0	0	0	2	1	1	7
Negligent Manslaughter	0	1	0	1	0	0	0	0	0	0	0	0	2
Justifiable Homicide	0	0	0	0	0	0	0	0	0	0	0	0	0
Non-consensual Sex Offenses:													
Rape	4	3	2	0	1	0	2	1	0	0	0	0	13
Sodomy	1	0	0	1	0	0	1	3	1	0	0	0	7
Sexual Assault with	0	0	0	1	0	0	1	0	0	0	0	0	2
Fondling	0	2	3	1	3	2	2	6	4	7	2	4	36
Aggravated Assault	23	21	22	21	27	27	14	28	31	25	19	15	273
Simple Assault	69	52	68	64	72	69	75	81	79	50	67	42	788
Intimidation	9	9	13	11	8	7	4	6	2	14	8	2	93
Kidnapping/Abduction	5	4	3	1	0	2	1	2	2	1	0	2	23
Consensual Sex													
Incest	0	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	1	0	0	0	0	0	2	0	0	0	0	0	3
Human Trafficking, Commercial Sex Acts	0	0	0	0	0	0	0	0	0	0	0	0	0
Human Traffic, Involuntary Servitude	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Crimes Against Persons Total</b>	<b>112</b>	<b>93</b>	<b>111</b>	<b>101</b>	<b>111</b>	<b>109</b>	<b>102</b>	<b>127</b>	<b>119</b>	<b>99</b>	<b>97</b>	<b>66</b>	<b>1,247</b>





<b>Offense</b>	<b>Jan</b>	<b>Feb</b>	<b>Mar</b>	<b>Apr</b>	<b>May</b>	<b>Jun</b>	<b>Jul</b>	<b>Aug</b>	<b>Sept</b>	<b>Oct</b>	<b>Nov</b>	<b>Dec</b>	<b>Total</b>
Robbery	13	6	23	10	15	12	14	17	12	8	11	14	<b>155</b>
Burglary/Breaking & Entering	84	76	85	182	67	62	56	75	160	62	77	162	<b>1,148</b>
Larceny/Theft Offenses	379	384	375	323	362	325	324	293	300	232	263	249	<b>3,809</b>
Motor Vehicle Theft	100	43	79	82	126	120	131	142	121	118	105	119	<b>1,286</b>
Arson	4	2	2	3	1	5	2	3	0	5	3	3	<b>33</b>
Destruction of Property	77	55	59	62	63	77	58	64	61	50	55	39	<b>720</b>
Counterfeiting/Forgery	1	2	2	3	4	4	13	10	4	3	4	0	<b>50</b>
Fraud Offense	137	119	116	115	119	97	122	120	88	82	83	99	<b>1,297</b>
Embezzlement	0	0	1	0	2	0	2	2	3	1	1	1	<b>13</b>
Extortion/Blackmail	0	0	0	1	0	0	0	1	1	1	1	0	<b>5</b>
Bribery	0	0	0	0	0	0	0	0	0	0	0	0	<b>0</b>
Stolen Property Offenses	7	12	12	4	11	5	9	4	15	10	4	5	<b>98</b>
<b>Crimes Against Property Total</b>	<b>802</b>	<b>699</b>	<b>754</b>	<b>785</b>	<b>770</b>	<b>707</b>	<b>731</b>	<b>731</b>	<b>765</b>	<b>572</b>	<b>607</b>	<b>691</b>	<b>8,614</b>

<b>Crimes Against Society Total</b>	<b>56</b>	<b>45</b>	<b>53</b>	<b>39</b>	<b>47</b>	<b>52</b>	<b>67</b>	<b>70</b>	<b>51</b>	<b>75</b>	<b>33</b>	<b>36</b>	<b>624</b>
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<b>Total Group A Offenses</b>	<b>970</b>	<b>837</b>	<b>918</b>	<b>925</b>	<b>928</b>	<b>868</b>	<b>900</b>	<b>928</b>	<b>935</b>	<b>744</b>	<b>737</b>	<b>793</b>	<b>10,483</b>
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\***Crimes Against Society** include incident types such as drugs, gambling, prostitution, etc.

Not displayed is Total Group “B” Offenses which include loitering, DUI, trespass, disturbances, etc.

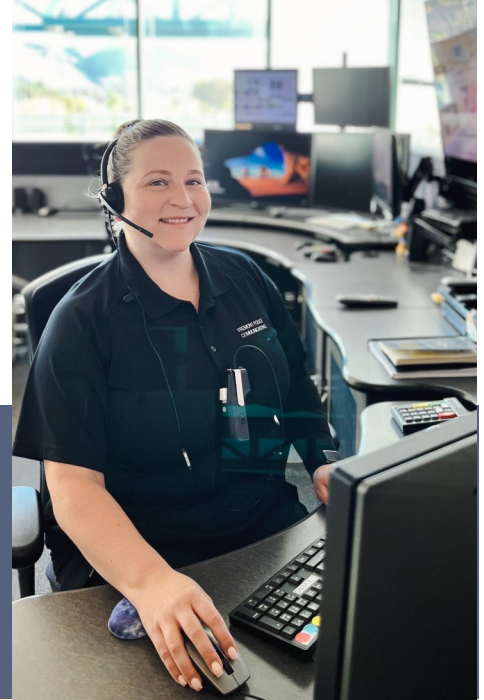
For offense definitions:

<https://bjs.ojp.gov/data-collection/national-incident-based-reporting-system-nibrs#0-0>



## Communications (Dispatch) Center

The Communications (Dispatch) Center answers both 9-1-1 and non-emergency calls from the public and provides dispatching services to the City of Fremont and the City of Union City. Dispatchers are a critical component to communicating with our community. In addition to communicating with officers and department staff, dispatchers direct the appropriate resource (medical aid, law enforcement, etc.) to emergencies and other calls for service.



**110,628**

Fremont Calls for Service (CFS)

**37,186**

Fremont Calls for Service (CFS)  
Dispatched

**297,302**

Total 911, Emergency, and  
Non-Emergency Calls  
Received by Dispatch for  
Fremont and Union City.

Our Dispatch Center answers an average of **815** calls per day!

