



City of Tulare Police Captain

SALARY	\$63.97 - \$77.75 Hourly \$5,117.32 - \$6,220.14 Biweekly \$11,087.53 - \$13,476.98 Monthly \$133,050.36 - \$161,723.76 Annually	LOCATION	Tulare, CA
JOB TYPE	Full-Time	JOB NUMBER	2026-08
DEPARTMENT	Police	DIVISION	Police Administrations
OPENING DATE	03/09/2026	CLOSING DATE	4/5/2026 11:59 PM Pacific

Position Description



RECRUITMENT OVERVIEW - Lead with Purpose. Protect with Honor.

Tulare Police Department is searching for its next Police Captain. The role of a Police Captain is where strategic vision meets community action. This position is designed for a dedicated leader who understands that modern public safety is built on a foundation of collaboration, innovation, and unwavering integrity.

As Police Captain the primary focus is to direct and manage multiple divisions, serving as a vital link between departmental policy and community well-being. Reporting directly to the Police Chief, this role offers the opportunity to shape the future of the department through administrative leadership, budgetary oversight, and the cultivation of a professional, service-oriented workforce.

Core Pillars of the Position:

- 1. Strategic Leadership:** Direct the development and implementation of departmental goals and priorities. This includes managing the annual budget, forecasting resource needs, and evaluating the effectiveness of service delivery methods.

2. **Community Partnership:** Work as an equal partner with the community to identify and solve problems related to crime and quality of life. The Captain serves as a highly visible representative of the department, building trust through transparency and engagement.
3. **Operational Excellence:** Oversee personnel management, including training and motivating staff to operate as community-based problem solvers. This role ensures that all operations conform to the highest standards of professional conduct.
4. **Administrative Command:** Provide complex staff assistance to the Chief of Police and assume command of the department when necessary. This includes leading through major emergency situations and ensuring the department remains current on legal, technological, and societal changes.

The Ideal Candidate:

The successful candidate is a seasoned professional with extensive knowledge of municipal police operations and a proven track record of effective interpersonal communication. This individual must possess the analytical skills to conduct organizational studies and the emotional intelligence to resolve complex public concerns and navigate high-stress environments while fostering a culture of accountability, transparency, and professional growth within the department.

Key Responsibilities Include:

1. Developing cooperative working relationships and mutual aid agreements with other public safety agencies.
2. Monitoring workload and administrative systems to identify opportunities for improvement.
3. Leading emergency management operations during natural disasters or major incidents.
4. Representing the City and the Department in meetings with civic groups, businesses, and professional organizations.

Ready to Make a Lasting Impact?

Join a team committed to excellence and community-based policing.

The dates associated with the recruitment process are outlined in this job posting. Please be sure to make note of the dates and plan now to participate in the recruitment process. Confirmation of your eligibility to participate in the interview phase will be sent to you via email as soon as our screening process is complete.

INTERVIEW PANEL:

Applicants that meet the minimum requirements for the position will be invited to participate in the interview process on: THURSDAY, APRIL 16th.

CHIEF'S INTERVIEW:

The top five applicants based on their panel interview score will be invited to interview with Chief Ynclan on: THURSDAY, APRIL 23rd.

ABOUT THE CITY OF TULARE

Tulare is a full-service Charter City with approximately 400 full-time employees. The City of Tulare is a supportive organization where people take pride in their work and in the community they serve. Tulare is also a place where people can grow professionally, a place that values innovation and a place where people can make a positive and lasting change in the community.

DEPARTMENT OVERVIEW

The dedicated men and women of the Tulare Police Department (TPD) are well trained, thoughtful, and committed to providing professional law enforcement services to the citizens and visitors of this outstanding community.

Community-oriented policing, prioritizing public safety through partnerships, crime prevention, and professional service are our focus. Our core values include integrity, community safety, customer service, and quality.

TPD emphasizes a culture of teamwork, transparency, and fiscal conservatism. As a Captain, you will work closely with the Police Chief to implement strategic visions and develop talented subordinates.

