



# ACCEPTING APPLICATIONS

## *KINGSBURG POLICE LIEUTENANT*



**APPLY BY MONDAY, JANUARY 12, 2026**

<https://www.governmentjobs.com/careers/cityofkingsburg-ca/>



**Contact Information:**

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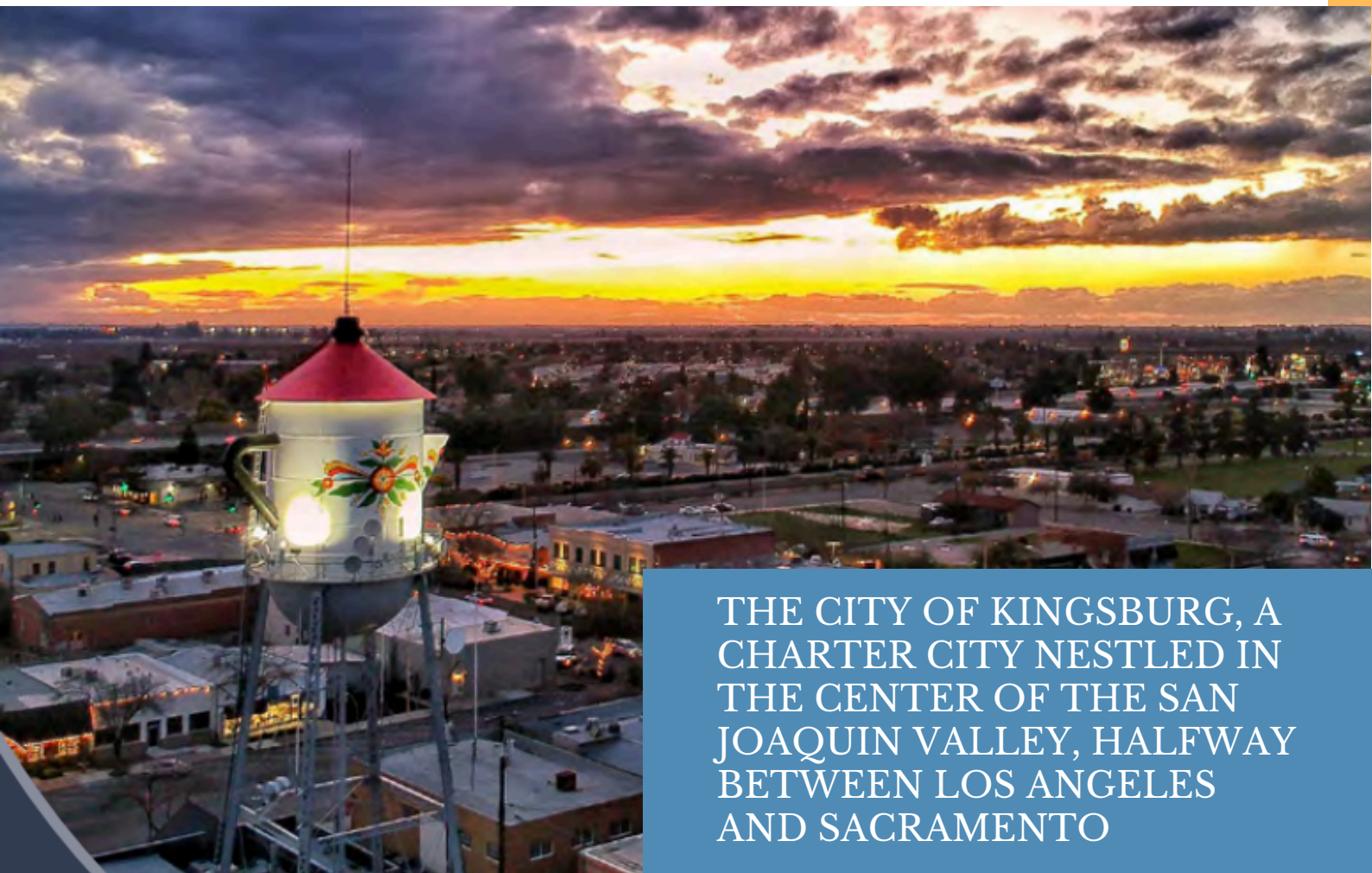
# ABOUT THE CITY OF KINGSBURG

## Mission Statement

Kingsburg is committed to leadership that inspires, professionalism that ensures excellence in service, and partnership that fosters community collaboration.