## Investigations

The Investigations Unit is comprised of highly trained specialized police officers (detectives) who utilize their training and skills to provide critical investigative work on crimes impacting our community. The unit consists of Crimes Against Persons (CAP), General Investigations (GEN), and the Major Crimes Task Force (MCTF). With Intelligence-Led Policing (ILP) as a foundation, the Strategic Intelligence and Analysis Unit utilizes technology and analysis that contribute to crime reduction strategies. Investigations also oversee the **Gun Violence Reduction Team (GVRT)**, which was formed in 2021 with a proactive approach on reducing gun violence and an emphasis on quickly investigating all firearm-related incidents to include shootings, brandishing, or possession.

	2021	2022	2023
<b>Shooting Cases</b>	41	31	24
<b>Firearm Arrests</b>	62	62	78
<b>Firearms Recovered</b>	199	294	570*



### Other Investigations

- **219** Missing Persons
- **11** Home Invasion Robberies
- **12** [Hate Crimes](#)
- **7** Homicide victims

\* 2023 Firearms recovered include those from a gun buyback program.

Learn more about our Investigations Unit at: <https://fremontpolice.gov/investigations>



## Major Press Releases/Case Highlights

Below is a list of press releases pertaining to major incidents or investigations. Dates listed indicate the date of incident, not the date of publishing. To view all press releases, visit: <https://www.nixle.us/fremont-police-department-ca/>

- **February 6, 2023**, Fatal Traffic Collision <https://local.nixle.com/alert/9914137/>
- **February 16, 2023**, Homicide in area of Stevenson/Paseo Padre <https://local.nixle.com/alert/9928587/>
- **February 16, 2023**, Murder Charge Filed Against Suspect In Homicide Investigation <https://local.nixle.com/alert/9938079/>
- **April 8, 2023**, Shooting Investigation <https://local.nixle.com/alert/10025975/>
- **April 8, 2023**, Shooting Investigation Update <https://local.nixle.com/alert/10026697/>
- **April 8, 2023**, Three Suspects Charged in Connection with Shooting in Fremont <https://local.nixle.com/alert/10035967/>
- **April 25, 2023**, Fatal Traffic Collision <https://local.nixle.com/alert/10058833/>
- **April 28, 2023**, Fatal Hit-and-Run Traffic Collision <https://local.nixle.com/alert/10063839/>
- **May 1, 2023**, Fatal Traffic Collision <https://local.nixle.com/alert/10068077/>
- **May 12, 2023**, Traffic Collision <https://local.nixle.com/alert/10117523/>
- **June 5, 2023**, Murder-Suicide Investigation <https://local.nixle.com/alert/10128189/> <https://local.nixle.com/alert/10147577/>
- **June 10, 2023**, Repeat Offender Charged with Several Sexual Crimes and Battery on a Peace Officer <https://local.nixle.com/alert/10188983/>
- **June 30, 2023**, Fatal Traffic Collision <https://local.nixle.com/alert/10186601/>
- **July 5, 2023**, Catalytic Converter Theft Series Led to Recovery of Firearms <https://local.nixle.com/alert/10184623/>
- **August 17, 2023**, Juveniles Arrested After Driving Two Stolen Vehicles in Fremont <https://local.nixle.com/alert/10274379/>
- **August 24, 2023**, Fatal Traffic Collision <https://local.nixle.com/alert/10289859/>
- **October 25, 2023**, Homicide <https://local.nixle.com/alert/10392613/>
- **October 18, 2023**, Infant Dies from Fentanyl Exposure, Mother Arrested <https://local.nixle.com/alert/10411557/>
- **October 25, 2023**, Homicide Investigation Update – Suspect Arrested <https://local.nixle.com/alert/10413355/>
- **November 12, 2023**, Shooting Suspect Charged with Murder and Attempted Murder <https://local.nixle.com/alert/10423041/>
- **November 17, 2023**, Suspect Arrested for Attempted Murder <https://local.nixle.com/alert/10429727/>
- **December 19, 2023**, Homicide Suspects Arrested in Shooting Death <https://local.nixle.com/alert/10496773/>



## Use of Force (UOF)



**109**

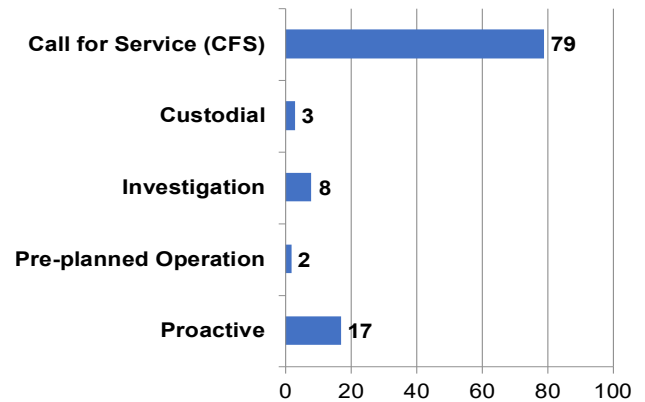
Incidents with  
Use of Force



**0.29%**

Use of Force Rate  
(of 37,186 Fremont  
Calls Dispatched)

