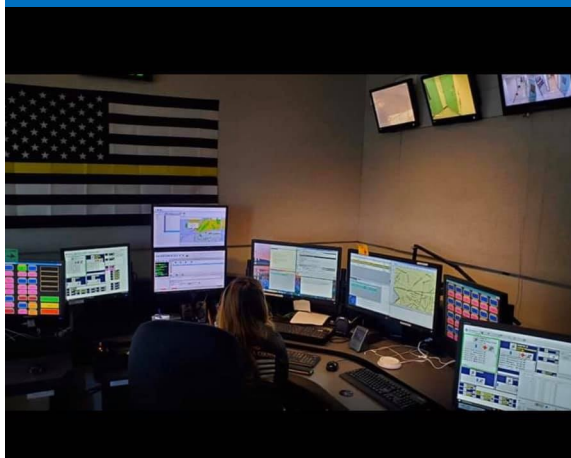


THE CITY OF ANTIOCH



Invites your interest for the position of
Police Captain

Antioch Police Department—Joseph Vigil, Chief of Police
Recruitment Services Provided by Kreins' Consulting



The Police Department

The members of the Antioch Police Department are dedicated to providing the highest quality police services. The Department is authorized for 115 sworn officers and 35 non-sworn professional staff, which includes Dispatchers, Community Services Officers, and Administrative Support Staff.

The Antioch Police Department offers a full slate of policing services to the community, including officers dedicated to investigations, traffic enforcement, emergency management, and canine (K-9) units. The Department is comprised of two divisions: Support Services and Field Services. The Field Services Division includes Patrol, Community Engagement and Traffic Bureaus. The Support Services Division consists of Administration, Dispatch, Investigations, Special Operations and Records. Antioch is the only City in Contra Costa County with its own Animal Shelter and Services, both of which fall under the purview of the Police Department.

The Police Department is located in downtown Antioch, near the Marina.

Antioch—The Community

Antioch is located on the banks of the San Joaquin River in Northern California, just off of Highway 4, in Contra Costa County. With a population of over 114,000 people, Antioch has become the heart of Eastern Contra Costa County, offering a variety of employment, shopping and vast recreational activities.

Families with dreams of home ownership come to Antioch for its stunning neighborhoods, parks, and natural beauty. Land remains plentiful and affordable, compared with other parts of the Bay Area. Antioch is one of the few Bay Area communities that offers affordable housing.

Retail and office space in Antioch typically leases for 20 to 30 percent less than comparable space in Central Contra Costa County.

There's always something to do in Antioch; like the County Fair, playing a round of golf, or roaring down slides at Prewett Family Water Park. There really is something for everyone who lives, works, and plays in Antioch.

City Government

The City of Antioch is a full-service city operating under a City Council/City Manager form of government. The City Council includes a Mayor, Vice-Mayor and three Council members elected to four-year, staggered terms. The City Clerk and the City Treasurer are elected positions, while the City Manager and City Attorney positions are appointed by the City Council.

Policy making and legislative authority is vested with the City Council. The City Council's main duties include passing ordinances, adopting the budget, appointing committees, and hiring both the City Manager and City Attorney.

The City Manager is responsible for implementing the policies and enforcing the ordinances adopted by the City Council, overseeing day-to-day operations of city government, and appointing the heads of the various city departments. The City recently established a Police Oversight Standing Committee.

Antioch is a tight-knit community and it will be imperative for the Police Captain to be actively engaged in the community to gain their trust, respect, and involvement. National Night Out Against Crime is highly valued by residents in Antioch.

Representative Duties

- Plan, develop, recommend and implement departmental policies and procedures.
- Plan, organize and deploy departmental personnel to meet departmental and divisional goals.
- Monitor and evaluate the activities and establish standards and performance for department personnel and programs.
- Plan and direct the maintenance of all police records, court documents and emergency communications.
- Oversees operations in the Field Services Division or Support Services Division.
- Coordinate and evaluate the City's Animal Shelter program.
- Assist in the evaluation and monitoring of the departmental budget.
- Develop, prepare and monitor various criminal justice grant programs.
- Prepare required reports and presentations.
- Organize and direct departmental crime prevention activities.
- Manage internal affairs, investigations, and provide for follow-up investigation of citizen complaints, as necessary
- Attend various City and community meetings as a departmental representative; may be required to participate in service organizations with the City of Antioch
- Evaluate overall departmental efficiency through the department's monthly statistical crime analysis reports.
- Plan, organize and implement training requirements of subordinate personnel.
- Recommend and maintain department discipline in accordance with City and departmental procedures.
- May command the department in the Chief's absence.



Police Captain—Antioch Police Department Ideal Candidate

The Antioch Police Department is seeking a Police Captain who is committed to the community and will embrace the Department's mission. The ideal candidate is a servant leader who has the ability to listen and practice empathy. They understand the diverse community that we serve and can adjust to dynamic situations and implement effective decisions.

The ideal candidate is a highly communicative leader who can develop followship and support around common values and goals and effectively build relationships across a diverse city organization and community. They will have a commitment to the principles of 21st Century Policing: Building Trust and Legitimacy, Policy Oversight, Technology and Social Media, Community Engagement and Collaborations, Crime Reduction Strategies, Training, Education and Officer Safety and Wellness.

