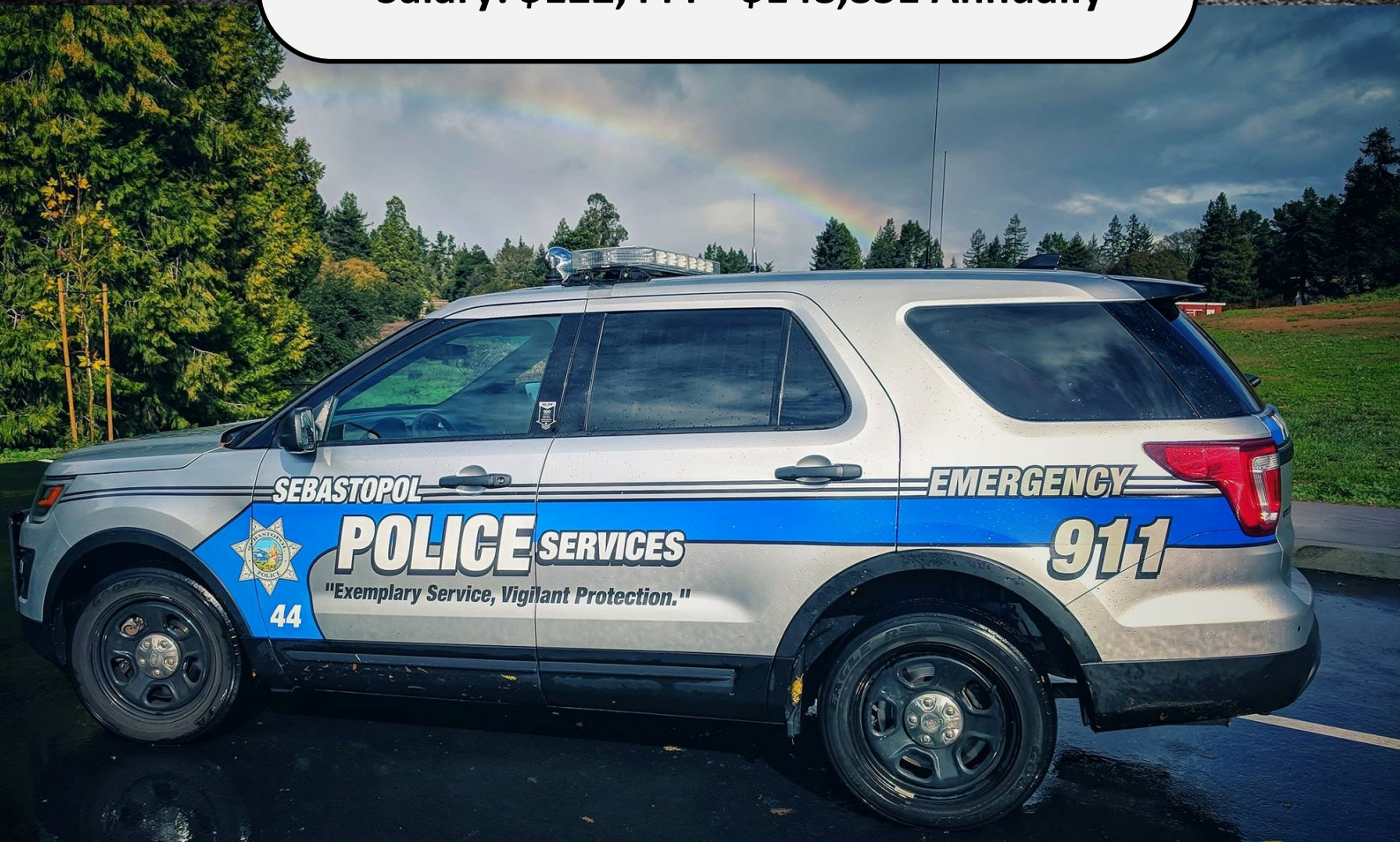




The City of Sebastopol is Now Accepting Applications for

Police Captain

Salary: \$122,444—\$148,831 Annually



THE POSITION

The City of Sebastopol is seeking qualified candidates for the Police Captain. We are looking for an effective team leader, who desires to make an impact in a small closely knit community.

