

TAKE THE NEXT STEP INTO YOUR CAREER TODAY!

# POLICE SERGEANT

**SALARY: \$103,694 - \$126,031 ANNUALLY**

Plus an excellent benefits package

DEADLINE TO APPLY: THURSDAY, AUGUST 21, 2025, AT 11:59 PM

**APPLY NOW!**



## **THE COMMUNITY**

The City of Sebastopol is a small semi-urban community located in California on the western edge of the Santa Rosa plain. It is 50 miles north of San Francisco, 8 miles west of Santa Rosa, 10 miles from Bodega Bay, and about 15 miles from the Russian River. The City, incorporated in 1902, currently has a population of about 7,800 people and serves a trade area population in excess of 50,000 people. The City of Sebastopol is located in Sonoma County, a region that produces the majority of the world's supply of Gravenstein apples and a significant volume of grapes used to curate high-quality wines. Sebastopol is also the gateway to the popular Russian River and its surrounding redwood forests, as well as Bodega and Jenner's coastal recreation areas. Whether you live, work, or play here, or even if you are just passing through, you are a part of our community, and we welcome you.



## **THE DEPARTMENT**

The Sebastopol Police Department is a full-service law enforcement agency tasked with providing public safety services to our Sebastopol community. The department's mission is to provide a safe environment and enhance the quality of life in our community through exemplary public safety services. The department strives to be a model of excellence by providing professional public safety services with integrity and accountability and partnering with our community.

## **THE POSITION**

Come join the vibrant City of Sebastopol as the next Police Sergeant. The Police Sergeant supervises, directs, and personally performs patrol, traffic control, investigations, and administrative duties. The position has direct supervision of all sworn, non-sworn, and civilian personnel who are subordinate to them to ensure the efficient and orderly operation of the Police Department. The Police Sergeant is responsible for training employees; planning, assigning, and directing work; addressing complaints and resolving problems; and implementing all appropriate aspects of police activity, as defined and related to the police profession.

The Police Sergeant will demonstrate the ability to work collaboratively with all community members regardless of cultural differences or circumstances, including race, ethnicity, religion, language, gender identity, age, marital and familial status, sexual orientation, diverse physical and learning abilities, socioeconomic status, and other identities.



# COMMUNITY POLICING



## THE IDEAL CANDIDATE

The ideal candidate will be:

- An inclusive leader, embracing diversity and the differences among us, empowering and developing staff, and requiring accountability of all.
- A service-minded leader and officer who effectively communicates to a diverse population and workforce, communicating accurately, effectively, and persuasively orally and in writing.
- Skilled at interpersonal relations with excellent ability to listen and understand, diffuse situations, and build relationships.
- A highly disciplined officer demanding a high moral compass of all members of the department and keen political acumen.
- Understanding and accepting of the cultures within the City and Department, as well as the community



## QUALIFICATIONS

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:** A High School diploma (A.A. or A.S. Degree preferred).

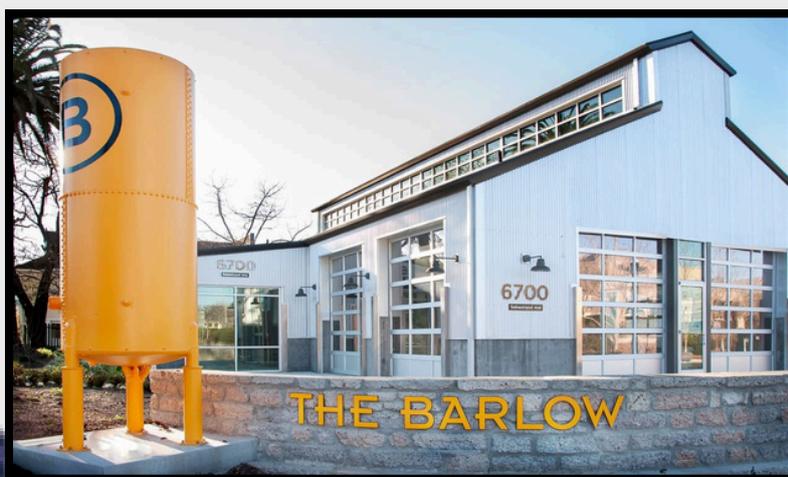
**Experience:** Three (3) years of experience in a police profession.

### **License and Certifications:**

- Intermediate P.O.S.T. Certificate
- Supervisory P.O.S.T. Certificate preferred.
- Possession of a valid California Class C driver's license and a satisfactory driving record are conditions of initial and continued employment, and upon appointment.

**Background and exam process:** The successful candidate will be required to undergo a standard Police background investigation, including fingerprinting, and a polygraph exam. Psychological evaluation, and a complete physical exam with drug screening.

