



**SONOMA
STATE
UNIVERSITY**

**POLICE
LIEUTENANT**





THE COMMUNITY

Sonoma State University is a vibrant public university committed to excellence through teaching, scholarship, learning, and inclusion. Guided by its Strategic Plan and Seawolf Commitment, the University embraces the values of diversity, equity, sustainability, community engagement, respect, responsibility, excellence, and integrity. Located in beautiful Sonoma County, Sonoma State offers a distinctive higher education environment where students, faculty, staff, and visitors come together as a diverse and engaged community.

The University is committed to cultivating an atmosphere of civility and respect while encouraging innovation, experimentation, creativity, and meaningful engagement. Sonoma State's commitment to community engagement and sustainability extends throughout campus operations and informs its approach to public safety, student wellbeing, and institutional responsibility. The Sonoma State Police Department is an important part of this community and contributes to an environment where all members of the community can learn, work, and thrive. The Department takes pride in providing professional, responsive, and community-oriented law enforcement services aligned with the Seawolf Commitment and the principles of 21st Century and Community Oriented Policing.

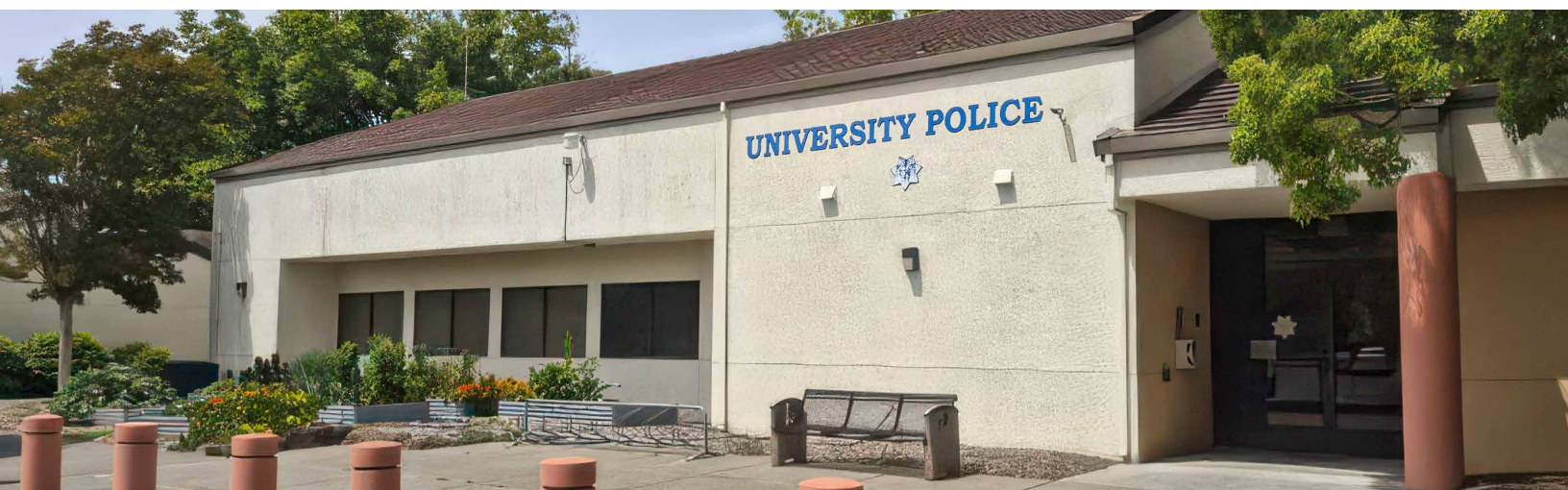
For more information, visit: [Sonoma State University](#)

■ THE ORGANIZATION

The Sonoma State Police Department provides law enforcement, crime prevention, emergency response, investigations, training, community engagement, and other public safety services in support of the University's educational mission. The Department embraces a modern approach to university policing grounded in prevention, partnership, transparency, accountability, and meaningful engagement with the campus community.

The Department works collaboratively with University departments and outside agencies on matters involving mental health, threat assessment, special investigations, task forces, dignitary protection, emergency response, and special events. Strong leadership, professional development, community relationships, and operational excellence are central to advancing the Department's public safety mission and serving the Sonoma State Community.