### Type of Service at Time of Use of Force Incident

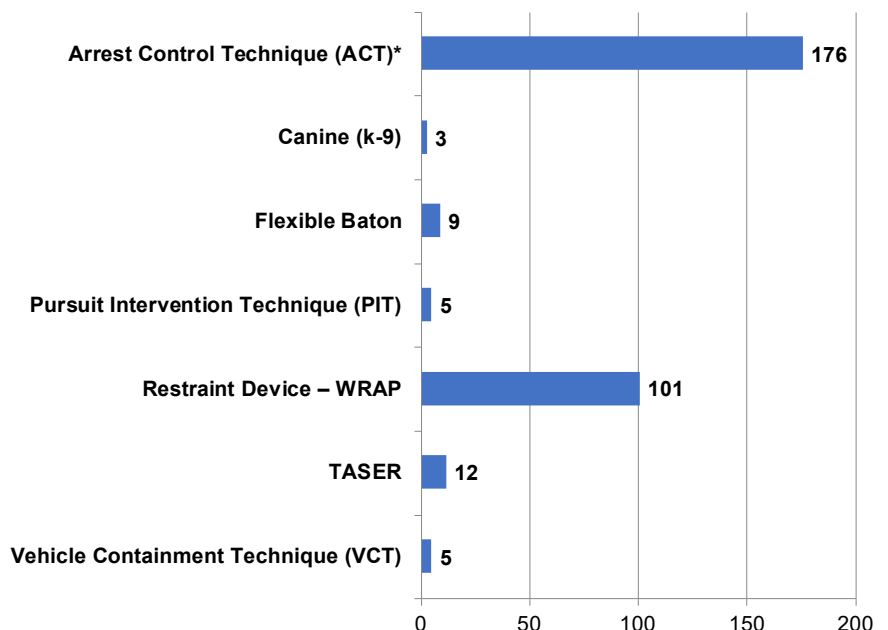


In 2023, Fremont Police Department used force in 109 incidents. Some of these incidents included multiple uses of force, resulting in a total count of 311 types of force used. Each force is counted as one instance each time a different officer is involved. A single officer may also be using multiple types of force in an incident or multiple officers may be involved in the same use of a force type. For example, four (4) officers may be involved in the same restraint device (WRAP) on a suspect. Each officer would be listed as each having used the WRAP as their “Type of Force,” but that does not mean the WRAP was used four (4) times. The situation would be counted as only one (1) UOF incident, and four (4) Type of Force used. Therefore, the total “Type of Force Used” count may be greater than the number of incidents where force is used.

### Type of Force Used

(Total Count: 311)

\*Count of **176 Arrest Control Technique (ACT)** includes:  
ACT control hold (91), ACT takedown (74), and ACT strike (11)







## Racial and Identity Profiling Act (RIPA) Data

Effective January 1, 2022, FPD personnel conducting a stop of a person shall collect the data elements and prepare a stop data report as required by law and policy. We are continuing to improve our systems and procedures to ensure information collected is as complete as possible. The California Department of Justice (DOJ), is the steward of law enforcement RIPA data and our data can be found at CA DOJ's RIPA Portal:

<https://openjustice.doj.ca.gov/data>.

## Professional Standards and Accountability



1

Officer-Involved  
Shooting (OIS)



0

In-Custody  
Death



1,589

Prisoners Booked



17

Total  
Professional  
Standards  
Investigations  
Conducted

**2 Externally Generated Complaints for Sworn Personnel/  
Complaints reported to DOJ**  
(1 Sustained and 1 Exonerated)

**1 Externally Generated Complaints for Professional Personnel**  
(1 Exonerated)

**14 Internally Generated Investigations for Sworn Personnel**  
(7 Sustained and 7 Exonerated)

**0 Internally Generated Investigations for Professional Personnel**

Externally generated complaints are filed by the public, and externally generated complaints on sworn personnel are reported to DOJ. Internally generated investigations are requested by FPD personnel. Investigation statuses are defined as:

- **Unfounded:** When the investigation discloses that the alleged acts did not occur or did not involve department members. Complaints that are determined to be frivolous will fall within the classification of unfounded (Penal Code § 832.8).
- **Exonerated:** When the investigation discloses that the alleged act occurred but that the act was justified, lawful and/or proper [Penal Code § 832.5(d)(3)].
- **Not Sustained:** When the investigation discloses that there is insufficient evidence to sustain the complaint or fully exonerate the member.
- **Sustained:** A final determination by an investigating agency, commission, board, hearing officer, or arbitrator, as applicable, following an investigation and opportunity for an administrative appeal pursuant to Government Code § 3304 and Government Code § 3304.5 that the actions of an officer were found to violate law or department policy (Penal Code § 832.8).
- **Pending:** The complaint is currently under investigation.



## Personnel and Training



The Personnel Unit is in charge of recruiting and hiring quality men and women who demonstrate the values of our Department: dedication, integrity, and professionalism. We train all employees to provide professional and ethical services to ensure the Department can carry on its tradition of excellence.

### Training Efforts

**48,044**

Number of training hours collectively for all FPD personnel

**39,211**

Number of training hours collectively for sworn personnel

**\$1,175,590**

FY 2022/2023 Training Budget

### Training Topics

include, and not limited to:

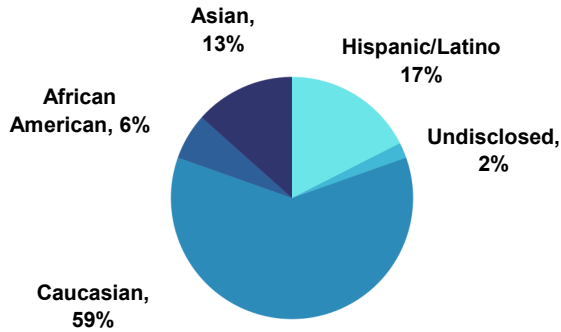
- De-Escalation
- Use of Force
- Community Perspectives
- Emergency Preparedness
- Firearms
- Response to persons with mental illness
- Supervisory Leadership Training
- Technical training on systems and tools
- Conferences and workshops on a variety of topics pertaining to law enforcement, general public safety, communications, management, operations, wellness, etc.

For additional information and our **comprehensive training plan**, visit:

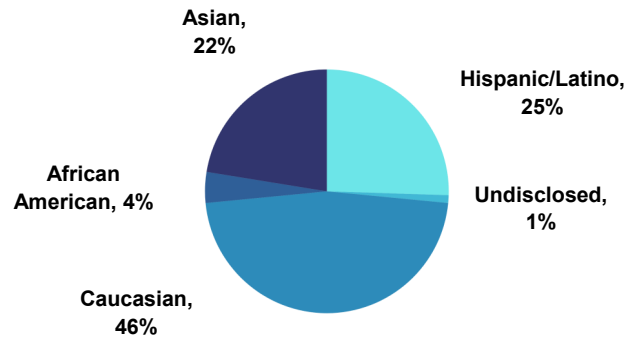
<https://fremontpolice.gov/Training>



### Sworn Personnel Composition



### Professional/Non-Sworn Personnel Composition



At the end of 2023, our Department consisted of eighteen (18) female sworn personnel: one (1) Lieutenant, two (2) Sergeants, and fifteen (15) officers. We are proud to be a member of the [30x30 Initiative](#) to increase the number of women recruits to 30% by 2030.