The Police Captain directs, manages, supervises, and coordinates daily operations and special programs of the Police Department; provides complex administrative support to the Chief of Police. The Police Captain exercises direct supervision of all sworn, non-sworn, civilian, and volunteer personnel who are subordinate, to ensure the efficient and orderly operation of the police department. The incumbent is responsible for implementation of all aspects of police activity, as defined and related to the police profession. The Police Captain is second-in-command and serves as Acting Chief of Police in the Chief's absence.



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.
- Skilled at project management and developing, administering, and controlling a municipal and department budget.
- A fair and consistent administrator of all applicable Department and City policies.

THE COMMUNITY

The City of Sebastopol is located in Sonoma County, a region that produces the majority of the world supply of Gravenstein apples a significant volume of grapes used to curate high quality wines. Sebastopol is also the gateway to the popular Russian River and it's 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.



QUALIFICATIONS

EDUCATION AND EXPERIENCE:

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: Possession of Associate of Arts or Associate of Science Degree (B.A. or B.S. Degree preferred). Possession of a master's degree in an applicable field from an accredited institution is desirable.

Experience: Minimum of fifteen (15) years of experience in the police profession with at least five years in a supervisory capacity, at least three of which must be in a command assignment at the rank of Lieutenant or above.

License and Certifications:

Possession of a valid California Driver's license, P.O.S.T. Advanced and Management Certificate.

OTHER REQUIREMENTS:

Citizenship: Must be a citizen of the United States (or a permanent resident alien who is eligible for, and who has applied for, citizenship at least one year prior to application for employment. Application for citizenship shall not have been denied.)

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

Background and Exam Process: Successful candidates will be required to undergo a standard Police Background investigation including fingerprinting, polygraph exam. Psychological evaluation, and complete physical exam with drug screening.

Compensation & Benefits

The starting salary will be commensurate with the experience, qualifications and skills of the successful candidate and within the range of \$10,204 - \$12,403 Monthly. The City of Sebastopol provides an excellent comprehensive 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

Short/Long-term Disability Ins. administered through Lincoln Financial Group

Life Ins. - \$50,000 for employee. Increased coverage may be purchased by employee

PERS Pension Plan (3% @ 50 for Classic Members. 2.7% @ 57 for PEPRA Members (hired after 1/1/13).

Uniform Allowance is not PERSable income for PEPRA members

Deferred Compensation Plans are available **Worker's Compensation** benefits

Vacation, and Sick Leave accrual benefits.

100 hours of **Administrative Leave** (Prorated)

15 paid **Holidays**; Funeral, Medical, Family & Personal
Leave benefits Payroll Direct Deposit

Longevity Pay 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

Please refer to the Management/Mid-Management Unrepresented Memorandum of Understanding for a comprehensive list of benefits and services at [https://](https://www.ci.sebastopol.ca.us/City-Government/Departments-Services/Administrative-Services-Department/Employee-Benefits)

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Selection Process

Deadline to Apply: Friday, December 9, 2022 at 11:59 PM

Applications will be reviewed in detail to identify the most qualified candidates to interview. The most qualified will be invited to a panel interview. Those that score the highest out of the panel interview and practical exams will be advanced to department interviews.

To be considered for this exciting opportunity, candidates should apply through CalOpps.org. Please go to the Member Agencies tab and select the City of Sebastopol. Complete an online application and the required supplemental questionnaire. All materials must be included to be considered as a candidate. Or click here to apply now:

<https://www.calopps.org/city-of-sebastopol>

Additional inquiries about the position may be directed to the Don Mort (707) 829-4400.

The City of Sebastopol is not responsible for the failure of internet forms or email in submitting your application. Candidates with a disability who may require special assistance in any phase of the application or selection process should advise Danielle Oliveira from Muchmore Than Consulting danielle@muchmorethanconsulting.org.



Recruitment Services Provided by:



**The City of Sebastopol is an
Equal Opportunity Employer**

