



# City of Piedmont

announces an employment opportunity for

# POLICE SERGEANT



**Base Salary: \$14,618/per month + excellent benefits**

**Apply online today! <https://piedmont.casellehire.com/jobs/>**

**Application Closing Date: 6/15/2026**

- Education Incentive: 5% for P.O.S.T. Intermediate Certificate or AA degree; 7% for P.O.S.T. Advanced Certificate or BA degree (not cumulative).
- Recruitment & Retention Incentive of 2%-4%, depending on length of service, with the opportunity to count up to seven (7) years of prior service as a sworn law enforcement officer with another law enforcement agency.
- Retirement: CalPERS 2% @ 50 plan for Classic members and 2.7% @ 57 plan for new CalPERS members.
- Excellent benefits including CalPERS Medical, Delta Dental Premier and VSP Vision.
- Life Insurance: Equal to two times the gross annual salary (maximum of \$200K).
- Vacation: Annual vacation ranges from 88-200 hours, depending on years of service. New employees are eligible for an accrual rate credit of up to five years for prior service as a sworn law enforcement officer.
- Holidays: We provide 13 paid holidays per year + one floating holiday.
- Sick Leave: Accrues at the rate of five hours per pay period. Lateral transfers may be eligible to receive up to 80 hours of sick leave.
- Uniform Allowance: \$1,500 per year.
- Tuition reimbursement up to \$2,400 per fiscal year.
- 4% shift differential for personnel assigned to the night shift. 3/12-4/12 work schedule with set working days.
- Children of full-time city employees are eligible to attend school in the Piedmont Unified School District. Additionally, employees' children are eligible to attend the Piedmont Recreation Department (PRD) pre-school program, Schoolmates programs and PRD run Summer Camps at no charge
- Wellness program includes on-duty workouts and EAP program that includes specialty services for first responders.



# PIEDMONT POLICE DEPARTMENT



## OUR DEPARTMENT

The Piedmont Police Department is dedicated to providing the best available law enforcement service to the Piedmont community. The department employs a total of 31 full-time employees, including the Chief; (1) Administrative Assistant; (1) Captain; (1) Support Services Commander; (4) Sergeants; (13) Officers; (1) Dispatch Supervisor (6) Dispatchers; (1) Records Specialist; and (3) Community Service Officers. In addition, the department has Reserve Police Officers and Police Explorers. The Piedmont Police Department is a participative and service-oriented agency that prides itself on having a positive reputation achieved through training, integrity, pride, dedication and proven results.

## OUR COMMUNITY

The City of Piedmont is a charter city of approximately 11,000 residents located in the beautiful Oakland Hills, overlooking the San Francisco Bay. The city, which is virtually built out, consists of established residences on quiet tree-lined streets, with a nationally recognized, highly rated public school system. Piedmont is centrally located within a few minutes from Oakland and San Francisco on the West and Concord and Walnut Creek on the East. We are located one hour from San Jose or San Mateo. Piedmont enjoys one of the lowest crime rates in Alameda County and benefits from the diversity of the San Francisco Bay Area.

## CANDIDATE REQUIREMENTS

Equivalent to an associate degree from an accredited college with major coursework in criminal justice, law enforcement or a closely related field AND three years of non-probationary experience as a sworn law enforcement officer by the filing date. Additional experience as a sworn officer may be substituted for the education requirement on a year-for-year basis to a maximum of one year. Possession of a valid California class C driver's license and a satisfactory driving record; possession of a valid intermediate certificate issued by P.O.S.T.; and possession of a valid firearms qualification.

## THE APPLICATION PROCESS

All applications will be reviewed and those persons who, based upon information submitted, are most qualified will be invited to participate in an assessment center on Monday, July 13, 2026. Candidates passing the assessment will be invited to an in-person interview on (date). Candidates selected to continue in the selection process must pass a Police Chief's oral interview, a P.O.S.T. background, polygraph, medical and psychological evaluations.

- To be considered for this employment opportunity, please complete an application online: <https://piedmont.casellehire.com/jobs/>.
- The City of Piedmont complies with ADA and is an EOE employer and is seeking a diverse candidate pool for this employment opportunity. The City reserves the right to close this recruitment at any time and not fill this position.
- The information contained herein is subject to change and does not constitute either an expressed or implied contract, and any provisions contained in this bulletin may be modified or revoked without notice.

# *Join Our Team!*