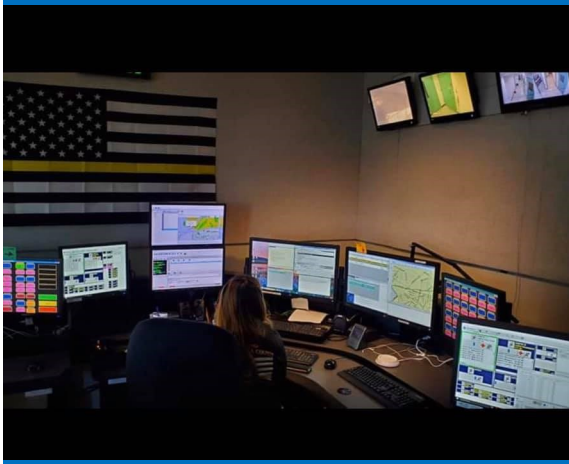


THE CITY OF ANTIOCH



Invites your interest for the position of
Police Sergeant

Antioch Police Department—Brian Addington, Interim Chief of Police
Recruitment Services Provided by Kreins' Consulting



Antioch—The Community

Antioch is located on the banks of the San Joaquin River in Northern California, just off of Highway 4, in Contra Costa County. With a population of over 114,000 people, Antioch has become the heart of Eastern Contra Costa County, offering a variety of employment, shopping and vast recreational activities.

Families with dreams of home ownership come to Antioch for its stunning neighborhoods, parks, and natural beauty. Land remains plentiful and affordable, compared with other parts of the Bay Area. Antioch is one of the few Bay Area communities that offers affordable housing.

Retail and office space in Antioch typically leases for 20 to 30 percent less than comparable space in Central Contra Costa County

There's always something to do in Antioch; like the County Fair, playing a round of golf, or roaring down slides at Prewett Family Water Park. There really is something for everyone who lives, works, and plays in Antioch.

City Government

The City of Antioch is a full-service city operating under a City Council/City Manager form of government. The City Council includes a Mayor, Vice-Mayor and three Council members elected to four-year, staggered terms. The City Clerk and the City Treasurer are elected positions, while the City Manager and City Attorney positions are appointed by the City Council.

Policy making and legislative authority is vested with the City Council. The City Council's main duties include passing ordinances, adopting the budget, appointing committees, and hiring both the City Manager and City Attorney.

The City Manager is responsible for implementing the policies and enforcing the ordinances adopted by the City Council, overseeing day-to-day operations of city government, and appointing the heads of the various city departments. The City recently established a Police Oversight Standing Committee.

Antioch is a tight-knit community and it will be imperative for the Police Sergeant to be actively engaged in the community to gain their trust, respect, and involvement. National Night Out Against Crime is highly valued by residents in Antioch.

The Police Department

The members of the Antioch Police Department are dedicated to providing the highest quality police services. The Department is authorized for 115 sworn officers and 35 non-sworn professional staff, which includes Dispatchers, Community Services Officers, and Administrative Support Staff.

The Antioch Police Department offers a full slate of policing services to the community, including officers dedicated to investigations, traffic enforcement, emergency management, and canine (K-9) units. The Department is comprised of two divisions: Support Services and Field Services. The Field Services Division includes Patrol, Community Engagement and Traffic Bureaus. The Support Services Division consists of Administration, Dispatch, Investigations, Special Operations and Records. Antioch is the only City in Contra Costa County with its own Animal Shelter and Services, both of which fall under the purview of the Police Department.

The Police Department is located in downtown Antioch, near the Marina.

Essential Job Functions

- Plans, directs, and inspects the work of personnel within a unit/bureau
- May oversee special projects, administration, or other assigned areas.
- Supervises assigned functional areas including patrol, investigations, administration, support services, and special operations.
- Manages and participates in the development and implementation of goals, objectives, policies and priorities for assigned programs; recommends and administers policies and procedures.
- Monitors and evaluates the efficiency and effectiveness of service delivery methods and procedures; recommends appropriate service and staffing levels.
- Plans, directs, coordinates, and reviews the work plans for assigned staff; assigns work activities, projects and programs; reviews and evaluates work products, methods, and procedures of assigned staff to ensure compliance with applicable Department policies, federal, state, and local laws, codes and regulations.
- Ensures safe work practices, quality, and accuracy, meets with staff to identify and resolve problems.
- Manages day-to-day operational activities and coordinates long-term efforts that complement neighborhood problem solving and relationship building with the community



Police Sergeant—Antioch Police Department

The ideal candidate will be an experienced law enforcement professional who is service-minded and possesses the highest levels of integrity; an inspiring and team-oriented leader with an incredible work ethic known for adhering to high standards and service excellence. They will be an innovative and resourceful leader who displays a relentless commitment to professionalism. Experience as an effective mentor and innovative team-member who models and promotes strong ethics, integrity, high expectations, and asserts a positive presence is highly desirable. Extensive community engagement experience, and a sophisticated understanding of contemporary policing practices will be expected.

