



Police Department

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March 10, 2022 – Letter to the Fremont Community from Chief Sean Washington

Dear Fremont Community,

In summer 2020, we came together to develop [key initiatives](#) to enhance trust, legitimacy, officer development, staffing, community relationships, and ultimately, deepen Fremont Police Department's commitment as a forward-thinking police agency.

These initiatives became the framework for the [Police Chief Transition Plan](#) we developed in September 2021 to establish our clear vision for the Department's future. Today, I'm proud to say we have taken tremendous strides in implementing strategies to achieve the goals outlined in the Plan.

While we were prepared to send out this update in late February, we paused our efforts due to the unexpected passing of our beloved Police Captain Frederick "Freddie" Bobbitt Jr. Capt. Bobbitt had a significant role in helping to strengthen FPD's relationship with Fremont residents including our youth. We are grateful for his service, commitment, and dedication to the City of Fremont. I'd also like to thank our community for their support over the last few weeks; it has meant a lot to the Department and Capt. Bobbitt's family.

While I will formally share a holistic progress update on our Department in the near future, I wanted to provide you with a preview of what we've been working on in the last few months since I was sworn in as Police Chief.

To further educate our officers on the diverse perspectives of residents, we have hosted dozens of community-centered events. Our Community Engagement Unit scheduled meetings with each of Fremont's six districts to better understand our city's unique communities. We have also strengthened our relationship with the Southern Alameda County Chapter of the National Association for the Advancement of Colored People (NAACP) through regular engagement. Looking forward, our management team plans to visit the Oakland LGBTQ Community Center and participate in the P.O.S.T. Tools for Tolerance Program to gain a deeper understanding and to further enhance our connections with our diverse community.

Another area I am excited about is improving our officers' professional development. We formalized a training matrix document to provide developmental consistency across the Department and outlined key trainings focused on ethical policing, leadership, diversity and inclusion, community perspective trainings, and more to give our officers a well-rounded perspective and prepare FPD's next generation of leaders.

Building on the idea of investing in our staff, we are recruiting for new positions created with the intention of better serving our community and Department. FPD is currently seeking a Police Deputy Chief to oversee and formalize our Office of Professional Standards and Accountability. This role will significantly enhance our operations, productivity, and most importantly, accountability. We are also hiring a Public Affairs Manager and have developed a Media Relations Sergeant role to increase transparency and help us better communicate and interact with our community. To further diversify our staff, I signed onto the 30 x 30 Initiative to increase the representation of women in our police recruitment classes to 30% by 2030.



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Additional staffing adjustments include repurposing a detective position to more closely focus on retail crimes and supporting our Mobile Evaluation Team (MET) with internal resources to enhance our response to service calls involving our unhoused community. These investments further our Department's commitment to supporting programs such as the Fremont Housing Navigation Center and funding opportunities for permanent supportive housing that improve the lives of our unsheltered community members.

To further address the growing need for transparency, we partnered with the Geographic Information System (GIS) Team to develop a mobile app compliant with Racial Identify and Profiling Act (RIPA). By collecting this data, our Department will gain a deeper understanding of how we police – enhancing overall accountability in the profession. We've also asked our Chief's Community Advisory Group to increase its participation in our policy review and discuss matters of public interest. In addition, we have proposed a Chief's Youth Advisory Council to hear from our youth about the emerging issues that are of concern to them.

Focusing on Departmental efficiency, we completed a review of our patrol resource deployment model and utilized data to identify peak service demands. In the coming months, adjustments will be made to ensure effective and efficient use of patrol resources that are responsive to service needs.

Regarding increases in gun violence and illegal street racing, we have begun conversations with the City Attorney's Office to research ordinances that other cities have enacted which helped reduce these crimes. Additionally, our gun violence reduction team has continued to work diligently to de-escalate potential acts of violent crime that could threaten public safety and has apprehended multiple suspects who possessed firearms and posed a risk to our community.

In response to other surging regional and local crimes, we developed the Real Time Information Center (RTIC), which utilizes information and technology to significantly enhance our ability to swiftly respond to crime. Recently, our internal experts also developed a preliminary plan to enhance our community camera program, which is highly effective at apprehending offenders and responding to criminal behavior citywide. Utilizing grant funds, the Department is also in the process of outfitting police vehicles with technology to improve our ability to apprehend car thieves, recover stolen vehicles, and reduce risk to the community.

Working in close partnership with the Fremont Unified School District, we finalized an updated Memorandum of Understanding (MOU) for our School Resource Officer (SRO) Program, establishing an internal policy, clearly defined roles, a "softer uniform," additional trainings, and program data collection. Although more work is still to come, our efforts resulted in the National Association of School Resource Officers (NASRO) commending our program for modeling best practices and making conscientious efforts to further transparency and procedural justice.

I am fortunate to have skilled and dedicated staff committed to achieving the Department's objectives and providing the highest level of service to our community. My team has made extraordinary progress despite the ongoing impacts of COVID and our staffing challenges, and I am proud of our Department's investments in employee wellness and support services to ensure we do all we can to care for those serving our community.



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Looking forward, I am excited to showcase the results of these actions more formally this spring in our enhanced FPD Yearly Summary Report, which will include new data on the number of SWAT deployments, armored vehicle deployments, drone deployments, and more, as well as the 180-day Transition Plan Report.

In the meantime, I thank you for your continued support, trust, and guidance as our Department works to build upon its existing framework to meet community needs and continue its long-standing tradition of excellence.

Sincerely,

Chief Sean Washington