**You serve the community.**  
**We serve you.**



### Personnel Hired



**15**  
Sworn Personnel



**0**  
Community  
Service Officers



**7**  
Dispatchers



**13**  
Professional  
Staff

Visit our website for additional information on FPD job opportunities: <https://jobs.fremontpolice.gov>



## Equipment



**269**

Body Worn  
Cameras



**13**

UAV/Drone  
Systems

### Automatic License Plate Readers (ALPRs)



**36**

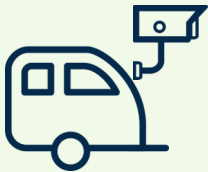
Fixed  
ALPRs



**95**

In Car Cameras  
(Inclusive of Mobile ALPRs)

### Community Cameras and Access



**4**

Camera Trailers  
(4 color cameras each;  
16 camera total)



**49**

Color Cameras  
(Pan Tilt Zoom)



**12**

License Plate  
Capture Cameras

- FPD has access to **90** traffic cameras owned by the City of Fremont
- Nearly **900** private video surveillance systems in the community are registered with FPD



Visit our website for more information on equipment, including AB 481 Military Equipment Policy:  
<https://www.fremontpolice.gov/ab481>





## Special Deployment

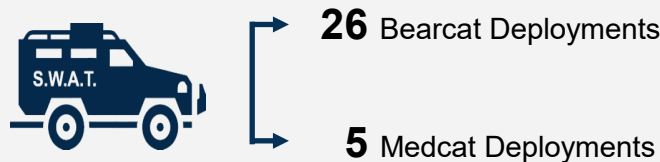
### Traffic Deployments

- 3 deployments for Distracted Motorist Enforcement
- 2 deployments for Sideshows/Street Racing
- 2 deployments for Primary Collision Factors (to lower the number of collisions)
- 1 multi-agency collaboration deployment for Primary Collision Factors (to lower the number of collisions)

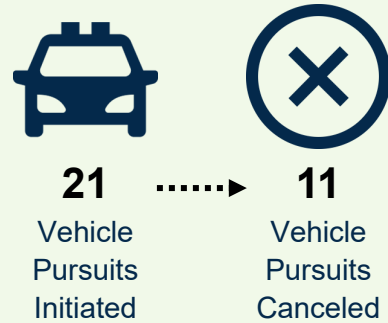


### Special Response Team (SRT) Deployment

**21** Special Response Team (SRT) deployments;  
SRT is formerly known as SWAT



### Vehicle Pursuits



### Driving Under the Influence (DUI)



### Hostage Negotiations Team



**19**  
Calls  
for service



**6**  
Deployments as  
part of SRT

### Unmanned Aerial Vehicle



**718**  
Drone  
Deployments



## Traffic

The Traffic Unit includes Officers, Community Service Officers (CSO) and Parking Compliance Officers (PCO), and aims to reduce traffic-related deaths and injuries by altering dangerous driving behaviors through education, engineering, and enforcement. The unit also works with the City's Traffic Engineering in developing ideas and strategies on how to enhance our roadways to make them safer. Traffic Officers conduct enforcement in areas that are prone to injury collisions and at



locations where children and elderly frequent. Citations and warnings are issued in order to promote safe driving. Enforcement of parking violations helps mitigate traffic congestion, increase safety and ensure our roadways remain clear for all to enjoy.



**893**

**Traffic Injury  
Collisions**



**7**

**Traffic Fatal  
Collisions**



**2 = Pedestrians**



**2 = Motorcycle/E-Bike**



**3 = Auto**

### Top 3 Causes of Traffic Collisions:

1. Unsafe Speed
2. Unsafe Turn
3. Other Contributing Causes

### Citations & Warnings

- **1,623** Traffic Citations/Warnings Issued by Officers
- **7,575** Total Parking Citations/Warnings issued, including **5,230** issued by our Parking Compliance Unit
- **16,590** Red-light (Redflex) Violations



• Traffic data, including citations and warnings, listed in the annual report are based on calendar year, which may differ from other publications or City of Fremont's Annual Comprehensive Financial Report that are based on fiscal year.

• More on Traffic Fatal Collisions: <https://www.fremontpolice.gov/about-us/transparency-portal/fatal-traffic-collisions>



## Canine/K-9 Unit

Our K9 team consists of 5 dogs, each with an assigned handler. They are involved in patrol, SWAT operations, and Tracking (trailing). They assist in searching for suspects, locating missing people, finding crime scene evidence, protecting officers and others, and apprehending fleeing suspects. The K9 team are engaged in continuous training, and they also compete in annual competitions. Their services are often requested and utilized by outside agencies.



