



CAREER OPPORTUNITY:

REAL TIME INFORMATION CENTER (RTIC) ANALYST

Recruitment Timeline

First Review:

11:59 PM - January 24, 2024

Interested applicants are encouraged to apply as soon as possible.

Interviews:

Date(s) to be determined when a viable number of qualified candidates is reached.

Compensation & Benefits

Salary Range:

\$105,534- \$128,278 annually

A summary of benefits can be viewed online:

[Benefits Summary](#)



[Apply Here!](#)

This position is represented by the City of Fremont Employee Association (CFEA) Bargaining Unit.



The City of Fremont

Fremont is a well-managed and innovative city! Located in the heart of the Bay Area and Silicon Valley, Fremont prides itself on innovation, clean technology and advanced manufacturing, a low crime rate, great schools, a low unemployment rate, quality parks, nearby open space, and an incredibly diverse population of over 229,467 residents. As a full-service city, the adopted FY 2023/24 budget includes a General Fund of approximately \$278 million and an authorized regular staffing level of 1,019 full time equivalent positions. With its strong and diversified business base, Fremont is an important economic force in the region. The City strives to be an innovator in municipal government, with dynamic leadership provided by the City Council and City Manager. 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.

The Position

This position, in the Strategic Intelligence and Analysis Unit, works under the direction of the unit manager. This position is primarily responsible for assisting the Patrol Division by capitalizing on a wide range of technologies and resources in real-time for efficient and effective policing. This includes monitoring, operating and interpreting multiple technology platforms for video, calls for service and various databases. The Analysts' mission is to support community-based public safety, increase situational awareness, and improve safety for responding officers and enhance the overall ability to impact crime.

Job Duties

Duties may include, but are not limited to, the following:

- Monitoring police radio and Computer-Aided Dispatch (CAD) calls and determining if additional information can be gathered prior to officers being dispatched, while enroute, and/or on scene, to assist response, or mitigation of the event.
- Communicating clearly and effectively over radio channels and CAD.
- Proactively monitoring various resources, primarily radio channels, Automated License Plate Reader (ALPR) notifications, video, and reporting relevant actionable information derived from those resources in an accurate, timely, and ongoing manner.
- Engaging with in-progress situations, quickly analyzing multiple data sets, and providing immediate response for requests for information.



[Human Resources Department](#)
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(510) 494-4660 | humanresources@fremont.gov
www.fremont.gov/government/departments/human-resources



Job Duties (continued)

- Searching various databases to provide information on persons, vehicles, locations, and related incidents or reports.
- Navigating multiple video feeds from various sources and simultaneously watching live and recorded video.
- Monitoring and maintaining ALPR hotlist entries.
- Comparing video footage to photos/images to identify suspect(s).
- Calling outside agencies, businesses, or people to obtain necessary information as incidents develop.
- Navigating mapping platforms and Geographic Information System (GIS) layers, such as Google Maps to determine suspect or officer routes of travel and to assist with perimeters.
- Conducting daily review of criminal incident information from a variety of law enforcement resources for awareness of significant crime trends, patterns, and offenders. Using this information to alert officers of potential and actual criminal activity.
- Identifying potential leads for criminal investigations using ALPR data and video feeds.
- Working side-by-side with unmanned aerial vehicle (UAV) operators during planned or evolving incidents to assist with camera coverage and communicating information to officers.
- Assisting detectives with real time operational support.
- Responding to requests for video evidence before, during, and/or after critical incidents and post incident investigations.
- Submitting ALPR reads and/or video footage as evidence which may require documentation in a supplemental police report.
- Maintaining the confidentiality of information in accordance with agency policies/procedures and applicable state and federal laws.
- May be assigned to other job duties within the Crime and Intelligence Analyst job specification.

The Ideal Candidate:

Any combination of education and/or experience, which has provided the knowledge, skills, and abilities necessary to demonstrate satisfactory job performance would be qualifying. A typical way to obtain the required knowledge, skills and abilities would be:

Education: Possession of a bachelor's in Criminal Justice, Business Administration, Public Administration, Statistical Analysis, or a similar field.

Experience: Two (2) years of progressively responsible experience performing analysis work within a crime analysis/intelligence unit or military intelligence unit, OR completion of a certificate program in Crime and Intelligence Analysis from an accredited college or university. Experience performing intelligence work and/or operational support in law enforcement is highly desirable.

