

# County of Monterey

## Sheriff's Commander

<b>SALARY</b>	\$11,599.64 - \$15,842.49 Monthly	<b>LOCATION</b>	Salinas, CA
<b>JOB TYPE</b>	Regular Full-Time	<b>JOB NUMBER</b>	26/36A82/04LA
<b>DEPARTMENT</b>	Sheriff-Coroner	<b>DIVISION</b>	Jail Operations and Administration
<b>OPENING DATE</b>	04/01/2026	<b>CLOSING DATE</b>	5/1/2026 11:59 PM Pacific

### Position Description



**FINAL FILING DATE:** Friday, May 1, 2026

Exam #26/36A82/04LA

### Oral Examination: Tentative week of June 1, 2026

The County of Monterey is committed to honoring the service and sacrifice of veterans and eligible military spouses and awards veterans' preference points for this recruitment. To learn more about the eligibility requirements and the process, be sure to read the **Hiring Preference for Veterans and Eligible Military Spouses** section located towards the end of this job flier.

The Sheriff's Office is recruiting for Sheriff's Commander to work in the Administration, Corrections and Enforcement Operation Bureaus. The Sheriff's Office delivers public safety to the residents of Monterey County by providing 24-hour uniformed patrol, investigations, custody services, court security, and law enforcement support.

The Sheriff's Commander manages, supervises and organizes the work of a station, division, departmental function or program; performs research and analysis of complex problems in support of executive management; and performs other related duties as required.

The ideal candidate will show the ability to analyze emergency situations, communicate effectively, and demonstrate organizational skills.

The Eligible List established by this recruitment process may be used to fill current and future vacancies on a regular full-time, part-time, or temporary basis.

## Examples of Duties

- Plans, implements, coordinates, and directs a team, program, unit, division or station law enforcement operations.
- Assesses critical needs, assigns personnel, allocates resources and coordinates workflow to solve complex problems.
- Develops, assists, implements and issues detailed guidance and verbal and written directives for goals, objectives, policies and procedures.
- Oversees and manages a station, division, program, or department functions budget, including the evaluation of personnel and equipment needs; and assists in preparing and administering department budget.
- Manages the most challenging, sensitive and confidential matters affecting employees, facilities, equipment, or operations, including the investigation of employee grievances, allegations of officer misconduct and officer suitability, violations of rules and regulations, crimes and suspicious occurrences and takes or recommends appropriate action.
- Develops strategic plans related to the prevention and investigation of crime, protection of life and property, care and custody of incarcerated individuals, and communications.
- Manages and coordinates complex law enforcement activities with other divisions, stations, departments, and Federal, State, local, and community agencies, including participating in law enforcement deployment planning and serving as incident or scene commander in emergency situations, critical incidents and major events that may involve large numbers of added personnel and coordination with other agencies.
- Prepares and presents oral and written reports for, and conducts meetings with, other local, regional, State and Federal agencies, other managers, community groups, the media and the public.

To view the complete classification description, please visit the County of Monterey website: [Sheriff's Commander](#)

## Examples of Experience/Education/Training

Any combination of training, education and/or experience which provides the knowledge, skills and abilities and required conditions of employment is qualifying. An example of a way these requirements might be acquired is:

Two years of experience equivalent to the Monterey County classification of Sheriff's Sergeant first-line supervisory duties in corrections, patrol or investigations. **OR** Two years of experience as a Sheriff's Sergeant or Sheriff's Investigative Sergeant in the County of Monterey.

## Additional Information

### THE SUCCESSFUL CANDIDATE

Will have a proven track record demonstrating the following knowledge, skills and abilities:

Thorough knowledge of:

- Principles, practices and methods of modern police or correctional management and administration, leadership, organization and planning.
- Federal, State, and local laws, codes, ordinances and court decisions applicable to the assignment, including search and seizure, evidence rules, suspect interviews, court procedures, criminal laws, arrest laws and laws governing the care, custody and control of incarcerated individuals in the county jail.
- Principles, practices and methods of personnel supervision, evaluation, training and development.
- Provisions of the Peace Officer Bill of Rights.
- Procedures and use of resources and equipment required during emergency situations, critical incidents and major events.