**203**

K-9

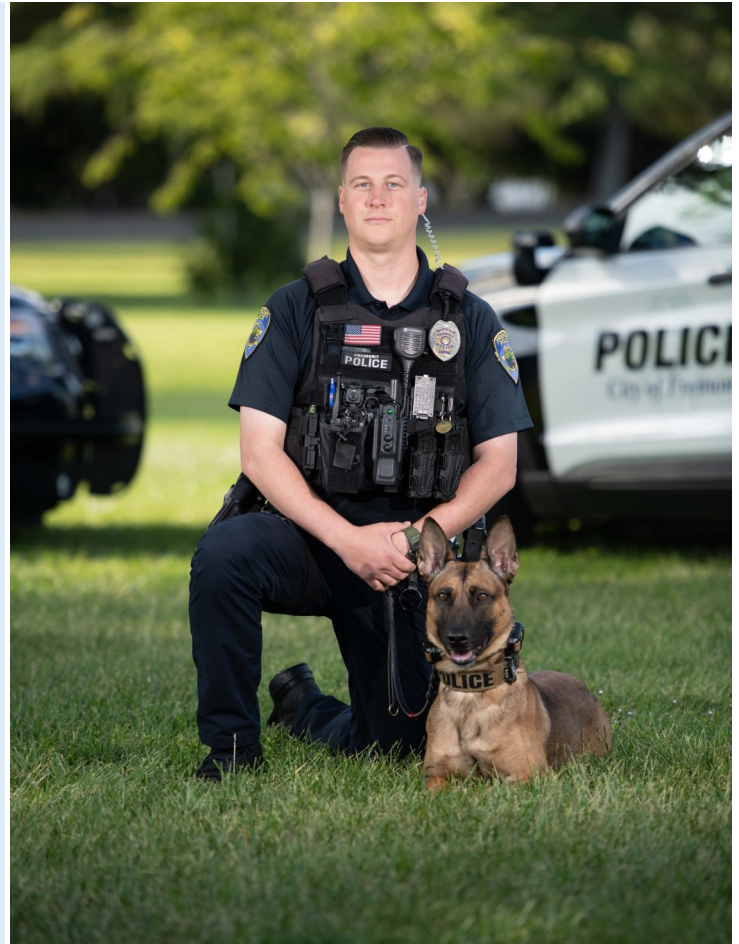
Deployments/  
Surrenders



**5**

K-9

Dogs



Visit our website for more information on our K-9 unit here:  
<https://www.fremontpolice.gov/about-us/patrol-division/k-9-canine>





## Mobile Evaluation Team (MET)

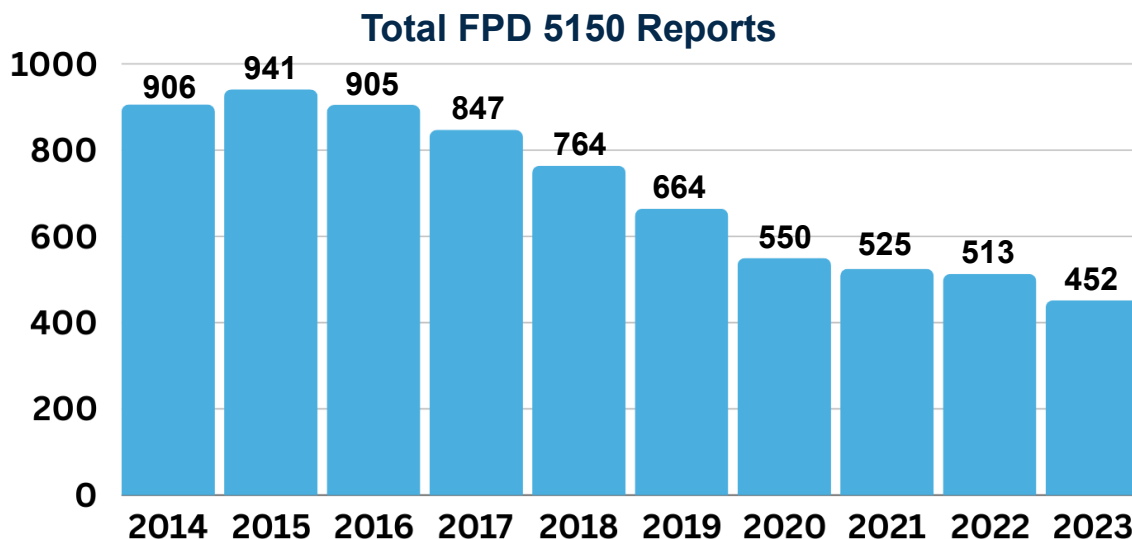


### 2023 Summary

- MET total police reports written: **84**
- MET 5150 (mental health evaluation) reports written: **25**
- **Average of 8** requests for a mental health *crisis response* per month
- **Average of 20** unique requests for homeless or mental health *follow-up* per month

The Mobile Evaluation Team (MET) is a collaboration between Fremont Police Department and City of Fremont Human Services Department. MET is a response team that provides comprehensive and compassionate services to the Fremont community, including members experiencing homelessness or mental illness. MET provides crisis intervention and de-escalation guidance and encouragement.

One of MET's primary goals is to reduce the number of mental health evaluations (5150s) the Department has to conduct. To do so, MET connects those who suffer from mental illness with appropriate care so emergency involuntary detentions are not required. MET was formed in 2016. Beginning in 2017, we began to see a steady decline of the total number of 5150s.



Visit our website for MET success stories: <https://fremontpolice.gov/MET>





## School Resource Officer (SRO) Program



The mission of the SRO Program is to ensure a safe learning environment and serve as a resource for students, parents, and faculty. We are committed to serving our city’s youth. The unit collaborates with Fremont Unified School District (FUSD) and our community stakeholders. In agreement with the FUSD, Fremont Police Department produces a School Resource Officer (SRO) Unit Annual Report in alignment with the school year. The report is typically published in the summer. For example, the 2023-2024 SRO Annual Report will be prepared at the end of the school year,

reviewed and vetted by FUSD, and released to the public in the Summer of 2024. Please await our SRO annual report for data related to the School Year 2023-2024. To view our annual reports, please visit: <https://www.fremontpolice.gov/about-us/transparency-portal/yearly-summaries>

Unique Encounter Category	School Year 2022-23 (Total: 679)
Resource referrals made by the SRO to other support services	1,751
Incidents resolved without arrest (admonishment or reprimand)	173
Notices to appear or citations issued (NTA)	16
Crimes forwarded to the diversion program	12
Incidents requiring additional police resources	43
School presentations or community presentations given	18
SRO complaints submitted to Fremont Police or FUSD	0
Criminal incidents investigated	98
Crisis intervention responses and their outcomes	52
Non-criminal emergency responses	81
Traffic & safety incidents	407
Uncategorized	N/A

Visit our website to learn more about our program: <https://fremontpolice.gov/SRO>



## Property

The primary duty of the Property Unit is to log, classify, store, and release property to its rightful owner, for court presentation, auction, and/or destruction.

- **Evidence:** Property is generally held until the conclusion of any pending court action. Subsequently, the prosecuting attorney may initiate a **court order for return** certifying that the property is no longer needed for court and may be returned to the rightful owner.
- **Found Property:** Found property and/or unattended property is taken into custody for safeguarding until the owner is located. This property is held a minimum of 90 days while attempts to locate the rightful owner are made.



