

City of Piedmont COUNCIL AGENDA REPORT

DATE: March 2, 2026
TO: Mayor and Council
FROM: Rosanna Bayon Moore, City Administrator
SUBJECT: Piedmont Police Department 2025 Year-End Report

RECOMMENDATION

This report is submitted for information purposes only.

BACKGROUND

The Piedmont Police Department entered 2025 with a clear focus on professionalism, and continuous improvement, supporting personnel and positioning the organization for long-term sustainability. Throughout 2025, the Department remained committed to delivering high-quality police services consistent with community expectations, constitutional policing principles, and the City's values.

Public safety outcomes in 2025 demonstrate that proactive policing, community partnership, and organizational accountability can coexist effectively. While crime trends and enforcement data provide essential indicators, they do not fully capture the daily professionalism, judgment, and service demonstrated by Department personnel. This report is intended to provide context for those efforts and to outline the strategic direction guiding the Department forward.

The Piedmont Police Department Annual Report is provided to the City Council and community as an overview of public safety activity, crime trends, and departmental performance for 2025. The report summarizes reported crime data, enforcement activity, and organizational efforts aligned with the Department's mission to preserve life, protect human rights, and ensure Piedmont remains a safe place to live, work, learn, and visit.

The Annual Report is intended to present a high-level view of public safety conditions and departmental priorities. It is not exhaustive of all services provided by the Police Department, nor does it present granular crime reporting. Additional information is available on the Department's website.

Public safety in Piedmont is a shared responsibility. While crime trends are influenced by regional and societal factors beyond the City's borders, the continued professionalism, vigilance, and adaptability of the men and women of the Piedmont Police Department, combined with an engaged and informed community, remain central to maintaining Piedmont's high quality of life.

2025 Crime Trends and Public Safety Overview

In 2025, the City of Piedmont experienced a substantial reduction in overall reported crime compared to the prior year. Total Group A offenses declined by more than 40% year over year, reflecting decreases across multiple crime categories. These reductions were most pronounced in property crimes, which continue to represent the majority of reported offenses in Piedmont.

Crimes against persons remained low in 2025. Reported robberies decreased to five incidents, and aggravated assaults declined to one reported incident, underscoring Piedmont's continued status as a safe residential community.

Property crime trends showed marked improvement across several key categories. Burglaries declined to seventy (70) reported incidents, theft decreased significantly to eighty-seven (87) reported offenses, and motor vehicle thefts were reduced to thirty-one (31) reported incidents. These outcomes reflect a combination of proactive patrol strategies, investigative follow-up, regional information sharing, and the continued use of technology to deter and detect criminal activity.

For reference and consistency with prior reporting, the table below reflects select crime categories reported through the fourth quarter, including year-over-year percentage change and a five-year average to provide additional context for longer-term trends and to account for pandemic-era volatility.

Crime Category	2019	2020	2021	2022	2023	2024	5-Yr Avg (2019-2024)	2025	% Change (Avg -> 2025)
Robberies	5	6	7	5	10	3	6.0	5	-16.7%
Assaults	15	17	18	26	46	27	24.8	19	-23.5%
Burglaries	47	61	25	34	47	76	48.3	70	+44.8%
Larceny/Theft	162	236	280	197	337	206	236.3	87	-63.2%
Motor Vehicle Theft	19	60	61	45	74	75	55.7	31	-44.3%

While short-term percentage changes can reflect relatively small numerical shifts, particularly in lower-frequency crime categories, a five-year average illustrates sustained reductions in key property crime areas and overall improvement in public safety outcomes. Burglaries were the sole exception, above the five-year average. This trend is reflected regionally, with auto burglaries driving the increase. These results reflect a combination of proactive patrol strategies, investigative follow-up, regional information sharing, and the continued use of technology to deter and detect criminal activity, supported by strong Piedmont community assistance and partnership.

Dispatch Operations and Emergency Communications

In December 2025, the Department successfully transitioned operations into the newly constructed Dispatch Center. The move marked a significant milestone in strengthening the City's public safety infrastructure, providing a modern environment with larger and updated servers and an electrical grid to support our next-generation consoles designed to support emergency communications, operational coordination, and long-term resiliency. The new facility enhances functionality and staff working conditions, positioning the Dispatch Center to meet current operational needs while adapting to future demands.

The Piedmont Police Department's Dispatch Center continues to serve as a critical component of the City's public safety infrastructure. In 2025, dispatch personnel managed a complex and demanding workload while maintaining high standards of professionalism, accuracy, and responsiveness. Dispatchers serve as the first point of contact for residents during emergencies and routine calls, and their performance is foundational to effective police and fire responses.

