

# San Joaquin County Employment Opportunity

## **SHERIFF'S CAPTAIN**

### **About the Position**

The position of Sheriff's Captain is responsible for performing administrative law enforcement work and directing the activities of an assigned division of the Sheriff's Office. The incumbent will be expected to effectively manage their division by demonstrating strong work ethic and leadership skills, including accountability for oneself and others while facing the challenges of public sector law enforcement. Please visit the Human Resources [Job Descriptions](#) page for a complete job description.

### **About the Department**

The San Joaquin County Sheriff's Department consists of 2 major divisions, Fields Forces and Custody. The Field Forces division also provides services to one community service district, Mountain House. There are over 900 total positions in the Sheriff's Department including 299 Deputy Sheriff positions. Patrol Operations, Administration, and the Jail are located in French Camp. For more information about the San Joaquin County Sheriff's Department please visit their website at: [www.sjsheriff.org](http://www.sjsheriff.org).

### ***San Joaquin County Sheriff's Office***

#### ***Mission Statement***

The San Joaquin County Sheriff's Office is dedicated to delivering quality service through the creation of partnerships with the people we serve.

All members of this department will carry out their duties and responsibilities in such a manner as to afford dignity, respect and compassion to every individual with whom they come in contact.

With community partnerships as our foundation, we are driven by goals to enhance the quality of life, investigating problems as well as incidents, seeking solutions and fostering a sense of security in communities and individuals. We nurture public trust by holding ourselves to the highest standards of performance and ethics.

### **Minimum Qualifications**

*Applicants must be currently employed by the San Joaquin County Sheriff's Department. Please read the Civil Service Rules and Regulations regarding eligibility for promotional examinations (attached).*

**Experience:** One year as a Lieutenant in the San Joaquin County Sheriff's Department.

**Licenses & Certificates:** Possession of a valid California driver's license and an Advanced Certificate issued by the California Commission on Peace Officers Standards and Training. A copy of the POST certificate is required.

# SHERIFF'S CAPTAIN

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## Compensation and Benefits

**Base Salary: \$13,458.13 — \$16,358.44\*\* Monthly**

- ◆ In addition to base salary, the County offers a Cafeteria Plan in the annual amount of \$35,509 which is considered the employer's benefit contribution and may be used to purchase medical, dental, and vision coverage.\*\* Depending on a candidate's health plan selection, premiums not paid by the Cafeteria Plan allowance will be the employee's responsibility through a pre-tax deduction. Unused monies are paid as additional salary.
- ◆ 1937 Retirement Act plan Safety Member - reciprocity with CalPERS
- ◆ 125 Flex Spending Benefits
- ◆ Health Savings Account for selective High Deductible Health Plans
- ◆ 10 days of vacation leave a year (15 days after 3 years, 20 days after 10 years, 23 days after 20 years)
- ◆ 12 days of sick leave annually with unlimited accumulation
- ◆ 14 paid holidays per year
- ◆ Life insurance up of \$50,000
- ◆ Longevity Pay
- ◆ Deferred Compensation - 1% contributed by the County
- ◆ Uniform Allowance—\$1,600 annually
- ◆ POST supplements for Advanced, Supervisory and Management Certificates
- ◆ Educational Reimbursement up to \$850 per fiscal year

**\*\*Any employee promoted into this classification and does not currently have the Cafeteria Plan, will be placed in the Sheriffs Captain "B" classification with a base salary of \$14,669.67 - \$17,831.10 monthly and will not be eligible to participate in the Cafeteria Plan. Those placed in the Sheriffs Captain "B" classification, will have the same health plan options, with the County contributing 80% of the premium, and the employee responsible for 20% of the premium for their health insurance coverage.**

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## How to Apply

The competitive process includes submittal of a completed San Joaquin County application package, which must include a copy of a valid Advance POST Certificate. Resumes will not be accepted in lieu of the required application materials.

Completed application package must be submitted to Human Resources by **March 6, 2026.**

## Apply Online

Or submit to: San Joaquin County Human Resources, 44 N. San Joaquin Street, Suite 330, Stockton, CA 95202

**NOTE:** Applications must be filed with the Human Resources Division before 11:59 p.m. of the final filing date or if mailed, must be postmarked before midnight of the final filing date. No responsibility can be assumed for applications mailed which are not received. Applications sent through inter-office mail may not reach our office until after the final filing date. In this instance, the application will not be accepted because it does not meet the final filing date.

# SHERIFF'S CAPTAIN

## CIVIL SERVICE RULES AND REGULATIONS

### Rule 10 - Section 3 - Eligibility for Promotional Examinations

To compete in a promotional examination, an employee must:

- a. Meet the minimum qualifications of the class on or before the final filing date for filing applications.
- b. Meet one of the following qualifying service requirements:
  - 1) Have permanent status in the Classified Service.
  - 2) Probationary, part-time, or temporary employees who have worked a minimum of 1040 hours in the previous 12 months or previous calendar year.
  - 3) Exempt employees who have worked a minimum of 2,080 continuous and consecutive hours.
- c. Have a rating of satisfactory or better on the last performance evaluation.
- d. If a person whose name is on a promotional list is separated (except for layoff) the name shall be removed from the promotional list.

## ABOUT THE SELECTION PROCESS

All applicants who meet the minimum qualifications for the position, as well as the eligibility requirements for promotional examination, will be invited to participate in an oral board examination. The oral board interviews will be weighted at 100% of the overall score. For candidates who successfully pass all phases of the examination process, seniority points will be added to final scores. Final scores will determine ranking on the eligible list.