**9,181** pieces of property processed



**1,084** pieces of property returned to owner



**271** firearms received  
(does not include those recovered from the gun buyback program)





## Public Affairs

We foster and maintain a strong relationship with the community we serve. We seek to effectively engage the community to strengthen trust, communication, transparency, and mutual respect. Through strategic programs, special events, education, and the dissemination of public information, our staff and volunteers work to engage with residents, businesses, youth, community organizations, and the media.

Our **VIPS (Volunteers in Police Services)** participate and provide support in the following areas:

- Animal Services
- Community Engagement
- Courier services
- Chaplain Training and Services
- Database Update
- Patrol and Vacation Checks
- Special Events
- You Are Not Alone (YANA)
- And more....

**13**  
**Explorers**

**59**  
**Volunteers**

**4,246**  
**Volunteer Hours**

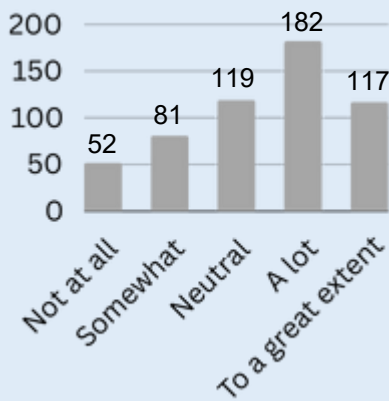


- Over **25** community events attended
- Over **30** public meetings and special events coordinated by FPD staff
- Over **120** community meetings/events attended by FPD Chief of Police and Deputy Chief of Police

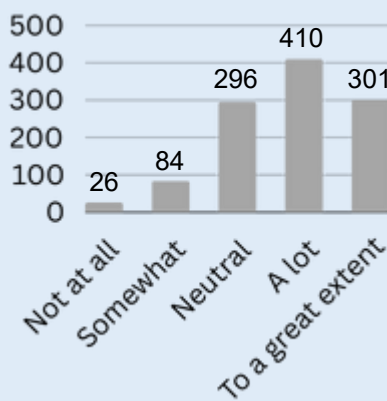
## Highlights of Community Survey Results

Our community survey was available from September 27, 2023 through October 31, 2023. We received a total of 1117 responses and 50% of the respondents have had some interactions with us during the past three years. Full results available at: <https://www.fremontpolice.gov/community/community-survey>.

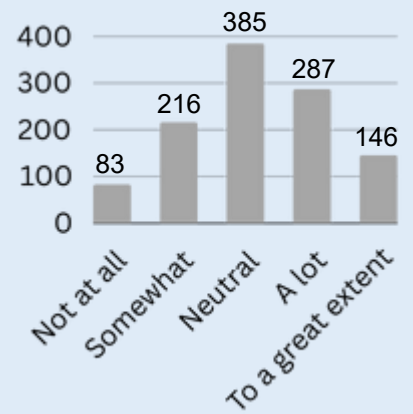
**Understands Community Concerns and Meeting Needs**



**Personnel are Courteous, Respectful, and Professional**



**Works Together with Community to Solve Local Problems**







## Community Engagement Highlights

- **National Night Out** organizes Police, Fire, and City staff to visit neighborhood block parties around the city. We use the opportunity to share information, network, and answer questions that community members may have about our city. In August 2023, we visited **95** parties during the event. <https://fremontpolice.gov/NNO>
- **Coffee with a Cop** is a series of informal and friendly gatherings where community members can meet and greet with members of the Department. We hosted Coffee with a Cop seven times in 2023 at various businesses throughout the city, including several cafes and a couple ice cream shops.
- **Shop with a Cop** invites children and families, identified by the City's Human Services Department and the Fremont Unified School District, the opportunity to purchase holiday gifts for their family members. We wrapped the gifts the children selected for their family members and presented them during a festive event of booths and activities with our officers and staff. This year, Shop with a Cop served more than 69 people, including 35 children from 16 families.
- **Week in Review** provides a weekly update on crime statistics and cases, timely information, and transparency to the public. We provide weekly updates on crime statistics and patrol highlights whenever possible. <https://www.fremontpolice.gov/WeekInReview>
- **Other Community Events.** We're happy to attend community events and visit schools as resources allow. We love answering questions, giving out freebies, and chatting with community members who stop by. In 2023, we were proud to be invited to be part of several community-led festivals, fundraisers, and events. We also made a few class visits and hosted a group tour for an Administration of Justice class.







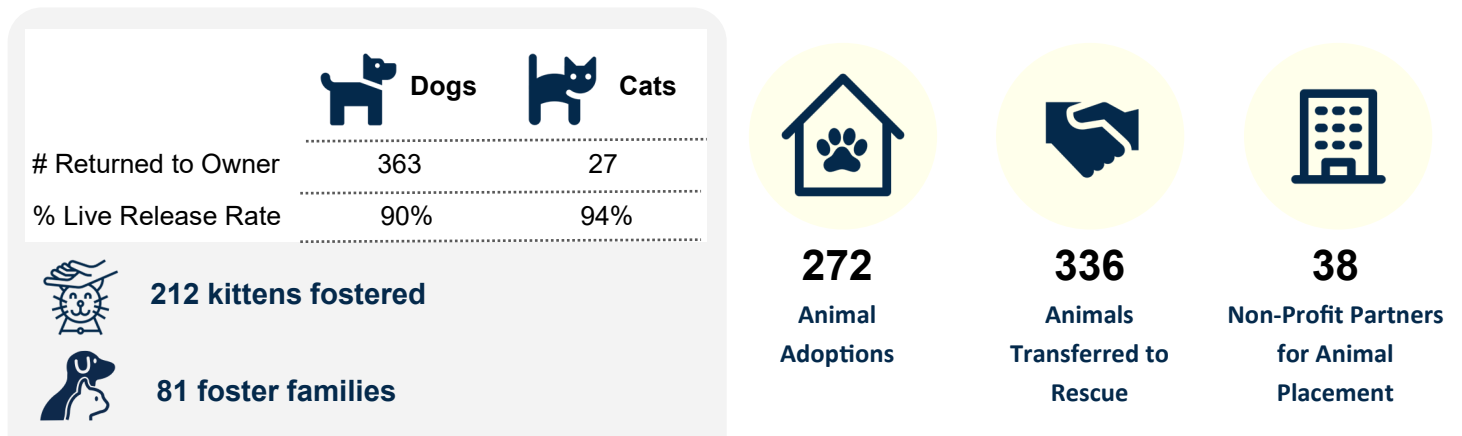
## Tri-City Animal Shelter and Animal Services

The Fremont Police Department's Animal Services Unit manages the Tri-City Animal Shelter which shelters animals found in Fremont, Union City and Newark. Tri-City Animal Shelter staff reunite lost pets with their owners, provide care for injured animals, and license pets residing in Fremont. Animal Services Officers respond to animal-related calls for service from citizens of the City of Fremont.