## Vision Statement

In Kingsburg, we take pride in our uniqueness, rooted in a rich heritage that shapes our identity. Together, we celebrate the past, engage the present, and build a future full of possibilities.



THE CITY OF KINGSBURG, A CHARTER CITY NESTLED IN THE CENTER OF THE SAN JOAQUIN VALLEY, HALFWAY BETWEEN LOS ANGELES AND SACRAMENTO

## Goals

Financial Stability

Support Businesses

Preserve the Kingsburg Experience

Community Engagement

Community Safety



# ABOUT THE DEPARTMENT

The Kingsburg Police Department has 29 fulltime employees, 25 sworn and 4 professional staff. The department has two divisions, Field Operations and Administration, each commanded by a police lieutenant. Sworn and professional staff work either 12 or 10 hour shifts. The Field Operations Division consists of Patrol, Detectives, Traffic, Adult Compliance Team, participation on the Multi Agency Gang Enforcement Consortium, and School Resource Officers. The Administration Division consists of Records, Property/Evidence, Permits, Recruitment and Hiring, Audits and Compliance, and several other ancillary responsibilities.

## Vision Statement

The Kingsburg Police Department is committed to working in partnership with our community to enhance public safety, utilizing modern techniques and resources to reduce crime and the fear of crime, while preserving the tradition, opportunity, charm, and heritage of our city.

## Mission Statement

The Kingsburg Police Department exists to prevent, reduce, and solve crimes, while working with the community to enhance public safety and improve the quality of life.

## Core Values

Courage - Professionalism - Trust - Integrity - Dedication - Respect - Honor



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# MINIMUM QUALIFICATIONS

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Under general direction of the Chief of Police, assists in planning, organizing and directing the activities of the Police Department; acts for the Chief of Police in his absence; performs special law enforcement and investigation work; and completes other assignments as required. The Police Department's Lieutenant classification is utilized as a supervisor over patrol and investigations, including administrative activities. Duties include acting as Chief of Police in his absence. Incumbents report directly to the Chief of Police.

**Education:** Graduation from an accredited college or university with an appropriate major is desired. Deficiency in education may be compensated by additional qualifying experience.

**Experience:** One year of experience as a Municipal Police Sergeant or its equivalent in law enforcement with a city police or county sheriff's department.

**License and Certificates:**

Possession of an appropriate California Operator's License issued by the State Department of Motor Vehicles.

**Knowledge of:** Modern police methods and procedures including patrol; crime prevention; traffic control; basic investigation and identification techniques; criminal law with particular reference to apprehension, arrest, and custody of persons accused of misdemeanors and felonies; rules of evidence pertaining to search and seizure and the preservation and presentation of evidence; recent court decisions on the arrest and handling of suspects and prisoners; principles of supervision and training; Police Officers Bill of Rights; internal affairs investigations; and citizens complaint procedures.

**Ability to:** Schedule, organize and supervise the work of others; analyze situations effectively and interpret and apply laws and regulations; remember facts and situations; exercise good judgment in personal encounters with the public; prepare clear, concise and comprehensive written reports; establish and maintain effective working relationships with other law enforcement agencies, department employees and the public.