Working Knowledge of:

- Principles and practices of financial administration and control procedures.
- Investigative procedures, methods and techniques, including preserving crime scenes, identifying the elements of a crime, preserving evidence, and obtaining statements.

#### Skill and Ability to:

- Interpret executive management direction and develop, administer and incorporate into operational policies and procedures.
- Identify and solve management and administrative problems; and recognize and respond appropriately to operational problems and those of a sensitive or political nature.
- Direct and participate in advanced administrative and operational activities, and coordinate activities with other agencies, departments, divisions and programs.
- Oversee, manage and assist in preparing and administering a station, division, program or departmental functions budget.
- Supervise, evaluate and train assigned personnel.
- Act decisively in emergency situations and adopt a proper course of action.
- Effectively delegate responsibility and authority to others.
- Communicate effectively both verbally and in writing and utilize appropriate interpersonal style and methods of communication to gain acceptance, cooperation or agreement of a plan, activity or program idea.
- Negotiate agreements between differing individuals and groups of individuals and resolve conflicts with tact and diplomacy.
- Understand, interpret and apply pertinent laws, rules, regulations and ordinances, and monitor current and proposed federal, state and local legislation for impact on the department.
- Establish and maintain effective working relationships with those contacted in the course of work including all levels of County employees, public officials, government agency representatives, outside law enforcement officials, community and business leaders and members of the public.
- Drive a full-size automobile at normal and high speeds in urban and rural areas in all types of weather and traffic conditions.
- Properly use firearms, radios and physical restraint.

#### CONDITIONS OF EMPLOYMENT

The required conditions of employment include, but are not limited to the following:

- Possess and maintain a valid California Class C Driver's License issued by the State Department of Motor Vehicles at the time of appointment.
- Possess a current California BASIC P.O.S.T. Certificate and a Supervisory Certificate issued by the California Commission on Peace Officer Standards and Training.
- Pursuant to the California Commission on Peace Officer Standards and Training, Section 1005 (c) (1), successfully complete a certified Management Course within the first year of employment. **Custody Operations Bureau Assignments:** Pursuant to the California Code of Regulations, Title 15, Standards and Training for Corrections (STC) requirements, successful completion of the 56-hour Basic Jail Operations Supplemental Core Course shall be completed within the first year of job assignment. **Enforcement Operations Bureau Assignments:** Pursuant to the California Commission on Peace Officer Standards and Training, successful completion of a patrol field training program at time of appointment.
- Successfully pass a thorough background investigation, which includes a polygraph examination or voice stress analysis, medical and psychological examinations.
- Work flexible hours, shifts, weekends and holidays; and be subject to being available or called in during off-duty hours and during times of disaster and/or emergency.
- Maintain the standards established by the California Commission on Peace Officer Standards and Training (POST), Standards and Training for Corrections (STC) and the Sheriff's Office.
- Maintain a minimum level of physical fitness.
- Wear a uniform.

#### BENEFITS:

The County of Monterey offers an excellent benefits package. Please visit our website to view the [Unit C](#). Benefit Summary Sheet. This information is not legally binding, nor does it serve as a contract. The benefits listed in the

Monterey County Personnel Policies and Practices Resolution or Memorandum of Understanding (MOU) prevail over this listing.

**NOTES:**

- As a condition of employment, prospective employees may be required to submit to a background review which may include a review of information concerning present and/or prior employment, driving record, and record of any criminal convictions.
- Employment is contingent upon acceptable documentation verifying identity and authorization for employment in the U.S.; a list of acceptable documents is available on the USCIS Form I-9.
- If you are hired into this classification in a temporary position, your rate of pay will be hourly, and you will not be eligible for the benefits listed in the summary.

