



## City of Emeryville, CA

# POLICE CAPTAIN



### Salary and Benefits

\$213,168-\$250,260 Annually

\$17,764 - \$20,855 Monthly

Excellent benefits and incentives



### Apply Today!

The closing date is  
September 26, 2025 11:59 PM







## THE CITY

From its incorporation in 1896, Emeryville has evolved from an industrial hub to a contemporary city of arts and innovation which continues to evolve and grow into a modern 21st Century urban community with retail, office, hospitality, and biotechnology sectors. Emeryville offers a thriving arts community and the Bay Street retail and residential project.

The City is home to over 1,000 businesses, including nationally recognized brands Peet's Coffee, Grocery Outlet headquarters, Grifols, IKEA, Tanium, and computer animation pioneer Pixar. From retail stores to technology firms, businesses in Emeryville benefit from a small and personal city government, an active and engaged residential community, and a thriving local business community.

## THE DEPARTMENT

The City of Emeryville Police Department's goals are to enhance the quality of life, seek solutions to problems, and nurture a sense of security within the community. Community partnerships and transparency are important values held by the department. Additionally, the community input is vital to keeping Emeryville safe. The Department is organized into two divisions, the Field Services Division and the Professional Services Division. The Department is organized into two divisions, the Field Services Division and the Professional Services Division. The Department provides a wide range of services, which includes patrol, community-oriented policing, public safety presentations, criminal investigations, a School Resource Officer (SRO) program, and a youth diversion program.



## VISION AND MISSION

The Emeryville Police Department is committed to enhancing safety in our community with professionalism, compassion and trustworthiness.

Our Vision is to be an exemplary police department by embracing technological and procedural innovation, demonstrating compassion in all our endeavors, upholding the highest levels of professionalism, and fostering trust through fair and impartial policing.





## THE POSITION

The City of Emeryville is currently seeking a professional, collaborative, and ethical leader to serve as the next Police Captain. The Police Captain serves as second in command of the department and is responsible for overseeing daily operations, implementing policies, setting departmental goals, and managing a team of officers and professional staff. This leadership role involves a broad range of law enforcement duties, including the protection of life and property, the enforcement of laws and ordinances, crime prevention, and conducting investigations.

## THE IDEAL CANDIDATE

The ideal candidate will demonstrate:

- Strategic thinking and the ability to respond effectively in emergency situations
- Extensive knowledge and understanding of modern California law enforcement practices and procedures
- A strong understanding of community needs and a proactive approach to addressing them
- Exceptional leadership and decision-making skills, with the ability to perform under pressure
- A genuine commitment to coaching, mentoring, and developing staff
- Clear and effective communication skills, both verbal and in written
- Strong interpersonal skills, with the ability to listen and understand, de-escalate situations, and build positive relationships
- A commitment to community-oriented policing and public safety



## QUALIFICATIONS

### **Education:**

Graduation from a four-year college or university with major coursework in police science, criminal justice, leadership and management, psychology, business administration, or a related field. Postgraduate education or a master's degree in a related discipline is desired

and

### **Experience:**

A minimum of five (5) years of progressively responsible experience in law enforcement, including at least three (3) years as a Lieutenant or above in a Patrol setting

### **Licenses and Certifications:**

- Possession of a valid California Motor Vehicle Operator's License. Out-of-state valid Motor Vehicle Operator's will be accepted during the application process.
- Possession of an Advanced Certificate issued by the California Department of Justice Commission on Peace Officer Standards and Training (POST).







## COMPENSATION AND BENEFITS

The starting salary for this position is **\$213,168 - \$250,260** annually (\$17,764 - \$20,855 monthly), and will be commensurate with the experience, qualifications, and skills of the successful candidate. The City of Emeryville offers an excellent comprehensive benefits package that includes:

**Medical Insurance:** The City pays 90% of the selected CalPERS medical plan premium

**Dental Insurance:** 100% City paid Delta Dental coverage for employee and eligible dependents

**Vision Insurance:** 100% City paid VSP coverage for employee and eligible dependents

**Long-Term Disability:** 100% City paid, up to 60% monthly salary benefit up to \$10,000/month

**Life and AD&D Insurance:** 100% City paid group term life insurance, up to annual base salary

**CalPERS Retirement:**

- Classic Members: 3% @55 formula; employee contributes 9% + 5% cost share (14% total)

- New Members: 2.7% @57 formula; employee contributes 14.5%

**Deferred Compensation Plan:** City contributes \$25/month to 457(b) plan

**CalGOVEBA:** Participation in health reimbursement account

**Sick Leave:** Accrues at 15 days per year

**Vacation:** Accrues between 10 and 25 days per year based on years of service with the City

**Holidays:** 14 paid holidays per year

**Administrative Leave:** Up to 80 hours per fiscal year

**Employee Assistance Program:** 100% City paid

**Flexible Spending Accounts (FSA) and Dependent Care (DCAP):** Voluntary participation

**Chiropractic Care:** Reimbursement up to \$250 for verified employee chiropractic services

**Uniform Allowance:** \$1,400 per year

**Longevity Pay:**

- 3% of base salary upon completion of 5 years of regular full-time California sworn law enforcement service

- Additional 3% (total of 6%) for completion upon completion of 15 years of regular full-time California sworn law enforcement service

**Education Incentive Pay:**

- 7.5% of base salary for a master's degree

- Additional 2% for completion of an approved executive level training program, for a total of up to 9.5%. (Eligible programs include FBI National Academy, POST Command College, POST ELI, or PERF Senior Management Institute for Police)

**Union Membership:** Represented by the Police Management Association (PMA)





## SELECTION PROCESS

Each candidate's background will be evaluated based on the information submitted. Only the most qualified candidates will be invited to the next phase of the recruitment process, which may include an oral panel interview and/or written or practical exercises. Candidates who pass the examination process will be submitted to the City for consideration for final selection.

Successful candidates will be required to undergo a standard Police background investigation, including a polygraph exam, psychological evaluation, and complete physical exam with drug screening.



## HOW TO APPLY

Candidates must apply by submitting their resume and letter of interest to:

<https://www.governmentjobs.com/careers/emeryville>.

Documents should be in PDF or Word format. All materials must be included to be considered as a candidate.

**Deadline to apply: Friday, September 26, 2025, at 11:59 PM**

Candidates requiring special accommodations in any phase of the recruitment process or additional inquiries about the position should email [jobs@emeryville.org](mailto:jobs@emeryville.org) or call (510) 596-4390



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