License & Special Requirements:

- Possession of, or ability to obtain by time of appointment, a valid Class C California driver's license.

The Ideal Candidate (continued)

- Completion of a certificate program in Crime and Intelligence Analysis from an accredited college or university and/or a POST Certificate in Advanced Concepts in Criminal Intelligence and Crime are highly desirable.
- Federal Bureau of Investigations (FBI) National security clearance is required.
- Must be willing to work the hours necessary to complete assigned duties including weekends and holidays.

Experience using the following tools:

- Web-hosted security cameras
- GIS Mapping
- Data analysis programs
- Camera systems

Selection Process

The first review of applications is **11:59 p.m. PST on Wednesday, January 24, 2024**. Interested candidates are encouraged to apply as soon as possible.

The selection process may include individual and/or panel interviews, written assessment, personal history questionnaire, polygraph examination, comprehensive background investigation, medical evaluation and other related components. 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. If you are interested in employment in this classification, you should apply to ensure you are considered for additional opportunities that may utilize the candidates from this recruitment.

Reasonable Accommodation

Human Resources will make reasonable efforts in the examination process to accommodate persons with disabilities. Please advise Human Resources of any special needs a minimum of 5 days in advance of the selection process by calling (510) 494-4660 or emailing humanresources@fremont.gov.

The City of Fremont is an Equal Opportunity Employer.

Application Process

How to Apply: Candidates may apply for this position by submitting a completed City application and resume through the online application system (Government Jobs) at: <https://www.governmentjobs.com/careers/fremontca/>

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 Real Time Information Center Analyst position and is an integral part of the examination process. This supplemental questionnaire will be used to assess your qualifications as it relates to the Real Time Information Center Analyst position. Your responses will be evaluated and compared to your application and will assist in determining which applicants will receive further consideration for the selection process.

When you apply online you will be required to respond to the following questions:

1. Please be specific in answering the Supplemental Questions as they will be used to evaluate which applications will be given further consideration in the process. Do not answer "see resume" or "see application" as these are not valid answers. Select "Yes" to reflect that you have read and understand this statement.

- Yes
- No

2. I have attached my resume (You must attach a current resume in order for your application to be considered complete).

- Yes
- No

3. What is your highest level of education?

- Did not complete high school or equivalent
- High school diploma or equivalent
- Some college
- Associate's degree
- Bachelor's degree
- Master's degree or higher

4. If you selected Associate's degree or higher in response to the previous question, list the field of study of your degree. If this question does not apply, please enter "N/A."

5. Do you have a certificate in a Crime and Intelligence Analysis program from an accredited college and/or university?

- Yes, I have attached the certificate(s) to my application.
- No

6. Do you have a POST Certificate in Advanced Concepts in Criminal Intelligence and Crime?

- Yes, I have attached the certificate(s) to my application.
- No

7. How many years of professional experience do you have working in the field of crime analysis, intelligence, operational support or in dispatch/communications?

- None
- Less than 1 year
- 1 year to less than 2 years
- 2 years to less than 3 years
- 3 years to less than 4 years
- 4 years or more

SUPPLEMENTAL QUESTIONNAIRE

8. Briefly describe your crime analysis or intelligence work experience. Please include the agencies, dates of employment, and job titles where you obtained this work experience. If you do not have experience, enter "N/A."

9. Briefly describe your knowledge of or experience with operational procedures and activities of a real time information center, security operations center, or communications/dispatch center. Please include the agencies, dates of employment, and job titles where you obtained this knowledge or work experience. If you do not have the knowledge and experience, enter "N/A."

10. Briefly describe your experience using computer aided dispatch, radio channels, or mapping software. Please include the agencies, dates of employment, and job titles where you obtained this experience. If you do not have experience, enter "N/A."

11. Briefly describe your knowledge of or experience viewing or analyzing video camera feeds. Please include the agencies, dates of employment, and job titles where you obtained the knowledge or work experience. If you do not have the knowledge and experience, enter "N/A."

12. Please indicate if you have experience utilizing any of the following programs/systems (Select all that apply):

- Web-hosted security cameras
- GIS Mapping
- Data analysis programs
- Camera systems
- None of the above

13. Do you possess a valid Class C California driver's license?

- Yes
- No, but I acknowledge that I am required to possess a valid Class C California driver's license at the time of appointment.