



POLICE CAPTAIN

City of **Lincoln, California**

Recruitment Services Provided By



The Opportunity

The City of Lincoln, CA is seeking a forward-thinking, service-oriented law enforcement leader to serve as its next Police Captain. This is a unique opportunity to join a dynamic and growing community, lead a dedicated team of officers and professional staff, and help shape the future of policing in one of Northern California's most desirable cities. The next Captain will play a key role in supporting a culture of integrity, innovation, and community engagement – building on the department's strong foundation while helping guide strategic initiatives in a city that values transparency, partnership, and progressive leadership.





About Lincoln

The City of Lincoln is located at the edge of Northern California's foothills, 27 miles northeast of California's State Capital, Sacramento. With a population of 54,742 Lincoln was one of the fastest growing cities in the country from 2000 to 2007, yet has managed to maintain the small-town charm that has made it such a desired location to live, work and play.

Lincoln sprang up as a railroad terminal in the 1800's as the western United States realized massive growth. Today Lincoln continues its agricultural heritage and is also known for its production of clay, lumber, and building materials. The world-renowned Gladding McBean & Company, located in downtown Lincoln, is the only remaining major manufacturer of decorative architectural terra cotta in the United States. The plant also produces clay sewer pipe and is one of Lincoln's major employers. Other top employers in the area include Sierra Pacific Industries, Rogers Coffee, RobbJack and the Western Placer Unified School District.

Lincoln still retains its small-town atmosphere with tree lined streets, quaint shopping and dining and a town square filled with community events throughout the year and has the lowest crime rate in the county. Annual festivities that help contribute to Lincoln's small town charm and appeal include events such as Farmer's Market during the summer, a traditional Fourth of July Parade and celebration, the Tour de Lincoln Bike Ride, a Classic Car Show, Lincoln Showcase a Food and Wine Tasting Event and a Holiday Parade and Tree Lighting Ceremony each December.

Lincoln values its small-town atmosphere, yet encourages careful, well-planned growth. Residents and city officials alike share a positive, forward-looking attitude toward expansion for their city with a common goal to foster a progressive business climate while maintaining a desirable balance of employment, housing, commercial, retail and recreational opportunities. A new General Plan was completed in 2008, providing a blueprint for the community and the future growth of Lincoln.

As it continues with its future development, Lincoln insists that new growth is well planned. The City's goal is to maintain its small-town atmosphere while bringing Lincoln a more balanced jobs to housing ratio and an associated diversified and healthy revenue stream.

City Government

Incorporated in 1890, Lincoln is a general law city and operates under a Council-Manager form of government. The City is governed by a five-member City Council elected by districts to four-year overlapping terms. The position of Mayor is filled on a rotating basis. In addition to the City Council, the City Treasurer is also an elected position. Reporting directly to the City Council are the City Manager and the City Attorney.

The City of Lincoln is a full-service city that provides its services through the following departments: Administrative, City Attorney, City Council, City Manager, Community Development, Engineering, Finance, Information Technology, Library Services, Public Safety, Public Works, Recreation, and Airport. The City has over 200 FTE positions and a total budget of over \$94.1million.





The Police Department

The Lincoln Police Department proudly serves a thriving and rapidly growing community in Placer County. Committed to safeguarding both quality of life and public trust, the department operates with a dedicated team of 46 total staff members supported by a current fiscal year budget of \$11.3 million. The Police Department enjoys a very low vacancy rate as compared to many other agencies, allowing the department to sustain service quality as the city expands.

Organized into core Operations and Support divisions, the department includes Patrol, Investigations, Communications, Records, Property & Evidence, and the Citizens on Patrol (COP) volunteer program. These units work collaboratively to provide 24/7 law enforcement response, investigative follow-up, and administrative services, while enhancing community partnerships through outreach and volunteer support. The Lincoln Police Department actively engages the community through programs such as Neighborhood Watch, Coffee with a Cop, School Resource Officers, and the Youth Engagement Programs, fostering transparency, trust, and collaboration between officers and residents.



\$11.3M
Operating Budget

46
Employees

The Position

The Police Captain reports to the Chief of Police and serves as the Department's second-in-command. Receiving general direction from the Chief, the Captain is responsible for exercising direct supervision over sworn and non-sworn management, supervisory, technical, and administrative support staff through subordinate levels of management and supervision. The Captain's direct reports are a Lieutenant, a Detective Sergeant, and a Dispatch/Records Supervisor. Some of the key job functions associated with the Police Captain role include:

- Planning, directing, managing, coordinating, and evaluating the work of all major divisions of the Police Department, along with developing, recommending, and administering policies and procedures.
- Continuously monitoring and evaluating the efficiency and effectiveness of service delivery methods and procedures; assessing and monitoring workload, administrative and support systems, and internal reporting relationships; identifying opportunities for improvement; and directing the implementation of changes.
- Representing the Police Department to other City departments, elected officials, and outside agencies; explaining, justifying, and supporting Police Department programs, policies, and activities; and negotiating and resolving sensitive, significant, and controversial issues.
- Managing and participating in the development and administration of the division's budget; directing and forecasting funds needed for staffing, equipment, materials, and supplies; directing the monitoring and approval of expenditures; and directing the preparation and implementation of budgetary adjustments.
- Coordinating Police Department activities with other departments and outside agencies and organizations; providing expert staff assistance to the City Manager, City Council, and Chief; preparing and presenting staff reports and other necessary correspondence; and making public presentations.
- Acting on behalf of the Police Chief in their absence as assigned.





