



City of Milpitas

We invite applications for the position of:

Police Captain (Internal Applicants Only)

Annual Salary Range: \$162,146.14 - \$227,004.70

Post Date: October 17, 2018

Close Date: November 7, 2018

Why Milpitas?

Located at the southern end of San Francisco Bay, Milpitas is a progressive community that is an integral part of Silicon Valley. As a full-service city of 389 full-time employees with water utility, sewer utility, police and fire services, Milpitas serves a diverse population of nearly 80,000. The city has an annual \$191 million operating budget and a \$315 million capital improvements budget.

Milpitas is the eighth-fastest growing city in the United States according to the US Census, and the second-fastest in California. It has the third highest job growth among the 515 qualifying cities rated by Wallet Hub. The homeownership rate is close to 70%, and the Milpitas housing market remains relatively affordable in Santa Clara County. Milpitas is often called the "Crossroads of Silicon Valley" with most of its 14 square miles situated between two major freeways (I-880 and I-680), Route 237, and a County expressway. In June 2018, Livability Magazine ranked Milpitas fifth by out of more than 2,000 American cities for "[Best Cities for STEM Workers](#)."

We encourage you to check us out at: <http://www.ci.milpitas.ca.gov/>

The Opportunity

The Milpitas Police Department is seeking an experienced, forward-thinking leader with contemporary law enforcement experience. The Police Captain position will perform responsive administrative and technical work and oversee a division within the Police Department

What You Will Do

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

- Develop and implement division policies, goals, objectives, and priorities.
- Plan, organize, manage, and review the work of a major division; areas of responsibility may include any combination of public safety services including general patrol, traffic, crime prevention, investigation, and support services.
- Prepare and administer Division budget.
- Assume responsibility for a variety of personnel actions, including selection, training, performance evaluation, disciplinary measures, and dismissals; review performance evaluations of all subordinate personnel.
- Prepare monthly activity reports. Assist in establishing department, rules, regulations, policies, and procedures.



City of Milpitas

We invite applications for the position of:

Police Captain (Internal Applicants Only)

-
- Conduct studies, analyze the operation of the Division.
 - Investigate complaints pertaining to division activities and personnel.
 - Attend staff meetings; meet with subordinate personnel; assign and review work activities.
 - Confer with citizens and City officials on law enforcement problems and assist in the development of innovative municipal law enforcement policies.
 - Confer with County and State law enforcement officials and with other public officials.
 - Cultivate good community relations by appearing before civic, fraternal, and other community groups.
- Act as Police Chief in his absence.

Experience and Education

Any combination of experience and education that would likely provide the required knowledge and abilities is qualifying. A typical way to obtain the knowledge and abilities would be:

Three years of experience at the rank of Police Sergeant or above in the City of Milpitas.

Equivalent to completion of a Bachelor's degree from an accredited college or university.

License and Other Requirements

Possession of or ability to obtain and maintain an appropriate, valid California Driver's License.

Selection Process

Applicants whose qualifications best meet our current needs will be invited to participate in the selection process that may consist of an assessment of the candidate's written skills, computer skills, and an oral board interview. Meeting the minimum requirements listed in this job description does not guarantee advancement in subsequent phases of the selection process.

To Apply

Submit application, resume, and copies of required certificates online at www.calopps.org or to the Human Resources Department, City of Milpitas, 455 E. Calaveras Blvd, Milpitas, CA 95035, (408) 586-3090.

A complete job description is available on the City of Milpitas website: www.ci.milpitas.ca.gov (under Classification and Compensation) or from Human Resources.

The City reserves the right to close or re-open the recruitment at any time. Incomplete and/or inaccurate application materials may result in disqualification from the recruitment process.



City of Milpitas

We invite applications for the position of:

Police Captain (Internal Applicants Only)

Candidates will receive all communications by email regarding the recruitment process, which includes, but is not limited to, application status, testing dates, and interview scheduling. If you require alternate communications, please contact Human Resources at (408) 586-3090.

Benefits

The City provides an excellent array of benefits that includes the following. This position is part of the City's Unrepresented group. Benefits Information is available online at:

<http://www.ci.milpitas.ca.gov/milpitas/departments/about-human-resources-2/benefits/>

<http://www.ci.milpitas.ca.gov/wp-content/uploads/2016/02/Unrepresented-MOU.pdf>

The City of Milpitas is an Equal Opportunity/ADA employer. Reasonable accommodation in the application, examination, and selection process will be made upon request to Human Resources at (408) 586-3090.

The information contained in this announcement does not constitute either an expressed or implied contract and these provisions are subject to change.