**Language Skills:** The ability to speak and understand Spanish is highly desirable but not required.



## Benefits

The City of Sebastopol provides an excellent compensation and benefits package that includes the following:

- Choice of Kaiser or REMIF Anthem Blue Cross Health Insurance for employee and dependents
- Employer contributes 100% Kaiser premium. Employee pays premium difference for Blue Cross
- Employer contributes 100% Dental & Vision Benefits
- Life Insurance: \$50,000 for employee. Increased coverage may be purchased by employee
- Long-term Disability Insurance: administered through PORAC
- PERS Pension Plan (3% @ 50 for Classic Members.;2.7% @ 57 for PEPRAs Members (hired after 1/1/13)
- Uniform Allowance: \$1,000 for full-time, sworn Police Officers per fiscal year and is non-PERSable for PEPRAs members
- Deferred Compensation Plans are available.
- Vacation and Sick Leave accrual benefits.
- 15 paid Holidays; Funeral, Medical, Family & Personal Leave benefits
- Overtime, On Call, Court Time, Field Training, Relief Shift, Graveyard Shift, and Bilingual Incentive Pay
- Longevity Pay is granted after completion of 5 years at 2%, 10 years at 4%, 15 years at 6%, 20 years at 8%, and 25+ years at 10%.
- Section 125 pre-tax premium plan available
- Mileage Allowance & Business Travel expense reimbursement per Travel Policy.

## How to Apply.

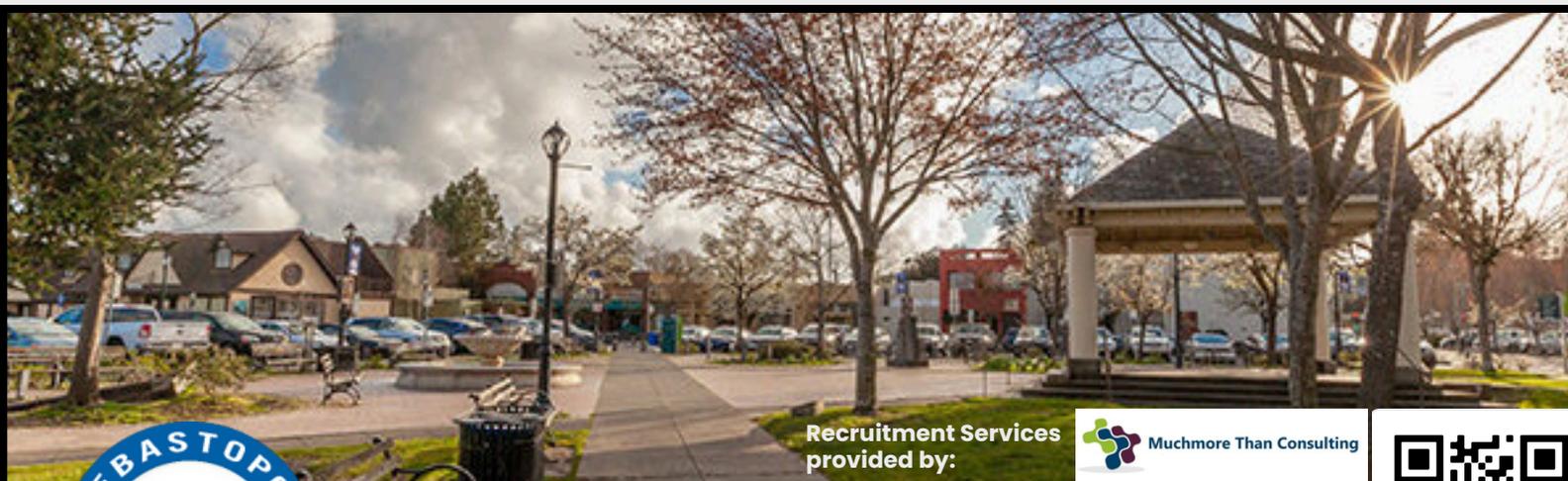
**Selection process:** It is important to complete all required application materials. Applications will be reviewed in detail to identify the most qualified candidates to move on to the next phase in the recruitment process. Those who pass the initial review will be invited to a multiple-choice exam. Those who score the highest on the exam will move forward to an oral panel interview. Those who pass the oral panel interview will then move forward to the final selection interview with the Chief of Police.

**Application process:** To be considered for this exciting opportunity, candidates should apply through CalOpps.org. Please follow this link:

<https://www.calopps.org/city-of-sebastopol> or scan the QR code below, complete the online application, and the required supplemental questionnaire. All materials must be included to be considered as a candidate.

**The deadline to apply for this position is Thursday, August 21, 2025, 11:59 PM**

Candidates with a disability who may require special assistance in any phase of the recruitment process or additional inquiries about the position may be directed to Danielle Oliveira from Muchmore Than Consulting [danielle@muchmorethanconsulting.org](mailto:danielle@muchmorethanconsulting.org). The City of Sebastopol is not responsible for the failure of internet forms or email in submitting your application.



Recruitment Services  
provided by:



**THE CITY OF SEBASTOPOL IS AN EQUAL OPPORTUNITY EMPLOYER**