**Application and Selection Procedures**

Apply On-Line at <https://www.governmentjobs.com/careers/montereycounty>

by Friday, May 1, 2026, 11:59 PM (PST)



or

**Hard copy applications** may be obtained from and submitted during normal business hours

Monday - Friday, 8:00 AM - 5:00 PM by contacting:

Human Resources Department

168 W. Alisal St. 3<sup>rd</sup> Floor

Salinas, CA 93901

Phone: (831) 755-3744      Right Fax: (831) 775-8033

The selection process is tentative, and applicants will be notified if changes are made. To assess applicants' possession of required qualifications, the examination process may include an oral examination, pre-examination exercises, performance examination, and/or written examination. The competitive examination process includes submittal of required application materials. A complete application package will include:

- **A completed County of Monterey Employment Application**
- **Responses to Supplemental Questions**

Applicants who fail to provide all required materials by the final filing deadline will not be considered. Resumes, cover letters, letters of interest, and other correspondence will not be accepted as a substitute for required application materials. All required application materials will be competitively evaluated. Those applicants that are determined to be the most appropriately qualified will be invited to participate further in the selection process.

**HIRING PREFERENCE FOR VETERANS AND ELIGIBLE MILITARY SPOUSES**

The County of Monterey is committed to honoring the service and sacrifice of veterans and eligible military spouses (i.e., surviving spouses of veterans, spouses of totally disabled veterans, and spouses of active-duty service members) and awards veterans' preference points for this recruitment. To obtain a Veterans and Eligible Military Spouse Preference Application, please visit the Human Resources website or click on the following link: [Click Here to View the Veterans and Eligible Military Spouse Preference Application](#)

To apply for veterans' preference points, veterans or eligible military spouses **must** complete and **email** a Veterans and Eligible Military Spouse Preference Application with supporting documentation of their eligibility by Friday, May 1, 2026, to [VeteransPreferencePoints@countyofmonterey.gov](mailto:VeteransPreferencePoints@countyofmonterey.gov)

## EQUAL OPPORTUNITY AND REASONABLE ACCOMMODATION

The County of Monterey is a drug-free workplace and an equal opportunity employer. The County seeks candidates who can make contributions in an environment of cultural and ethnic diversity. The County is committed to providing access, equal opportunity, and reasonable accommodation for individuals with disabilities in employment, its services, programs, and activities. To request reasonable accommodation, please contact LynnRose Alig, Senior Human Resources Analyst, at (831) 755-3744 or [aligr@countyofmonterey.gov](mailto:aligr@countyofmonterey.gov).

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### Employer

County of Monterey

## Sheriff's Commander Supplemental Questionnaire

### \*QUESTION 1

Please answer the following questions. Completion of the following supplemental questions is REQUIRED and is an integral part of the evaluation process. Your responses to the questions will be reviewed and scored in a Qualifications Appraisal evaluation process based on pre-determined rating criteria. Your answers should be as complete as possible, as this information will be critical in the competitive assessment to identify those candidates to be invited to continue in the examination process. A response of "see resume" or "see application" will deem your responses to the supplemental questions as incomplete. Note: All application materials submitted will be reviewed along with your supplemental questions and County of Monterey application.

I have read and understand these instructions.

### \*QUESTION 2

Do you possess a current California P.O.S.T. Basic Certificate issued by the California Commission on Peace Officer Standards and Training?

Yes

No

### \*QUESTION 3

Do you possess a current California P.O.S.T. Supervisory Certificate issued by the California Commission on Peace Officer Standards and Training.

Yes

No

### \*QUESTION 4

Have you successfully completed a P.O.S.T approved field-training program?

Yes

No

**\*QUESTION 5**

Have you successfully completed a P.O.S.T approved Corrections program?

Yes

No

**\*QUESTION 6**

Have you successfully completed a 56-hour Basic Jail Operations Supplemental Core Course pursuant to the California Code of Regulations, Title 15, Standards and Training for Corrections (STC)?

Yes

No

**\*QUESTION 7**

Please describe your experience, education and/or training that demonstrates your knowledge, skill and ability to supervise, evaluate and train assigned personnel.

**\*QUESTION 8**

Describe your experience, education, and/or training that demonstrates your knowledge, skill and ability to perform law enforcement functions in the areas of Patrol and Jail Operations.

\* Required Question