For more information about the Sonoma State University Police Department, please click [here](#).



THE POSITION

Reporting to and under the direction of the Chief of Police, the Police Lieutenant is a key operational leader responsible for managing, planning, directing, and overseeing a broad range of Sonoma State Police Department activities. The position provides leadership and supervision for patrol, investigations, crime prevention, community engagement, special events, administrative investigations, records management, policy, training, and related law enforcement functions. The Lieutenant provides oversight, guidance, and mentorship to sworn and non-sworn personnel, helping employees achieve departmental goals and develop professionally. The position develops and implements policies and administrative procedures consistent with applicable federal, state, and local laws and California State University policies and procedures.

The Lieutenant serves as a field manager and incident commander during major crime scenes, critical incidents, demonstrations, special events, and dignitary protection assignments. The position also coordinates mutual aid and works collaboratively with University and outside agencies on mental health, task forces, special investigations, threat assessment, and other complex public safety matters. Major responsibilities include oversight of internal affairs, use-of-force and collision reviews, crime prevention, evidence procedures, staff accountability, proactive patrol, public information and community outreach, crime analysis, training and development, investigations, scheduling, recruitment and hiring, counterterrorism, and intelligence functions. The Lieutenant also oversees operational plans, performance evaluations, emergency evacuation procedures, personnel assignments, administrative reports, and compliance-related activities.

The position identifies operational deficiencies and recommends or implements improvements; evaluates and trains personnel; recommends appropriate training, counseling, and discipline; conducts investigations and arrests as appropriate; manages investigative follow-up; conducts audits; and supports procurement and other administrative responsibilities. The Lieutenant must maintain effective relationships with University leadership, department personnel, students, faculty, staff, neighboring agencies, the media, and the broader community. The position also supports compliance and reporting requirements associated with the Jeanne Clery Act, Campus Safety Act, Fire Safety Act, Violence Against Women Act, Kristen Smart requirements, and sexual offender registration, as applicable.

When the Chief of Police is absent or unavailable, the Police Lieutenant assumes responsibility for the Sonoma State Police Department.



■ THE IDEAL CANDIDATE

Sonoma State University is seeking an experienced, collaborative, and community-minded law enforcement leader who combines strong operational expertise with exceptional communication, interpersonal, and leadership skills. This is an opportunity for a professional who understands that effective university policing depends not only on sound law enforcement practices, but also on trust, accessibility, prevention, collaboration, and meaningful engagement with a diverse campus community.

The Lieutenant must bring a strong knowledge of modern police methods, practices, and techniques, with particular emphasis on 21st Century and Community Oriented Policing in a university environment. The Lieutenant must be comfortable balancing immediate operational demands with long-term organizational priorities and demonstrate sound judgment when responding to complex and sensitive situations.

Equally important is the ability to lead, mentor, coach, and develop personnel. The Lieutenant is responsible for establishing clear expectations, promoting accountability, providing constructive feedback, and creating opportunities for employees to grow professionally. The Lieutenant is a visible and accessible leader who needs to be able to listen effectively and communicate clearly with both employees and members of the campus community - a leader who demonstrates integrity, composure, diplomacy, and independent judgment. The Lieutenant needs to be able to manage stressful situations, resolve conflicts, analyze complex circumstances, and implement effective courses of action while maintaining professionalism and respect.

The ideal candidate will be collaborative and comfortable establishing productive relationships with students, faculty, staff, administrators, community members, law enforcement partners, and external agencies. A commitment to innovation, continuous improvement, equity, inclusion, and sustainability is important, as well as the ability to manage multiple projects and competing priorities while remaining responsive to changing operational needs. Strong communication and interpersonal skills, budgeting knowledge, technological proficiency, and demonstrated experience mentoring and developing personnel will also be valued. Experience in higher education, preferably within the California State University system, is highly desirable.



■ EDUCATION & EXPERIENCE

Any combination of education, training, and experience that would provide the required knowledge, skills, and abilities is qualifying. The following represents the minimum qualifications established for the position:

EDUCATION

A bachelor's degree or higher from an accredited higher education institution.