The department is organized into three main divisions; each overseen by a Police Captain:

- **Patrol Division:** The most visible unit, responsible for 24/7 emergency response, initial crime investigations, and traffic enforcement. It includes specialty units such as:
 - K-9 Unit: Recently recognized for excellence at the 2026 Fresno County K9 Trials.
 - Traffic Unit: Focuses on DUI checkpoints, accident investigations, and vehicle code enforcement.
 - SWAT Team: Deployed for high-risk tactical situations.
- **Investigation Division:** Managed by a sergeant and seven detectives, this unit handles complex felony cases, including homicides, sex crimes, and identity theft.
- **Administrative Division:** Manages records, personnel training, and community programs like Neighborhood Watch and the Police Activity League, which focuses on youth mentorship and reducing juvenile crime.

To learn more about TPD please visit our website: <https://www.tulare.ca.gov/government/departments/police> and recruitment page: <https://www.tulare.ca.gov/i-want-to/join-tulare-pd>

POSITION OVERVIEW

Under general direction, directs, manages, organizes, reviews and evaluates the programs and activities of multiple divisions of the Police Department through subordinate levels of supervision; develops and implements specific departmental operational programs; provides complex administrative and budgetary support to the Police Chief; coordinates assigned activities with other City departments; acts for the Chief on a relief or as assigned basis; enlists broad-based community support for the departments overall objectives; and performs related work as required.

SUPERVISION RECEIVED AND EXERCISED

Receives general direction from the Police Chief. Supervision is exercised over all departmental personnel.

CLASS CHARACTERISTICS

This management level class is responsible for planning patrol, public service and investigative functions or administrative support activities, including assisting the Chief in formulating policy, developing goals and objectives and administering the department's budget. The primary responsibilities are managerial, including the coordination of activities with those of other City departments and law enforcement agencies. This class is distinguished from Police Chief in that the latter has overall management responsibility for the Police Department.

Examples of Essential Functions

EXAMPLES OF ESSENTIAL JOB FUNCTIONS (Illustrative Only) *Management reserves the right to add, modify, change, or rescind the work assignments of different positions and to make reasonable accommodations so that qualified employees can perform the essential functions of the job.*

- Encourages citizens to share in the rights and responsibilities implicit in identifying, prioritizing, and solving problems, as equal partners with police.

- Works collaboratively with the community in creative ways to develop and implement organizational strategies designed to solve problems of crime, illicit drugs, fear of crime, physical and social disorder, neighborhood decay, and the overall quality of life for everyone in the community.
- Directs, manages and participates in the development and implementation of goals, objectives, policies and priorities for the Department; recommends within departmental policy, appropriate service and staffing levels; recommends and administers policies and procedures.
- Provides administrative management, leadership, and motivation to divisional personnel to facilitate the provision of efficient and effective public safety measures, and to ensure the maintenance of a positive quality of life for all City residents and the general public.
- Manages and participates in the coordination of a variety of community policing duties designed to maintain a highly visible presence within the community for the purpose of deterring crime, maintaining good community relations, and providing assistance to the public, including speaking before various civic and community groups.
- Continuously monitors and evaluates the efficiency and effectiveness of service delivery methods and procedures; assesses and monitors workload, administrative and support systems, and internal reporting relationships; identifies opportunities for improvement and recommends to the Chief.
- Selects, trains, motivates and directs Department personnel to operate as community-based problem solvers; evaluates and reviews work for acceptability and conformance with department standards, including program and project priorities and performance evaluations; provides or coordinates staff training; works with employees to correct deficiencies; implements discipline and termination procedures; responds to staff questions and concerns.
- Manages and participates in the development and administration of the Police Department's annual budget; directs the forecast of additional funds needed for staffing, equipment, supplies, and materials; directs the monitoring of and approval of expenditures; direct and implement adjustments as necessary.
- Develops cooperative working relationships and mutual aid agreements with representatives of other local public safety departments.
- Provides highly complex staff assistance to the Chief of Police; prepares and presents staff reports, written materials, and other necessary correspondence.
- Conducts a variety of organizational studies, investigations, and operational studies; recommends modifications to departmental programs, policies, and procedures, as appropriate.
- Monitors legal, regulatory, technological and societal changes and court decisions that may affect the work of the department; recommends equipment acquisition, training programs and procedural changes to ensure retention of qualified staff and the provision of services to the community in an effective, efficient and economical manner.
- Investigates and resolves problems with requests for services or complaints regarding police functions; conducts internal investigations of complaints from officers and /or the public, mediates any conflicts or disputes with department personnel or the public, and takes appropriate action to ensure a timely and equitable resolution when first-line supervisors are unable to do so.
- Provides effective professional liaison between the Police Department and other City Departments and divisions.
- Represents the City and/or the Police Department in meetings with members of other public and private organizations, business, educational and community groups and the public.
- Participates on a variety of boards, commissions, and professional group meetings.
- Provides leadership and administrative expertise during major emergency situations and natural disasters utilizing standardized Emergency Management System (EMS) regulations, including participating in organizing operations center, call back of personnel and equipment resources, providing active management of emergencies and disasters utilizing City's emergency action and participating in organizing, planning and practicing EMS training.
- Attends meetings, conferences, workshops, and training sessions and reviews publications and materials to become and remain current on principles, practices, and new developments in assigned work areas.
- Participates in continuous training to enhance law enforcement skills including but not limited to community interaction and collaborative problem solving, emergency vehicle operation, interview and investigative skills, firearms proficiency, and apprehension and arrest techniques.
- Operates as a community-based problem solver, gathers information and learns about the dynamics of the community.
- Promotes crime prevention programs to enhance public understanding of law enforcement activities.
- Manages and executes special projects and systems.
- May assume command in the absence of the Police Chief.
- Performs other duties as assigned.