Challenge & Opportunities

The next Police Captain must be experienced with a demonstrated commitment to community policing, collaboration, effective communication, and customer service to successfully address various challenges and opportunities:

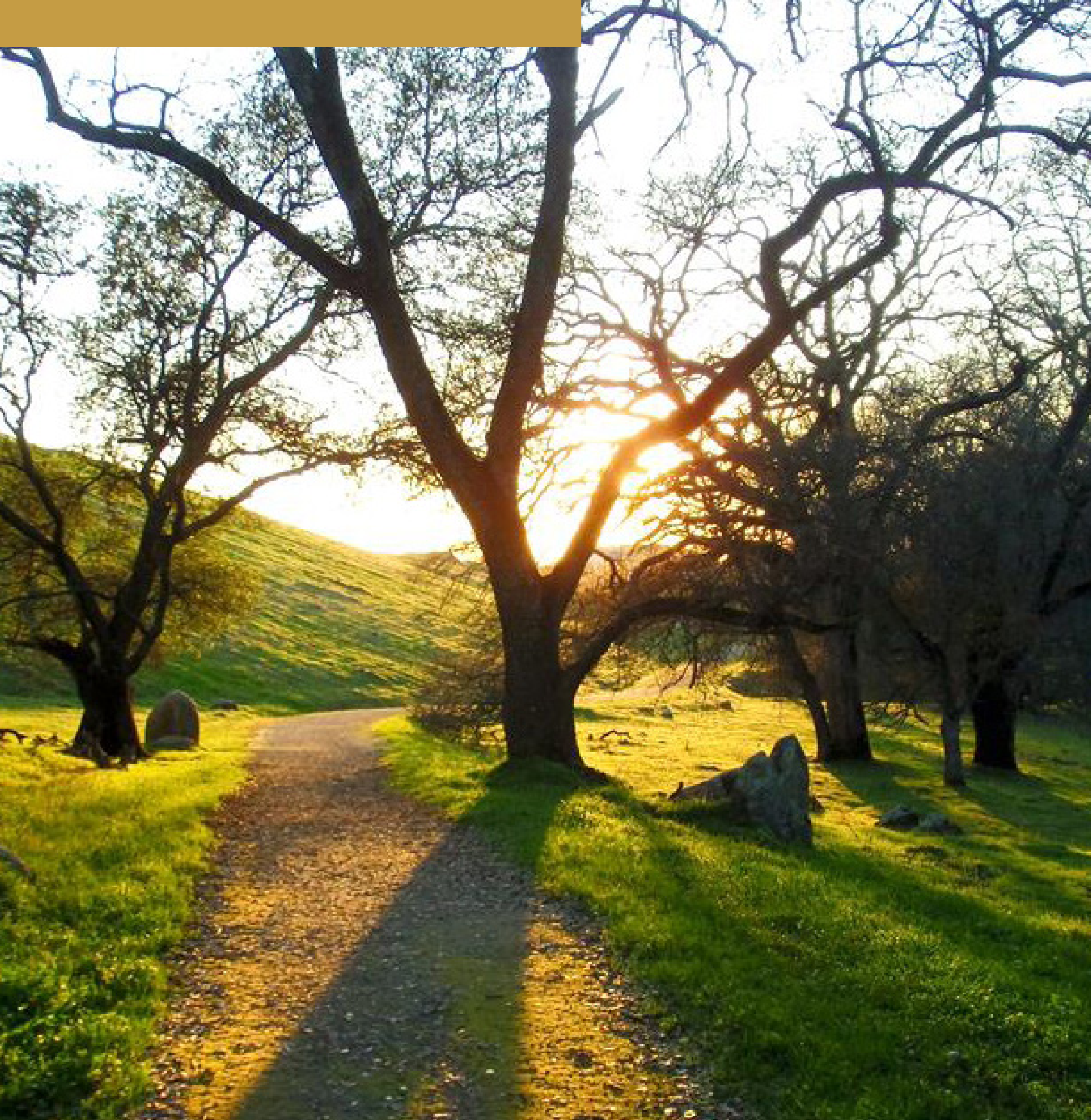
- While the Lincoln Police Department enjoys a healthy relationship with its community members, an opportunity exists for the next Captain to bring ideas to the organization for additional community-centric programming and engagement opportunities. The Captain will be expected to lead the way and ensure the organizational culture supports community engagement to the highest extent possible.
- A recent evaluation of the Police Department recommended the need for formal mutual aid agreements with allied agencies, formal training and succession plans, and an internal leadership development plan. The successful candidate will be challenged to work closely with the Chief and others to work on these important organizational enhancements.
- An opportunity exists to creatively provide internal leadership opportunities and mentorship for sworn and professional staff to prepare people for larger roles and to deliver effective succession planning.