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# EXAMPLE OF DUTIES

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## Duties:

- Plans, organizes, and supervises patrol and investigative activities; inspects and gives instructions to subordinates; maintains discipline; interprets and implements departmental policies and procedures; compiles reports and completes special assignments.
- Supervises and personally participates in major investigations; assists subordinates in preparing reports and cases for trial and may personally appear in court to present evidence and testimony; maintains contact with other law enforcement agencies.
- Assists in divisional budget preparation and fiscal control.
- Reviews reports submitted by subordinates; evaluates performance of subordinates and makes disciplinary recommendations; maintains and prepares reports on shift activities and other matters; researches information.
- Supervises training programs; may coordinate P. O. S. T. and professional development training; may advise and assist in the recruitment and testing of candidates for non-management vacancies.
- Directs departmental internal affairs investigations, reports findings and employment background investigations including pass/fail recommendations.
- Acts as Jail Administrator over the Department's Holding Facility.
- Acts in the absence of the Chief of Police.
- Other duties as assigned.



# COMPENSATION AND BENEFITS

Compensation and benefits will be based on experience and qualifications for the position.

**Annual Salary Range:** \$112,938 - \$137,277

**Salary:** Salary increases are given when the employee's work performance has been satisfactory as determined by a regularly scheduled performance evaluation. The City has a 5-step salary range with 5% increments between steps.

**Scheduled base salary cost of living allowance increases:** January 1, 2026, two percent (2.0%) base salary increase; July 1, 2026, two percent (2.0%) base salary increase; January 1, 2027, two percent (2.0%) base salary increase; and July 1, 2027, two percent (2.0%) base salary increase.

**Insurance:** For Regular full-time employees the City offers medical, dental and vision care. The employee rate is \$51.36 and the family rate is \$156.56, which is automatically payroll deducted, pre-tax, on a bi-weekly basis. Up to \$15,400 of employer paid HRA funds per family available.

The City pays for \$15,000 in life insurance for those who qualify and \$10,000 for non-qualifying employees. A supplemental life insurance policy for employees and dependents may be purchased through payroll deductions.

## **Retirement:**

a) Social Security - City shall only pay 100% of the employer contribution. The employee contribution shall be deducted from the employee's paycheck.

b) CalPERS 'Classic' Members - Employees defined by CalPERS as 'Classic' members shall have a 2.0% @ Age 55 Miscellaneous and 3% @ 55 for Safety group employees tier retirement packages with the California Public Employees Retirement System (CalPERS). 'Classic' members shall pay 100% of the 'employee' member-paid pension contribution rate as a percentage of payroll, as set by CalPERS.

c) CalPERS PEPRA Members - PEPRA members shall have a 2.0% @ 62 miscellaneous tier and a 2.7% @ 57 for Safety PEPRA retirement package with CalPERS, and shall be responsible for payment of their member contribution rate as a percentage of payroll.





# COMPENSATION AND BENEFITS CONT.

**Holidays:** Regular full-time employees receive 14 paid holidays and 1 paid birthday floating holiday per year.

**Vacation:** Regular full-time employees accrue 12 days vacation per year for years 1-5. Years 6-12 accrue an additional 1 day per year. From years 13-20 an employee accrues 20 days per year. At year 20, an employee accrues 25 days per year.

Incentive pay available: Bilingual skills: 2.5% premium pay.

**Uniform allowance:** \$1,500 per year, paid in the second month (February) of the pay year.

**Paid Administrative Leave:** 56 hours/calendar year.

**Sick Leave:** Regular full-time employees accrue 15 sick days per year.

**Take Home Vehicle:** Subject to Take Home Vehicle Policy.



Apply by Monday, January 12, 2026 at:

<https://www.governmentjobs.com/careers/cityofkingsburg-ca/>

In your application, please include a resume, and necessary certifications and licenses. Optional, cover letter and references.

<https://www.cityofkingsburg-ca.gov/>

[cwindover@cityofkingsburg-ca.gov](mailto:cwindover@cityofkingsburg-ca.gov)



1300 California Street  
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