Requirements include four years experience as a police officer, and possession of a Basic and Intermediate POST Certificate. A Bachelors Degree from an accredited college or university, is desirable.

The incumbent will uphold established exceptional service standards and embrace the opportunity to lead and develop a multi-generational department.

Key Challenges and Opportunities

In a competitive job market, the selected Sergeant must support the Lieutenants, Captains, and Chief of Police and work diligently to increase employee engagement, assist in maintaining officer and professional staff retention, and enhance department recruitment efforts. This is an outstanding opportunity to work in a multi-generational and diverse law enforcement agency. The Police Department is heavily invested in community policing and community engagement programs.

This is a unique opportunity to work in an exceptional and dynamic professional environment, and to become part of an outstanding leadership team that provides the community with excellent public safety services.



COMPENSATION:

The salary range for this position is \$140,340 —\$170,592 annually, commensurate with experience. Effective the first full pay period after September 1, 2024, an across the board increase of 3% shall be implemented for all classifications in the bargaining unit. Plus Pay incentives for Shift Work, Education, POST Certificates and Senior Officer Pay—Refer to POA MOU.

Additionally, the selected candidate will receive an excellent benefits package that includes vacation, medical insurance, life insurance, paid holidays, sick leave, public sector retirement, education incentive, and uniform allowance.

CalPERS Retirement Benefits—The City provides coverage for all “Classic” Members at 3% @ 50 Formula for Safety members.

Sworn classic and legacy employees contribute a total of 12% of pensionable compensation (an additional 3%) on a tax deferred basis for the City’s CalPERS Contributions for the 3% at 50 safety plan. Sworn PEPRAs employees as defined by CalPERS, shall receive the CalPERS 2.7% at 57 safety retirement benefit formula. PEPRAs employees contribute 50% of the normal cost for such retirement benefits on a pre-tax basis as determined by CalPERS.

QUALIFICATIONS:

Candidates must have a minimum of 4 years of law enforcement experience.

- ◆ Graduation from high school or equivalent and any combination of education/experience equivalent to graduation from a two-year college. With preference given to Administration of Justice or a related field.
- ◆ Possession of a POST Intermediate certificate (required). Possession of a POST Supervisory certificate within (3) years of appointment.
- ◆ Possession of a valid driver’s license and a satisfactory driving record are a condition of hire and of continued employment.
- ◆ Ability to pass a thorough background investigation, including: polygraph test, psychological evaluation, physical evaluation, and drug screening, prior to appointment.
- ◆ Completion of advanced officer training and a variety of law enforcement experience is desirable.
- ◆ Broad and extensive experience, training, and education in all major phases of municipal police work and police supervision is also desired.

The Process—APPLY NOW

This position is open until May 31, 2024

For complete job information and to apply, click the “Job Opportunities” link on the City’s website at: <http://www.antiochca.gov/human-resources/>

RESUMES MUST BE ATTACHED TO YOUR APPLICATION BUT WILL NOT REPLACE THE REQUIRED INFORMATION ON YOUR APPLICATION. IF YOUR RESUME IS NOT ATTACHED OR YOUR APPLICATION IS INCOMPLETE, YOUR APPLICATION MAY BE DISQUALIFIED.

Candidate screening will begin as applications are received, and finalists will be invited to an interview assessment center process.

This is a confidential search process. If you have any questions regarding this position, contact consultant, **Joseph Kreins at 707-333-6858.**



The City of Antioch is an Equal Opportunity Employer and does not discriminate against race, color, religion, national origin, age, sex, sexual orientation, or disability. In accordance with Federal law, the City of Antioch will require verification of authorization to work in the United States. As a condition of employment, you will be required to present proof of your identity and employment eligibility. In accordance with the Americans with Disabilities Act, should special accommodations be necessary at any stage of the selection process, please contact Human Resources at (925) 779-6147. All correspondence regarding application status, recruitment process, etc. will be sent by email and will be available on your Government Jobs account. It is the applicant's responsibility to ensure a correct email address is provided and that all correspondence is received. Information contained herein, including the recruitment process, is subject to change without notice.