

POLICE SERGEANT
JOB ANNOUNCEMENT



COME JOIN THE FOSTER CITY POLICE DEPARTMENT!

The City of Foster City is seeking a **Police Sergeant** to join our Police Department. This leadership position is crucial in maintaining public safety, enforcing laws, and fostering community relations with our diverse city.

"Excellent Service – Every Call – Every Contact – Every Day!"



"Using data drawn from our 2021 Best Places to Live List, Money ranked cities and towns based on the percentage of their population living within a 10 minute walk of a park. Foster City, California, came out on top, with 100% of its population of 33805 living within a short walk of one of its 24 public parks" – money.com



ABOUT FOSTER CITY

HISTORY

Incorporated in 1971 and named after real estate tycoon and visionary, T. Jack Foster, Foster City is a one-of-its-kind master planned community that rose out of the reclaimed marshlands of the San Francisco Bay. The original Master Plan envisioned a self-contained community with a variety of housing types, neighborhood shopping centers, waterfront lots and parks, and other commercial & industrial uses.

To learn more about the history of Foster City, visit:

[Foster City Documentary Series Chapter 1](#)

[The Beginning Construction of Foster City 1960-1980](#)

THE ORGANIZATION

Foster City is a General Law City and operates under the Council-Manager form of government. The five members of the City Council/EMID Board are elected to four-year terms. The City Manager is appointed by the City Council/EMID Board and serves as the chief executive of the municipal organization. Foster City is a full-service city with a total 2025-2026 budget of \$219.7 million. Projected staffing includes 181 FTEs.

MISSION

The mission of the City of Foster City is to deliver equitable services that are customer focused with an emphasis on public safety, neighborhood livability, smart planning, a vibrant economy, infrastructure innovation, and sustainable environment. In pursuit of this mission, we use community engagement and data to make decisions and measure progress based on economic, social, and environmental factors.



THE DEPARTMENT

The Police Department consists of two main divisions: Field Operations and Administrative Services. The two divisions work together to maintain a high quality of life for those who live, work, or visit Foster City. The department has 39 sworn and 16 civilian positions. Assignments vary from Motors, SWAT, Detectives, Community Engagement to promote your personal and professional development.



THE POSITION

Under general or direct supervision, plans, schedules, assigns, reviews and supervises the work of officers and non-sworn staff on an assigned shift within the Police Department; performs the full range of field and office work in connection with patrol, traffic, investigative, youth services, and training programs; assists in the preparation of cases and testifies in court; fosters cooperative working relationships with other City departments, outside agencies, and the public served; provides complex staff assistance to management staff in areas of expertise; and performs related work as required.

ANNUAL SALARY

\$151,609.95 – \$184,282.80*

FCPOA is currently engaged in contract negotiations.

CLASS CHARACTERISTICS

This is the first full supervisory-level class in the sworn series that exercises independent judgment on diverse and specialized police service activities with accountability and ongoing decision-making responsibilities associated with the work. Incumbents are responsible for planning, organizing, supervising, reviewing, and evaluating the work of staff and for providing technical support to management in a variety of areas. Performance of the work requires the use of independence, initiative, and discretion within established guidelines. This class is distinguished from Police Lieutenant in that the latter has shift management responsibility for a major unit of the Police Department.



EDUCATION & TRAINING

Any combination of training and experience that would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:

EDUCATION

Equivalent to completion of the twelfth (12th) grade, supplemented by sixty (60) semester units of college level coursework in criminal justice, criminology, police science or a related field at an accredited institution.

EXPERIENCE

Three (3) years of full-time, increasingly responsible, sworn law enforcement experience with a California Law Enforcement Agency which includes lead responsibility. One (1) year of first line supervisor experience is desirable.

LICENSES AND CERTIFICATES

- Possession of a valid California Driver's License, and a good driving record, to be maintained throughout employment.
- Possession of a Basic Certificate issued by the California State Commission on Peace Officer Standards and Training (P.O.S.T.).
- Possession and maintenance of firearms qualification.

For knowledge, skills, and abilities, review the [Police Sergeant](#) job description

BENEFITS

The City of Foster City provides the following benefits program which includes:

- **Retirement:** CalPERS 2.7% at 57 benefit formula for PEPPRA and 2% at 50 for classic members.
- **Health Insurance:** Choice of CalPERS Medical plans. Dental and Vision Plans.
- **Vacation:** 2 weeks after 1 year; 3 weeks after 5 years and 4 weeks after 10 years. Lateral: Prior years of service can be considered.
- **Sabbatical Leave:** 40 hrs after 5 years, 80 hrs after 10 years, 80 hrs after 15 years, and 160 hrs after 20 years
- **Additional discretionary leave:** 28 hours per year.
- **Sick Leave:** 80 hours annually, with no maximum accumulation.
- **Educational Incentive:** 3.5% of base pay for having a Bachelor's Degree or P.O.S.T. Intermediate Certificate and an additional 7% of base pay for having a Master's Degree or P.O.S.T. Advanced Certificate
- **Holiday Pay:** additional 5.85% of base pay in-lieu of twelve City/District recognized holidays.
- **Bi-Lingual Pay:** Additional 5% of base pay
- **Incentive or Premium pays** for several specialized assignments.
- **Annual Uniform Allowance**
- **Employee Assistance Program**
- **VA certified**

This position is covered under the Foster City Police Officers Association (FCPOA) bargaining unit and receives competitive benefits. A copy of the current MOU can be found [here](#). FCPOA is currently engaged in contract negotiations.

SELECTION PROCESS

The most qualified candidates will be invited to continue in the selection process. The selection process consists of the following components: application review, oral board interview, writing samples, personal history statement, background investigation, polygraph, Captain's interview, Chief's interview, physical and psychological exams. You can visit the Police Department's website to review more details on the [Hiring Process & Minimum Qualifications](#).

APPLY

A City/District application and pre-qualifying supplemental questionnaire are required for consideration. Please keep in mind the closing date. If the recruitment is continuous or open until filled, however, the recruitment may close at any time when enough qualified applications have been received. Applications may be submitted online at www.calopps.org