Qualifications / Requirements

QUALIFICATIONS

Knowledge of:

- Administrative principles and practices, including goal setting, program development, implementation and evaluation, project management, and supervision of staff, either directly or through subordinate levels of supervision.
- Social and communication skills to develop cooperative relationships in the community, and problem-solving and decision-making skills to guide behavior.
- Problem solving and decision making skills.
- Principles and practices of effective interpersonal communication.
- Principles and practices of budget administration.
- Principles and practices of employee supervision, including work planning, assignment, review and evaluation and the training of staff in work procedures.
- Applicable Federal, State, and local laws, codes, court decisions and regulations concerning the operation of a full service municipal police department.
- Functions, services and funding sources of a full-service municipal police department.
- Organization and management practices as applied to the development, analysis and evaluation of programs, policies and operational needs of the assigned Division.
- Law enforcement principles, practices and techniques related to patrol, traffic enforcement, crime scene control and investigation, protection of life and property, pursuit, apprehension and transport of suspects.
- Rules of evidence regarding search and seizure and the preservation of evidence.
- Investigation and identification techniques and equipment.
- Courtroom procedures and techniques for testifying.
- General principles of risk management related to the functions of the assigned area.
- Recent and on-going developments, current literature, and sources of information related to the operations of a municipal police department.
- Safety practices and equipment related to the work, including the safe use and proper care of firearms.
- Record keeping principles and procedures.
- Modern office practices, methods and computer equipment.
- Computer applications related to the work.
- English usage, grammar, spelling, vocabulary, and punctuation.
- Techniques for dealing with and solving the problems presented by a variety of individuals from various socio-economic, cultural and ethnic backgrounds, in person and over the telephone, often when relations may be confrontational or stressed.
- Techniques for effectively representing the City in contacts with governmental agencies, community groups and various business, professional, educational, regulatory and legislative organizations.
- Techniques for providing a high level of customer service to the public and City staff, in person and over the telephone.

Ability to:

- Recommend and implement goals, objectives, and practices for providing effective and efficient services.
- Focus on solving community problems in creative ways that include challenging and enlightening people in the process of what policing entails.
- Exercise tact and diplomacy in dealing with sensitive, complex and political situations.
- Demonstrate initiative and exercise good judgment in the performance of duties.
- Manage and monitor complex projects, on-time and within budget.
- Plan, organize, schedule, assign, review and evaluate the work of staff.
- Train staff in work procedures.
- Evaluate and develop improvements in operations, procedures, policies, or methods.
- Research, analyze, and evaluate new service delivery methods, procedures and techniques.
- Make sound, independent decisions as a watch commander and in emergency situations.
- Prepare clear and concise reports, correspondence, policies, procedures and other written materials.
- Analyze, interpret, summarize and present administrative and technical information and data in an effective manner.
- Interpret, explain, and ensure compliance with City policies and procedures, complex laws, codes, regulations and ordinances.

