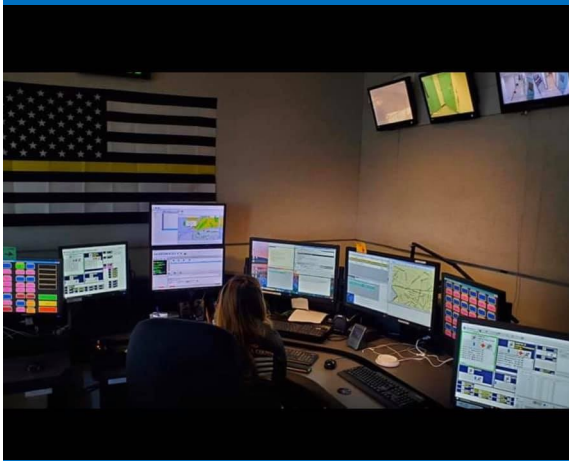


THE CITY OF ANTIOCH



Invites your interest for the position of
Police Lieutenant

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 115,000 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 Lieutenant 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 and Responsibilities

- Participate in the planning, organizing, and development of operational procedures relating to a major unit of the Department.
- Supervise the activities of assigned personnel and day-to-day operations as the Shift Watch Commander or Bureau Manager.
- Direct and assist in the training development of subordinate personnel.
- Assume responsibility for specialized assignments, as directed e.g., SWAT.
- Prepare recommendations for budget and personnel needs.
- Coordinate police activities with other units in the Police Department and City Departments.
- Coordinate functions of the unit with other law enforcement agencies.
- Supervise, train, and evaluate subordinate personnel.
- Conduct a continuing review of the unit, and division activities to identify problems and develop recommendations for improving services.
- Inspect unit personnel and equipment.
- Personally conduct investigations and special studies requiring a high level of discretion.
- Direct the maintenance of records preparation of the various local, state, and federal statistical reports.
- Speak before groups and represent the Department and City at meetings, events, and conferences.
- Maintain statistical records of the unit.
- Respond to emergencies when off-duty and act as emergency operations manager.
- Oversee/manage the Police Fleet.
- May oversee Animal Services and other bureaus as assigned.



Police Lieutenant—Antioch Police Department

The ideal candidate will be an experienced law enforcement professional who is service-minded and possesses the highest levels of integrity; an inspiring and team-oriented leader with an incredible work ethic known for adhering to high standards and service excellence. They will be an innovative and resourceful leader who displays a relentless commitment to professionalism. Experience as an effective mentor and innovative leader who models and promotes high expectations, and asserts a positive presence is highly desirable. Extensive community engagement experience, and a sophisticated understanding of contemporary policing practices will be expected.

Requirements include two years experience in a supervisory capacity or higher classification, and a Bachelors Degree from an accredited college or university, preferably with a major in police science, public administration or sociology. Possession of POST Basic, Intermediate, and Supervisory Certificates are also required.

Key Challenges and Opportunities

In a competitive job market, the selected Lieutenant must support the Captains and Chief of Police, and work diligently to increase employee engagement, maintain officer and professional staff retention, and enhance department recruitment efforts. This is an outstanding opportunity to work in a multi-generational and diverse law enforcement agency. The Police Department is heavily invested in community policing and community engagement programs.

This is a unique opportunity to work in an exceptional and dynamic professional environment, and to become part of an outstanding leadership team that provides the community with excellent public safety services.

COMPENSATION

The salary range for this position is \$182,736—\$222,096 annually, commensurate with 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 8 years of experience in police work that includes at least two years of experience conducting supervisor level responsibilities at a law enforcement organization.

- ◆ A Bachelors Degree from an accredited college or university is required, preferably with a major in police science, public administration, or sociology.
- ◆ Possession of a Basic and Intermediate POST Certificates. Possession of a POST Supervisory Certificate within one year of appointment.
- ◆ Possession of a valid California Motor 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 police supervisory or management coursework such as the POST Supervisory Leadership Institute (SLI), is desirable.
- ◆ Broad and extensive experience, training, and education in all major phases of municipal police work is also desired.

APPLY NOW: *This position is open until June 7, 2026*

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.

A reading assignment will be required of candidates moving forward to the assessment center.

Candidate screening will be ongoing and finalists will be invited to an interview/assessment center process scheduled for June 25, 2026.

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

This recruitment notice is intended to provide a general overview of the position and its key responsibilities. It does not constitute a complete listing of all minimum qualifications, required certifications, or disqualifying criteria. Applicants are strongly encouraged to review the full job announcement for detailed information regarding minimum qualifications, selection criteria, background, and POST medical requirements, including any factors that may result in disqualification from the hiring process. For complete job information and to apply, please click the “Job Opportunities” link on the City’s website [Human Resources | Antioch, CA](#)

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.