Throughout the year, the Department focused on supporting staff amid ongoing operational demands and advancing quality assurance and training initiatives. Throughout 2025, the Department focused on supporting staff amid ongoing operational demands and advancing quality assurance and training initiatives. Notably, 2025 marked the first full year with a dedicated Dispatch Supervisor assigned to lead and strengthen the Division. During 2025, the Department received 11,883 calls for service. Under this leadership, the Supervisor implemented structured monthly Quality Assurance audits to ensure that dispatchers consistently provide high-quality, professional customer service for both Police and Fire calls.

The Supervisor also attended leadership and dispatch management conferences and advanced training courses to enhance supervisory capacity, while ensuring all dispatch personnel participate in biannual training opportunities in addition to their POST-required Continued Professional Training. This focused investment in supervision, accountability, and professional development has strengthened operational consistency and service delivery. Continued investment in dispatch staffing, training, and systems remains essential to sustaining reliable emergency communications and ensuring coordinated responses across Piedmont's public safety disciplines.

Department Operations and Effectiveness

Throughout 2025, the Piedmont Police Department continued to emphasize proactive, intelligence-informed policing strategies designed to prevent crime, enhance visibility, and respond rapidly to emerging issues. Patrol operations focused on deterrence, problem-solving, and community presence, while investigative resources were deployed strategically to address patterns and repeat offenders.

Technology remains a critical force multiplier for the Department. The continued use of Automated License Plate Recognition (ALPR) systems, public safety cameras, and data-driven analysis supports timely responses to criminal activity and strengthens investigative outcomes. These tools also enhance regional collaboration, allowing Piedmont to coordinate effectively with neighboring jurisdictions and partner agencies.

The Department remains committed to constitutional, equitable, and impartial policing. Policies, training, and supervision continue to reinforce professional standards and accountability, ensuring

that enforcement actions are consistent with community values and legal requirements.

Personnel, Training and Professional Standards

In 2025, the Piedmont Police Department continued to invest in its workforce, which it considers its most critical asset. Emphasis was placed on training, leadership development, and organizational accountability to ensure personnel are equipped to meet evolving public safety demands.

The Department advanced efforts to modernize operations, strengthen internal processes, and promote a culture of continuous improvement. Training programs focused on core law enforcement competencies, decision-making, and professionalism, while also supporting employee wellness and resilience.

Staffing levels and workload demands remained a focus area throughout the year, particularly in patrol operations and the Dispatch Center. Maintaining service continuity while addressing vacancies required flexibility, collaboration, and sustained commitment from staff across all assignments.

Public Safety and Automated License Plate Reader Camera Systems

The Department continues its use of Flock Safety Automated License Plate Readers (ALPRs) and fixed-position cameras as investigative tools to support crime prevention and public safety. The Department is fully compliant with all applicable California state laws governing ALPR technology, including data retention, access controls, and privacy protections. Data collected through the system is not shared with any federal or non-California state agencies. Furthermore, the Department does not use ALPR data for any criminal or civil immigration enforcement purposes. City leadership has engaged directly with Flock Safety leadership to ensure alignment with state requirements and community expectations. Department leadership conducts monthly audits of shared access permissions. The Department continues to maintain direct authority over who is granted access to the City network. These safeguards ensure accountability, transparency, and responsible stewardship of this technology in service to the Piedmont community.

In 2025, Piedmont police officers made twenty-four (24) arrests directly related to ALPR cameras. These 24 arrests do not include arrests made by detectives and patrol officers using ALPR and Public Safety Camera technology in follow-up. There were a total of two hundred fifty (250) ALPR incident responses. The Piedmont Police Department recovered thirty-eight (38) stolen vehicles utilizing ALPR technology.

Community Engagement and Partnerships

Community engagement remains a cornerstone of public safety in Piedmont. In 2025, the Police Department continued its outreach through in-person events, community meetings, and digital communications designed to inform residents, promote crime prevention, and strengthen trust.

The Department maintained close collaboration with the Piedmont Unified School District, providing support for campus safety planning, drills, and day-to-day coordination. The Juvenile Officer and other staff continued to work closely with school administrators to address student safety, preparedness, and emerging concerns.

Ongoing partnerships with residents, local organizations, and regional public safety agencies remain critical to sustaining a safe and resilient community. These relationships enhance information sharing, reinforce prevention efforts, and ensure coordinated responses during significant events or emergencies.

Looking Ahead: 2026 Priorities

As the Department looks ahead to 2026, priorities will center on strengthening organizational capacity and sustaining high-quality service delivery. Key focus areas include:

- **Fully staffing patrol and dispatch operations** to ensure appropriate coverage, workload balance, and operational resilience.
- **Continuing to invest in comprehensive training** to ensure sworn and professional staff are adequately prepared and supported in their roles.
- **Maintaining proactive and preventative policing strategies** that align with community expectations and best practices.
- **Enhancing internal systems and accountability** to support long-term organizational effectiveness and adaptability.

Through continued collaboration with City leadership, staff, and the community, the Piedmont Police Department remains committed to protecting public safety while evolving to meet future challenges.

By: Frederick W. Shavies II, Chief of Police