



POLICE CAPTAIN

APPLY NOW

LIVERMORECA.GOV/JOBS

CITY OF
LIVERMORE
CALIFORNIA

ABOUT THE CITY OF LIVERMORE

Located in the heart of the Tri-Valley, Livermore is a vibrant community that blends cutting-edge innovation with a high quality of life.

Livermore's arts, culture, science and technology, western heritage, and vibrant wine industry provide a unique blend to this special community. With a strong sense of community, a thriving economy, and convenient access to the Bay Area, Livermore is an exceptional place to work, live, and grow.



THE DEPARTMENT

The Livermore Police Department has 100 sworn officers and 53 professional staff members who are responsible for protecting the City's residents, property owners, and businesses. Department staff are dedicated to serving the public and improving the overall quality of life in Livermore.

The Department fosters a problem-solving, community policing philosophy and works collaboratively with the City Council, the City Manager's Office, and the community to address crime issues and other civic matters. The Livermore Police Department is organized into three divisions -Operations, Special Operations, and Support Services. The department operates within a 56.8-million-dollar budget.



MISSION STATEMENT

Service with Honor.
Protection with Purpose.

VISION

Committed to Organizational
Excellence & Community Safety

VALUES OF THE DEPARTMENT

INTEGRITY

Do the right thing, in the right way, for the right reason.

PROFESSIONALISM

Set high standards, represent the profession with pride.

COURAGE

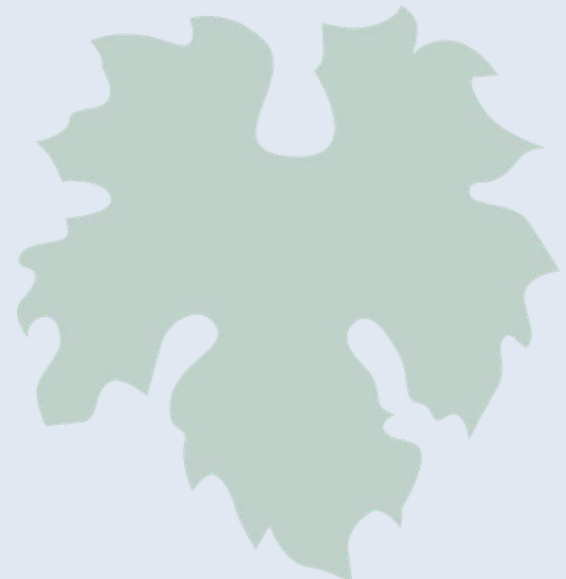
Have the firmness of mind and the will to act.

LEADERSHIP

Be a positive influence, accomplish the mission.

WELLNESS

Active and intentional pursuit of mental and physical health.



THE IDEAL CANDIDATE

The City of Livermore seeks an experienced, ethical, and community-focused leader to serve as Police Captain. The ideal candidate will demonstrate integrity, strong leadership, effective communication skills, and a commitment to community-oriented policing. They will lead by example, foster professional development, and build positive relationships with community members, partner agencies, and City departments.

The Police Captain will oversee daily department operations, manage resources efficiently, support the Police Chief's vision, and serve as a key member of the City's management team. Success in this role requires collaboration, accountability, proactive problem-solving, and the ability to address both organizational and community needs.

Key responsibilities include planning, directing, and coordinating major police division functions; managing personnel and budgets; developing policies and procedures; overseeing major events and tactical operations; conducting research and analysis; preparing reports and presentations; and utilizing technology to enhance operations and service delivery.



Candidates should possess extensive knowledge of law enforcement administration, supervision, training, personnel management, community policing, crime prevention, investigations, patrol operations, emergency preparedness, budget administration, and applicable laws and regulations.

Typical qualifications include seven years of experience as a California peace officer, including at least one year at a level equivalent to Police Lieutenant, and a bachelor's degree in criminal justice, police science, public administration, or a related field. California POST Advanced and Supervisory Certificates are required; a POST Management Certificate is highly desirable. A master's degree, graduation from POST Command College, the FBI National Academy, or the California Police Chiefs Executive Leadership Institute is preferred. Experience as a sworn police officer in California is required.

COMPENSATION & BENEFITS

The monthly salary range for the Police Captain position is \$21,290 – \$26,613; placement within this range is dependent upon qualifications. The City of Livermore offers a highly competitive compensation and benefits package for management employees.

Health/Medical Benefits

\$1,950 per month toward medical premiums; the unused balance or waiver of coverage is paid as taxable income. Dental and vision plan premiums paid by City. City provides \$100,000 life insurance coverage.

Administrative Leave

80 hours per year of administrative leave. (Pro-rated at time of hire.)

Vacation

Lateral candidates will receive credit towards vacation accruals for up to 10 years of total credit for 20 years of applicable work experience (e.g., starting accrual rate of 5.23 hours per pay period with the 10-year credit).

Retirement: CalPERS enrollment in either the 3% @ 55 (Classic Member) or the 2.7% @ 57 (New PERS Member) formula is dependent on the individual's eligibility, as per AB 340. Employee pays the full member rate. (Classic Member pays 9%; New PERS Member pays 13.54%, and this rate is subject to change.) The City does not participate in Social Security except for Federal Medicare.

Retirement Health Savings: City contribution of 5% of base salary to the employee's retirement health savings account (RHSA) and bargaining unit members contribution of 2% of base salary to RHSA.

Sick Leave: 96.2 hours per year. (PERS benefit for unused sick leave)

POST Certification Pay: \$1,950 per month for those possessing a Regular Management Certificate issued by the California Commission on Peace Officer Standards and Training. \$2,000 per month for those who also possess a Master's degree from an accredited college or university or has completed the State of California Commission on Peace Officer Standards and Training Law Enforcement Command College Program or The Federal Bureau of Investigation National Academy Training Program.



Other benefits include: Tuition Reimbursement, Mileage Reimbursement, Cell Phone Allowance, Acting Pay, Uniform Allowance, and Bereavement Leave.

TO APPLY

If you are interested in this exciting career opportunity, please apply online at:

[LivermoreCA.gov/jobs](https://livermoreca.gov/jobs)

Filing Deadline:

5:00PM, July 27, 2026

Following the closing date, resumes will be screened according to the qualifications outlined above. The most qualified candidates will be invited to interviews scheduled for **Wednesday, August 12, 2026**. Candidates will be advised of the status of the recruitment following finalist selection. A select group of candidates will be asked to provide references once it is anticipated that they may be recommended as finalists. References will be contacted only following candidate approval. The list of candidates generated from this recruitment will be valid for one year and may be used to fill openings that come up within that year.

For questions, please contact Eddie Jimenez at (925) 960-4119 or ejimenez@livermoreca.gov