Tri City Animal Shelter and Fremont Animal Services' mission is to promote and support keeping people with their pets by offering services and resources with respect, kindness, and compassion and to provide safe shelter and care for animals lost from their homes or in need of finding a new home. Their programs and services protect the health, safety, and welfare of the citizens of the Tri-City area, providing a benefit to all citizens regardless of race, age or economic status.

Learn more at: <https://tricityanimalshelter.org>





## Unit Highlights

### Business Services

The Business Services Unit manages financial and budget operations, and oversees payroll, purchasing, payment services, contract services, building maintenance, and equipment. The Unit ensures effective and efficient management of our public revenue and financial resources to ensure employees have the best, most cost-effective tools, enabling them to fulfill their duty of serving the community.

### Crime Scene Investigation (CSI) / Crime Lab

Our CSI Unit and the Crime Lab use science and technology to locate, document, collect, preserve, and analyze physical evidence. Based on a scientific processing methodology, CSI is often called upon to reconstruct the sequence of events that transpired when the crime was committed.

### Records

The Records Unit keeps all our police records together, providing professional and friendly service to both our staff and community members. Available to help with crime reports, traffic accident reports, warrants, and more. Our Records counter is open Monday - Friday 6:30 a.m. to 5:30 p.m. and closed on City-observed holidays.

You can also file a Police Report online at: <https://fremontpolice.gov/PoliceReport>

Here at the Fremont Police Department, our personnel - both sworn officers and professional staff - are dedicated to serve our community and are crucial to our Department's success. We encourage you to visit our website to learn more about all of our units and the wonderful work that they do to contribute to the safety of our City.

Learn about all of our teams at <https://www.fremontpolice.gov>





## Program Highlights

- **Drone as First Responder (DFR)**

Throughout 2023, Fremont Police and Fire Departments conducted the pilot program to evaluate the emerging technology known as Drone as First Responder (DFR). DFR utilizes Unmanned Aerial Vehicles (UAVs) launched from a fixed location to respond rapidly to public safety incidents. The goal of DFR is to arrive on-scene ahead of responding public safety personnel. Once the UAV arrives on scene, a certified teleoperator (the pilot) scans and evaluates the situation remotely, relaying information to responding public safety personnel and those in command of the incident. The live-stream video from the UAV is also directly available to the responders and commanders. This information provides enhanced real-time situational awareness to determine the best tools, tactics, and resources, aiding in better decision-making and de-escalation if possible. The information further allows first responders to observe fire behavior, identify exposure threats during structure or wildland fires, fire mapping, and identify potential rescues. As of the time of this report, the DFR Program is fully implemented in the City. <https://city.fremont.gov/DFR>

- **Gun Buyback**

On January 21, 2023, Fremont Police held its first Gun Buyback Program in nearly a decade and received 267 firearms. The gun buyback program is an opportunity for those who have 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 guns received are destroyed. Most commonly, the guns are melted down, and the scrap metal is recovered. 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.

- **Amendments to the Title 6 Animal Ordinance**

On March 7, 2023, Fremont City Council adopted amendments to the Title 6 Animal Ordinance. The revised ordinance went into effect on April 6, 2023. The amendments to Title 6 largely align with public interest in reducing impediments to urban beekeepers by reducing the City's oversight and enforcement role. The most significant elements of the newly proposed language are summarized as follows:

- Eliminate the requirement that beekeepers obtain a permit from the City of Fremont
- Eliminate the limit on the number of beehives that an individual may maintain
- Allow beehives on multi-family balconies or patios
- Reduce restrictions surrounding bee-hive placement so long as 5 feet of distance from adjacent property lines is maintained
- Simplify and/or eliminate beekeeping procedural language
- Reduce City staff's role in enforcement and compliance

More information: <https://tricityanimalshelter.org/200/Animal-Ordinance>



- **Military Equipment Display**

On March 29, 2023, we held our inaugural military equipment display event. The event is required as part of Assembly Bill 481, which went into effect on January 1, 2022. The bill defined certain law enforcement equipment as “military equipment” and required all state law enforcement agencies to seek council’s approval for the equipment. Moving forward, the police department is required to produce an annual report outlining the use of the approved equipment, hold a community event showcasing all such equipment, and then attend a council meeting for annual review. For clarity, FPD does not participate in the Military Surplus Program (AKA 10-33 program). We encourage community members to come to our events annually to check out our equipment. <https://www.fremontpolice.gov/AB481>

- **Enhancing Relationships with the Community**

We implemented two important initiatives that focused on enhancing community engagement, maintaining awareness of contemporary community issues, and increasing transparency and accountability.

- **Chief’s Youth Advisory Board (YAB)**

In April 2023, we held our first Youth Advisory Board meeting for approximately fifteen high school-aged youth. Since its inception, members of the YAB have offered their perspectives on a variety of topics, participated in equipment demonstrations, interacted with our Command Team, City Manager and Mayor, and identified several suggestions for a Community Connections Initiative. The Community Connections Initiative is driven by this board and intended to give back to our community and provide volunteer work to help mitigate an ongoing community issue.

