

# County of Monterey Sheriff's Sergeant

<b>SALARY</b>	\$9,813.44 - \$13,403.00 Monthly	<b>LOCATION</b>	Salinas, CA
<b>JOB TYPE</b>	Regular Full-Time	<b>JOB NUMBER</b>	26/36A23/04LA
<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 #26/36A23/04LA

**Oral boards:** Tentative week of May 18, 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 Sheriff's Sergeants to work in the Administration, Corrections and Enforcement Operation Bureaus. The Sheriff's Sergeant represents the first level of supervision and is responsible for the planning, assigning, reviewing, supervising, and evaluating the work of Deputy Sheriff's and non-sworn personnel in operational procedures; and performs other related duties as required.

The ideal candidate will demonstrate the ability to exercise independent judgement and initiative; will have the ability to mentor, lead and supervise Deputy Sheriff's and non-sworn personnel and able to communicate effectively.

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

- Supervises, assigns, trains, and reviews the work of Deputy Sheriff's and support staff on an assigned shift in the Administration, Corrections, or Enforcement Operation Bureaus.
- Supervises shift operations by maintaining in-service rosters and sufficient staffing levels, performs administrative duties, including reviewing reports and logs, monitors the work environment for conformity to law and departmental procedures.
- Participates in the selection of staff; provides or coordinates staff training; conducts thorough performance evaluations, recommends discipline; implements procedures and directs and promotes professional behavior and demeanor.

#### Corrections:

- Supervises intakes and releases; takes charge in emergency situations; instructs personnel in the corrections facility in accordance with the minimum correctional standards of California; reviews bookings and other daily paperwork; coordinates transportation of inmates.
- Supervises Deputy Sheriff's and non-sworn personnel responsible for the security and sanitation of the corrections facility; monitoring and overseeing inmate conduct; establishing policies, regulations, and procedures preventing escapes, injuries and violence.
- Supervises assigned staff in the control, release and transportation of inmates to and from court, which occasionally may be in conjunction with other law enforcement agencies.
- When assigned to Court security: supervises deputies assigned as bailiffs to safeguard court assist in scheduling and training for deputies; maintains a professional relationship with all court staff and administration; assists when multiple inmates are present in court.

#### Patrol Station/Specialized Unit/Other Non-Custodial Assignments:

- Supervises patrol operation activities on an assigned shift; maintains station log, reviews written reports prepared by Deputies or other personnel, determines deployment for shift and field crews; assimilates information for briefing; instructs officers in the enforcement of laws and ordinances, crime prevention and protection of life and property.
- Supervises personnel responsible for performing criminal investigative work at a patrol station or specialized unit and participates in the investigation of cases, including crimes against persons, property, narcotics, and vice-related activities; questions witnesses, victims and suspects; gathers evidence in a wide variety of civil and criminal matters; maintains control and direction of cases, makes case assignment to deputies, review cases and work products for prosecution.
- Responds to and supervises incidents or high-risk situations; takes charge at the scene of a major traffic accident or incidents. Makes periodic inspections of traffic flow, regulating devices and roads to alleviate traffic problems.

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

## 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:

Corrections: Two years' experience comparable to a Monterey County Deputy Sheriff-Corrections who is responsible for securing, transporting and supervising persons confined in the corrections facility, to include experience in special assignments or career enhancement assignments.

Patrol: Two years' experience comparable to Monterey County Deputy Sheriff-Operations who is responsible for patrolling an assigned area and enforcing state and local laws, to include experience in special assignments or career enhancement assignments.

## Additional Information

### THE SUCCESSFUL CANDIDATE

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

**Working Knowledge of:**

- Principles and practices of law enforcement work relating to; Penal Code sections, local laws and ordinances, departmental jail manual and court proceedings, principles of criminal law, regulations surrounding arrest, search and seizure, rules of evidence and the laws and procedures governing daily operation.
- Organization, rules regulations and procedures of the Sheriff's Office; pertinent local, state and federal laws, ordinances and rules.
- Code of Civil Procedure and the Civil Code of California.
- Principles and practices of inmate supervision and basic human behavior, criminal attitudes, and the social factors influencing criminal behavior.
- The principles, methods and techniques of law enforcement work including policy administration.
- Offensive and defensive weapons; nomenclature and theory; use and care of firearms, chemical agents, baton and other related law enforcement paraphernalia.
- Interviewing, interrogation, basic identification and criminal investigation methods and techniques.

**Skill and Ability to:**

- Assign, supervise, train, and evaluate the work of assigned staff.
- Control, direct and instruct inmates individually or in groups.
- Communicate clearly and concisely, both verbally and in writing; interpret and explain pertinent County and Department policies and procedures.
- Analyze situations accurately and adopt effective courses of action; exercise good judgement and make sound decisions under a variety of conditions; resolve conflicts in an effective manner.
- Use restraint equipment and firearms.
- Interact in a calm and professional manner with uncooperative or irate individuals and de-escalate potentially hostile situations.
- Work effectively in hostile and dangerous situations.
- Maintain cooperative relationships with co-workers, members of the public and others contacted through the course of work; respond appropriately to supervision and direction; and attend and perform duties on a regular, reliable and consistent basis.

**CONDITIONS OF EMPLOYMENT**

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

- Successfully pass and complete a thorough background investigation, which includes a polygraph examination or voice stress analysis, medical and psychological examinations.
- Must work flexible hours, shifts, weekends and holidays, and subject to hold-over and call-back duty.
- Possess a valid California Class C Driver's license issued by the State Department of Motor Vehicles and maintain a satisfactory driving record at the time of appointment.
- Provide a telephone number or means by which employee can be reached.
- Maintain the standards established by the CA Commission on Peace Officer Standards and Training (POST) and the Sheriff's Office.
- Wear a uniform or appropriate attire for non-uniform duties.
- Possess a current California Basic P.O.S.T 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 (b) (1), successfully complete a Supervisory Course within the first year of appointment.
- Corrections: Pursuant to the Standards and Training for Corrections (STC), Title 15, Section 1020 (b), successful completion of a certified Corrections Officer Basic Academy Supplemental Core Course.
- Enforcement: Pursuant to the California Commission on Peace Officer Standards and Training, successful completion of a patrol field training program.

**BENEFITS:**

The County of Monterey offers an excellent benefits package. Please visit our website to view the Unit [B-OS](#) 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 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 93906

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 the Supplemental Questions**
- **A current California Basic P.O.S.T Certificate issued by the California Commission on Peace Officer Standards and Training**

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 the final filing deadline 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 [AligLR@countyofmonterey.gov](mailto:AligLR@countyofmonterey.gov).

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## Employer

County of Monterey

## Sheriff's Sergeant 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

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

Yes

No

### \*QUESTION 3

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, Control, Release and Transportation of Inmates and Correction Facility Security.

**\*QUESTION 4**

Describe your experience, education and/or training that demonstrates your knowledge, skill and ability to assign, supervise, train and evaluate the work of assigned staff.

\* Required Question