Ideal Candidate

In addition to being a highly ethical and well qualified servant leader, certain traits will be essential for the success of the next Police Captain in Lincoln:

- Lincoln desires a Police Captain with a leadership style characterized by inclusion, approachability, empathy, humility, collaboration, and respect for people in the broadest possible sense. The next Captain must be able to skillfully collaborate with all internal and external stakeholders.
- The City prefers a Police Captain that can commit to serving in the organization for several years.
- The next Police Captain will be a skilled communicator and relationship builder, able to assist the Chief of Police with creating meaningful relationships in the community and the city organization, along with regional partners and stakeholders.
- A leadership style that recognizes the value of people in the organization and empowers them to use their talents and creativity toward solving community problems and advancing the capabilities of the department will be essential. Demonstrated ability to effectively lead both sworn and professional staff is highly valued by the Lincoln Police Department.
- The successful candidate will need experience working in a unionized environment and will have demonstrated experience in labor/management relations.
- A strong commitment and demonstrated work history of supporting staff wellness efforts will be essential for success in this role.
- The ideal candidate must bring familiarity and experience with the important administrative functions of leading an agency, such as budget, information technology, collective bargaining, internal investigations, and human resources functions.





Qualifications

Any combination of education and experience that has provided the knowledge, skills and abilities necessary for a Police Captain is qualifying. A typical way of meeting or exceeding the required qualifications is listed below.

Education: Bachelor's degree from an accredited college or university with major coursework in law enforcement, public administration or a related field is not required but is desirable. A Master's degree and completion of executive-level leadership programs, such as the California P.O.S.T. Command College or the FBI National Academy, are not required, but are highly desirable.

Experience: Eight (8) years of increasingly responsible law enforcement experience, including two (2) years in a management capacity comparable to that of a Police Lieutenant with the City of Lincoln.

Certification: Possession of a Management Certificate issued by the California Commission on Peace Officer Standards and Training.

Salary & Benefits

The Police Captain is a non-represented, FLSA-exempt position. The salary range for the Police Captain is **up to \$202,000** depending on the applicant's qualifications and experience. The City of Lincoln provides an excellent array of benefits, which include:

CalPERS Retirement System: Classic members receive 3% @ 50 or 3% @ 55 (depending on prior job history with a Public Retirement Agency) and make a 12% employee contribution. PEPR members receive 2.7% @ 57, with a current employee contribution of 16.75%. The City of Lincoln participates in Social Security at a current rate of 6.2%.

Deferred Compensation: Optional participation in a 457(b) plan.

Medical Insurance: City contribution of up to \$2,314.83 per month (for family) for a CalPERS Health Plan. Employees who waive medical coverage can receive a bi-weekly cash benefit of \$342.45.

Dental and Vision Insurance: Premiums are paid 100% by the City.

Leave:

- **Vacation:** Ranges from 100 hours to 220 hours annually based on years of service.
- **Sick:** 96 hours per year.
- **Administrative:** 80 hours of leave annually.
- **Holidays:** 10 City-paid holidays and 16 hours of floating holiday per calendar year. Unused floating holiday hours will be cashed out at the end of the year.

Short-Term/Long-Term Disability Insurance: Short-Term disability insurance and paid family leave benefits are provided with 10% of the cost paid by the City. Long-Term disability premiums are fully paid by the City.

Life Insurance: City provided group policy with \$100,000 basic life and AD&D.

Relocation Assistance: Subject to negotiation with the selected candidate.



Application & Selection Process

To be considered for this position, interested candidates must submit a cover letter and résumé no later than **Monday, September 8, 2025**, at:

www.mosaicpublic.com/careers

This recruitment will be handled with strict confidentiality until such a time as finalists have been identified. References will not be contacted until mutual interest has been established.

CONFIDENTIAL INQUIRIES ARE WELCOMED TO:

Chief Bryan Noblett (ret.) | bryan@mosaicpublic.com | (916) 217-3696

IMPORTANT DATES:

Deadline to apply and be considered:	September 8, 2025
Candidates selected for interviews:	Week of September 15, 2025
In-person interviews:	Week of September 29, 2025
Estimated start date for new Captian:	January 2026

The City of Lincoln is an Equal Opportunity Employer.

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