EXPERIENCE

Must be currently employed or previously employed by a California law enforcement agency as a Police Sergeant or higher, with at least three (3) years of service at the rank of Police Sergeant.

PROFESSIONAL CERTIFICATIONS

Possession of California P.O.S.T. Academy, Basic, Intermediate, Advanced, and Supervisory certificates.

The successful candidate must be able to earn the P.O.S.T. Management Certificate by completing a P.O.S.T. certified management course within one (1) year of appointment and serving as a lieutenant for a period of two (2) years.

Candidates must meet all other requirements for peace officers established by law, the California Commission on Peace Officer Standards and Training, and the California State University. The position also requires a valid California Class C driver's license, legal authorization to work in the United States, and compliance with applicable age and employment requirements.

The selection process includes a written examination, oral interviews, an extensive background investigation, and may include a polygraph or similar examination, psychological examination, medical examination, physical agility test, and drug screening.



■ COMPENSATION

The annual salary for the Police Lieutenant is **\$160,008**, equivalent to **\$13,334 per month**.

Sonoma State University offers a comprehensive California State University benefits package designed to support employees' health, financial security, professional development, and overall wellbeing. Benefits are subject to applicable eligibility requirements and CSU policies.

Medical, Dental & Vision – Eligible employees may choose from a variety of medical plans through CalPERS, along with Delta Dental and VSP vision coverage.

Retirement – Eligible employees participate in the California Public Employees' Retirement System (CalPERS) defined benefit retirement plan. Depending on an individual's CalPERS membership status and prior service, applicable safety retirement formulas may include a benefit of up to 2.5% at age 57. Retirement benefits are based on CalPERS service credit, applicable benefit factor and final compensation. Eligible CSU employees may also qualify for CSU retiree health and dental benefits for themselves and eligible dependents, subject to applicable vesting and retirement requirements. Employees may also supplement their pension through voluntary tax-deferred retirement savings programs, including the CSU 403(b) Supplemental Retirement Plan and State of California Savings Plus plans.

Life & Disability Insurance – CSU provides employer-paid life insurance and accidental death and dismemberment coverage, as well as applicable disability programs.

Vacation & Sick Leave – Employees receive paid vacation based on years of service and accrue eight hours of sick leave each month.

Holidays – 15 paid holidays are offered each year.

Tuition/Fee Waiver – Eligible employees may receive a fee waiver for up to two courses, or six units, whichever is greater, per term. The benefit may be transferable to an eligible spouse, domestic partner, or dependent child, subject to applicable requirements.

Public Service Loan Forgiveness – Sonoma State University is a qualifying employer for the Public Service Loan Forgiveness (PSLF) program, giving eligible employees the opportunity to have the remaining balance of their qualifying federal student loans forgiven after meeting program requirements.

Wellness & Recreation – Sonoma State employees enjoy complimentary access to the Campus Recreation Center, providing a convenient resource for fitness and wellbeing.

Employee Housing – Employee housing options are available both on and off campus, including Cabernet Village Apartments and Marina Crossing Apartments. Short-term lease options are available at Cabernet Village, providing flexibility for employees relocating to the area.

Additional Benefits – Flexible spending accounts, supplemental retirement savings, employee assistance programs, professional development opportunities, voluntary insurance programs, travel assistance, credit union services, and other CSU employee benefits are available to employees. The University is also home to the Children's School, an on-campus early childhood education program and teaching laboratory that partners with the College of Education and serves children ages 12 months through five years. Enrollment is open to both students and employees.

■ TO APPLY

To be considered for this position, please submit your application at:

www.bobmurrayassoc.com

Filing Deadline:
October 4, 2026 - 11:59 p.m. PST

Following the closing date, Bob Murray & Associates will screen resumes for interviews according to the qualifications outlined above.

Candidates advanced in the recruitment process will be interviewed by the Sonoma State University search advisory committee. Finalists will be asked to provide references, and references will only be contacted following receipt of candidate approval.

Candidates will be advised of the status of the recruitment following selection of the Police Lieutenant.

If you have any questions, please do not hesitate to call:

Mr. Ian Schmutzler

(916) 784-9080



**BOB MURRAY
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