<https://www.fremontpolice.gov/YouthAdvisoryBoard>

- **Chief’s Community Advisory Board (CAB)**

Acting on a desire to obtain additional perspectives from our community, we expanded the Chief’s Community Advisory Board. This initiative is intended to ensure each council district is represented, diversify the group, and implement a path for rotational (maximum term) community service expectations. The Chief’s Community Advisory Board will maintain non-rotational. Sustaining Members are long-time residents or business professionals. New to the board are the District Members who will serve for a period not to exceed two years. Office of the Chief also has limited discretion to directly appoint members of the community based on a need to diversify the Community Advisory Board. The Police Department remains grateful for the opportunity to enhance relationships throughout our community and deliver the highest level of professional service. <https://www.fremontpolice.gov/CAB>





- **Ramping Up Efforts to Prevent Organized Retail Theft Crimes**

On November 7, 2023, Fremont City Council approved a \$2.5 million grant award to Fremont Police Department (FPD) for Organized Retail Theft prevention. This grant will fund FPD's vision of a Real-Time Information Center (RTIC) to include new technology assets, such as software, computers and video wall displays to advance intelligence-led and data-driven methods. FPD is committed to reducing these crimes and the significant impact theft has had on our City's valued retail partners, including our small and local businesses. RTIC Analysts will leverage technology to provide real time information to responding officers thus enhancing officer decision making and community safety. The grant allows the Department to focus on retail partnerships, data-driven patrol deployments, thorough investigation by its Organized Retail Theft Detective, regional collaboration, and other initiatives that will keep our community safe and prevent crime in our city.

- **Private School Notifications Network**

In December 2023, we established a communications network with our local private education institutions. The primary goals are to disseminate information, including:

- Timely information to our private schools for incidents that may affect their campuses
- Up-to-date contact information for each of the institutions
- Non-urgent communications related to private school safety and operations (example: safety tips, crime trends in schools, trainings, etc.)

If you are the director, administrator, principal or point of contact of a private school, register at <https://www.fremontpolice.gov/i-want-to/register/private-school-network-communications>





## Department Policies and Transparency Portal

Fremont Police Department strives to provide transparency on police activities, departmental policies, training materials, and agency practices. We are committed to openness, accountability, and integrity. We want to ensure all materials can be made easily available to the public.

Our Department continues to improve the public’s access to policies and information through our enhanced Transparency Portal on the website. As an agency that serves Silicon Valley, the use of technology was a critical component of the web design. With more than half of our users accessing the police website via a mobile device, the transparency portal ensured the most requested information was prominently displayed and easily accessible. Our website also conforms to ADA accessibility standards.

Department policies and training materials are available to the public and are posted on a third-party platform, PowerDMS, and linked from our Transparency Portal.

### Fremont Police Website

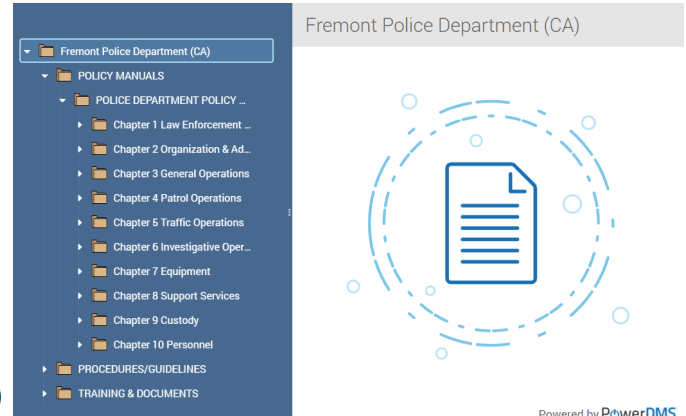
- **Fremont Police Website:**  
<https://fremontpolice.gov>
- **Transparency Portal Direct Link:**  
<https://fremontpolice.gov/Transparency>
- **PowerDMS:**  
<https://public.powerdms.com/FremontPD>



### Transparency Portal



### PowerDMS

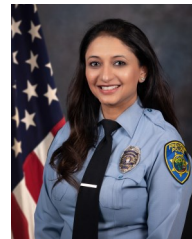




## Staff Recognitions



**Officer of the Year**  
Jacob Blass



**Dispatcher of the Year**  
Priya Robles

## Sworn Employees of the Month



**Sergeant**  
Ken Kwok



**Sergeant**  
Darryl Manrique



**Officer**  
Christopher  
Borzone



**Sr. Detective**  
Michael Gebhardt



**Officer**  
Andrew Dennis

## Professional Employees of the Month



**CSO**  
Ben Aguirre



**CSO**  
Diana Allen



**Records  
Specialist**  
Deanna Lusk



**Records  
Specialist**  
Jacqueline  
Alvarez



**Dispatch  
Supervisor**  
Mandi Parker





## WE ARE HIRING!

Come Join Our Wonderful Team! We are looking for someone like you! Someone who wants to make a difference and serve the community! We have all types of positions available. Be a part of a dedicated team that makes a difference every day!

We have sworn and professional positions available. We are looking for officers, community service officers, animal service officers, dispatchers, records personnel, police/public service assistants, office assistants, and a variety of professional staff!

Learn about the wonderful job opportunities available: [Jobs.fremontpolice.gov](https://jobs.fremontpolice.gov)





## How You Can Help!

**SEE SOMETHING? SAY SOMETHING!**

Send your anonymous tips by texting "**Tip FREMONT PD**," followed by your message, to **888-777**. Or call our silent witness hotline at **510-494-4856**.

## Connect With US!

**FREMONT POLICE DEPARTMENT**  
2000 Stevenson Blvd., Fremont, CA 94538  
Non-Emergency: (510) 790-6800, Option 3



**Email:** [fremontpolice@fremont.gov](mailto:fremontpolice@fremont.gov)



**Web:** <https://fremontpolice.gov>



**Nixle:** <https://local.nixle.com/fremont-police-department-ca/>



**Nextdoor:** <https://nextdoor.com/agency-detail/ca/fremont/fremont-police-department-2>



**Instagram:** <https://www.instagram.com/fremontpd>



**Facebook:** <https://www.facebook.com/FremontPoliceDepartment>



**Twitter:** <https://twitter.com/FremontPD>



**LinkedIn:** <https://www.linkedin.com/company/fremontpolicedepartment>



**Youtube:** <https://www.youtube.com/fremontpolicedept>

Also find us on: [CityProtect.com](https://www.cityprotect.com) [FlockSafety.com](https://www.flocksafety.com) [Ring.com](https://www.ring.com)