- A willingness to invest themselves in the community and create genuine connections to the wide variety of people that make up the Antioch community.
- A proven track record of leading and organization in a collective bargaining environment, skilled at creating a healthy labor-management relationship.
- A leadership style characterized by accountability, transparency, and inclusion.
- Experience working collaboratively with the community to address significant policing challenges in a high-activity urban environment.
- An understanding and appreciation for the diversity of Antioch, and experience working effectively in a multicultural, multilingual community.
- A demonstrated ability of improving diversity through recruitment and succession planning.
- Exercises sound judgement, initiative and tact, and demonstrates interpersonal sensitivity. They have the ability to establish and maintain effective working relationships with those contacted in the course of work at all levels, including a culturally diverse public, with a focus on quality service to internal staff and the business, resident and visitor communities.
- An experienced law enforcement professional who is service-minded and possesses the highest levels of integrity.
- An effective mentor and innovative leader that models and promotes high performance expectations and accountability.
- A leadership style characterized by cooperation, consistency, courage, and communication, along with a commitment to public service and progressive views that will align with the values of the City, Community and Police Department.

COMPENSATION:

The salary range for this position is \$210,792—\$256,212 annually, commensurate with qualifications and experience.

Additionally, the selected candidate will receive an excellent benefits package that includes vacation, medical insurance, life insurance, paid holidays, sick leave, public sector retirement, education incentive, and uniform allowance.

CalPERS Retirement Benefits—The City provides coverage for all “Classic” Members at 3% @ 50 Formula for Safety members.

Sworn classic and legacy employees contribute a total of 12% of pensionable compensation (an additional 3%) on a tax deferred basis for the City’s CalPERS Contributions for the 3% at 50 safety plan. Sworn PEPRAs employees as defined by CalPERS, shall receive the CalPERS 2.7% at 57 safety retirement benefit formula. PEPRAs employees contribute 50% of the normal cost for such retirement benefits on a pre-tax basis as determined by CalPERS.

QUALIFICATIONS:

Candidates should possess a minimum of 10 years of law enforcement experience that includes at least two years of experience conducting management level responsibilities.

- ◆ A Bachelors Degree from an accredited college or university, (required) preferably with a major in police science, public administration, or sociology.
- ◆ Possession of POST Advanced and Supervisory Certificates (Required). Possession of a POST Management Certificate within one year of appointment.
- ◆ Possession of a valid California Vehicle Operator’s License and a satisfactory driving record are a condition of hire and of continued employment.
- ◆ Ability to pass a thorough background investigation, including: polygraph test, psychological evaluation, physical evaluation, and drug screening, prior to appointment.
- ◆ Supervisory Leadership Institute (SLI), POST Command College, FBI National Academy, SMIP, and the CPOA Leadership Development Course is desirable.
- ◆ Broad and extensive experience, training, and education in all major phases of municipal police work and police management is also desired.

The Process—APPLY NOW:

This position is open until June 29, 2025

For complete job information and to apply, click the “Job Opportunities” link on the City’s website at:
<http://www.antiochca.gov/human-resources/>

RESUMES MUST BE ATTACHED TO YOUR APPLICATION BUT WILL NOT REPLACE THE REQUIRED INFORMATION ON YOUR APPLICATION. IF YOUR RESUME IS NOT ATTACHED OR YOUR APPLICATION IS INCOMPLETE, YOUR APPLICATION MAY BE DISQUALIFIED.

Candidate screening will begin on June 30, 2025, and finalists will be invited to an interview/assessment center process scheduled for July 17, 2025.

This is a confidential search process. If you have any questions regarding this position, contact recruitment consultant, **Joseph Kreins at 707-333-6858.**

Supplemental Questions

All Police Captain Applicants are required to complete the questions listed on Page 5 of this brochure. Completed questions must be submitted with your job application.



The City of Antioch is an Equal Opportunity Employer and does not discriminate against race, color, religion, national origin, age, sex, sexual orientation, or disability. In accordance with Federal law, the City of Antioch will require verification of authorization to work in the United States. As a condition of employment, you will be required to present proof of your identity and employment eligibility. In accordance with the Americans with Disabilities Act, should special accommodations be necessary at any stage of the selection process, please contact Human Resources at (925) 779-6147. All correspondence regarding application status, recruitment process, etc. will be sent by email and will be available on your Government Jobs account. It is the applicant's responsibility to ensure a correct email address is provided and that all correspondence is received. Information contained herein, including the recruitment process, is subject to change without notice.

Supplemental Questions

As part of the Police Captain recruitment process, all applicants are required to submit written responses to the supplemental questions listed below. Failure to submit your response to the supplemental questions with your Antioch Job Application will be considered a withdrawal from the recruitment process.

Please utilize the following format guidelines:

- Each response (to the four questions) may be no longer than two pages (per question).
- Responses must be typed in Calibri 11-point font, single spaced, with 1" margins on all sides.
- Include your name on the upper right hand corner of each page.
- Number each page 1 of 1 or 1 of 2.
- List the Question Number on each Page – Question #1, Question #2, etc.

Police Captain Supplemental Questions:

1. Describe how your education, training, and experience have helped you to prepare for the role of Police Captain. Clearly articulate how this information exemplifies your readiness to assume the organizational leadership responsibilities of this position.
2. Describe a significant contribution you have made to your current organization. How did it improve or benefit your department or the community? What lessons did you learn from the experience and how has it helped you prepare for the role of Police Captain?
3. In Law Enforcement today, we continue to find ourselves in truly unprecedented times. From the significant internal challenges of evolving cultures, ethics, and community trust; to the murder of George Floyd, and the tidal wave of highly emotional civil unrest; law enforcement agencies, our society, and our public safety profession are at the precipice of significant change. Please describe the most significant challenges facing the Antioch Police Department and the Law Enforcement Profession, now and into the future. If selected for the position of Police Captain, describe what steps you will take, and what strategies you will recommend for the Department to initiate to enhance both public safety and police-community relationships in Antioch.
4. What steps should the City of Antioch and the Antioch Police Department take to rebuild and maintain trust with the community? What should they do to enhance community outreach and community engagement in Antioch?