- Prepare clear and concise reports, correspondence, policies, procedures and other written materials.
- Conduct complex research projects, evaluate alternatives, make sound recommendations and prepare effective technical staff reports.
- Effectively represent the department and the City in meetings with governmental agencies, community groups and various businesses, professional, and regulatory organizations and in meetings with individuals.
- Establish and maintain a variety of filing, record-keeping, and tracking systems.
- Organize and prioritize a variety of projects and multiple tasks in an effective and timely manner; organize own work, set priorities and meet critical time deadlines.
- Operate modern office equipment including computer equipment and specialized software applications programs.
- Use English effectively to communicate in person, over the telephone and in writing.
- Use tact, initiative, prudence and independent judgment within general policy, procedural and legal guidelines.
- Establish and maintain effective working relationships with those contacted in the course of the work.

REQUIREMENTS:

Education and Experience: *Any combination of training and experience that would provide the required knowledge, skills and abilities is qualifying. A typical way to obtain the required qualifications would be:*

Equivalent to graduation from the twelfth (12th) grade with extensive coursework in criminal justice, police science, public administration, or a related field, and five (5) years of increasing responsible law enforcement experience including three (3) years of management and supervisory experience equivalent to Police Sergeant or above at the City of Tulare.

License:

- Possession of a valid Class C California driver's license with a satisfactory driving record.
- Ability to obtain within two years a valid management certificate issued by the California State Commission on Peace Officer Standards and Training (P.O.S.T.).
- Possession and maintenance of firearms qualification.

Special Requirements:

- Emotional stability, coping skills, judgment, flexibility, and social skills.
- Free of any bias based on race or ethnicity, gender, nationality, religion, disability, or sexual orientation.

Additional Information

PHYSICAL DEMANDS

Must possess mobility to work in a standard office setting and use standard office equipment, including a computer; maintain P.O.S.T. physical standards, including mobility and physical strength and stamina to respond to emergency situations and apprehend suspects; vision to maintain firearms qualification and to read printed materials and a computer screen; and hearing and speech to communicate in person, before groups, and over the telephone or radio. The job involves fieldwork requiring frequent walking on uneven terrain, climbing and descending structures to access crime scene and to identify problems or hazards. Finger dexterity is needed to access, enter and retrieve data using a computer keyboard or calculator and to operate police services equipment. Positions in this classification frequently bend, stoop, kneel, reach and climb to perform work and inspect work sites. Employees must possess the ability to lift, carry, push, and pull materials and objects necessary to perform job functions.

ENVIRONMENTAL ELEMENTS

Employees work indoors and outdoors, and are exposed to loud noise levels, cold and hot temperatures, inclement weather conditions, vibration, confining workspace, chemicals, mechanical and/or electrical hazards, and hazardous

physical substances and fumes. Employees may interact with upset staff and/or public and private representatives in interpreting and enforcing departmental policies and procedures.

WORKING CONDITIONS

Must be able to pass a detailed background investigation. Must be able to work extended shifts or be called back in emergency situations and work with exposure to difficult circumstances, including exposure to dangerous situations.

Employer

City of Tulare

Address

411 East Kern Ave

Tulare, California, 93274

Phone

559-684-4201

Website

<http://www.tulare.ca.gov>

Police Captain Supplemental Questionnaire

*QUESTION 1

Do you have five or more years of increasingly responsible law enforcement experience?

- Yes
 No

*QUESTION 2

Do you have three or more years of management and supervisory experience equivalent to Police Sergeant or above?

- Yes
 No

*QUESTION 3

Do you possess a POST Management certificate? If so, please attach a copy to your application. If you do not currently possess the certificate, you will have the ability to obtain it within two years of appointment.

- Yes
 No

*QUESTION 4

Please specify which POST Certificates you possess and attach copies of each to your application.

- POST Basic Certificate
 POST Intermediate Certificate
 POST Supervisory Certificate
 POST Advanced Certificate
 POST Management Certificate

* Required Question