

THE CITY OF ANTIOCH



Invites your interest for the position of
Police Sergeant

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 three divisions: Field Services, Support Services, and Compliance and Professional Standards. The Field Services Division includes Patrol, Traffic, SWAT, K-9, and Community Services Officers. The Support Services Division consists of Investigations, Crime Analysis, CSI, Property/Evidence, Records, Dispatch, and Animal Services. Compliance and Professional Standards includes Internal Affairs, Training, Community Engagement, Community Liaison Officer and Statistical Policy Analyst. Antioch is the only City in Contra Costa County with its own Animal Shelter.

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 Sergeant 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.

Essential Job Functions

- 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 of officers and staff and establish standards and performance for department personnel and programs.
- Oversees officers and staff in the Field Services Division or Support Services Division.
- Develop, prepare and monitor various criminal justice grant programs.
- Prepare required reports and presentations.
- Organize and direct departmental crime prevention activities.
- Attend various City and community meetings as a departmental representative.
- Evaluate overall team and unit 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.
- Supervises assigned functional areas including patrol, investigations, administration, and special operations.
- Plans, directs, coordinates, and reviews the work plans for assigned staff; assigns work activities, projects and programs; reviews and evaluates work products, methods and procedures of assigned staff to ensure compliance with applicable Department policies, federal, state, and local laws, codes and regulations.
- Manages day-to-day operational activities and coordinates long-term efforts that complement neighborhood problem solving and relationship building with the community.



Police Sergeant—Antioch Police Department

Ideal Candidate

The Antioch Police Department is seeking a Police Sergeant 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 fellowship 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 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 supervisor, coach, 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.
- A supervisor who demonstrates a positive attitude, self-awareness and emotional intelligence.

COMPENSATION:

The salary range for this position is \$144,564—\$175,704 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 PEPRA employees as defined by CalPERS, shall receive the CalPERS 2.7% at 57 safety retirement benefit formula. PEPRA 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 4 years of law enforcement experience.

- ◆ Graduation from high school or equivalent and any combination of education/experience equivalent to graduation from a two-year college. Preference given to Administration of Justice or related field of study.
- ◆ Possession of POST intermediate Certificate (Required). Possession of a POST Supervisory Certificate within three years 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.
- ◆ Completion of advanced officer training and a variety of law enforcement experience is desirable.
- ◆ Broad and extensive experience, training, and education in all major phases of municipal police work and police supervision is also desired.

THE PROCESS—APPLY NOW:

This position is open until March 6, 2026

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 be continuous through March 6, 2026, and finalists will be invited to an interview/assessment center process scheduled for March 19, 2026.

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

Supplemental Requirements

All Police Sergeant Applicants will be asked to complete a reading assignment and a list of supplemental questions.



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.