

Police Captain, Lincoln (California) Police Department

THE OPPORTUNITY

The City of Lincoln, California, is seeking a forward-thinking, service-oriented law enforcement leader to serve as its next Police Captain. This is a unique opportunity to join a dynamic and growing community, lead a dedicated team of officers and professional staff, and help shape the future of policing in one of Northern California's most desirable cities. The next captain will play a key role in supporting a culture of integrity, innovation, and community engagement—building on the department's strong foundation while helping guide strategic initiatives in a city that values transparency, partnership, and progressive leadership.

ABOUT LINCOLN

Lincoln is located at the edge of Northern California's foothills, 27 miles northeast of California's state capital, Sacramento. With a population of 54,742, Lincoln was one of the fastest growing cities in the country from 2000 to 2007 yet has managed to maintain the small-town charm that has made it such a desired location to live, work, and play.

The City of Lincoln is a full-service city that provides its services through the following departments: Administrative, City Attorney, City Council, City Manager, Community Development, Engineering, Finance, Information Technology, Library Services, Public Safety, Public Works, Recreation, and Airport. The City has more than 200 FTE positions and a total budget of over \$94.1million.

THE LINCOLN POLICE DEPARTMENT

The Lincoln Police Department proudly serves a thriving and rapidly growing community in Placer County. Committed to safeguarding both quality of life and public trust, the department operates with a dedicated team of 46 total staff members supported by a current fiscal year budget of \$11.3 million. The police department enjoys a very low vacancy rate compared to many other agencies, allowing the department to sustain service quality as the city expands.

Organized into core Operations and Support divisions, the department includes Patrol, Investigations, Communications, Records, Property & Evidence, and the Citizens on Patrol (COP) volunteer program. These units work collaboratively to provide 24/7 law enforcement response, investigative follow-up, and administrative services while enhancing community partnerships through outreach and volunteer support. The Lincoln Police Department actively engages the community through programs such as Neighborhood Watch, Coffee with a Cop, School Resource Officers, and the Youth Engagement Programs, fostering transparency, trust, and collaboration between officers and residents.

THE POSITION

The Police Captain reports to the Chief of Police and serves as the department's second-in-command. Receiving general direction from the chief, the captain is responsible for exercising direct supervision

over sworn and nonsworn management, supervisory, technical, and administrative support staff through subordinate levels of management and supervision. The captain's direct reports are a Lieutenant, a Detective Sergeant, and a Dispatch/Records Supervisor. Key job functions of the Police Captain role include planning, directing, managing, coordinating, and evaluating the work of all major divisions of the police department; developing, recommending, and administering policies and procedures; continuously monitoring and evaluating the efficiency and effectiveness of service delivery methods and procedures; assessing and monitoring workload, administrative and support systems, and internal reporting relationships; and managing and participating in the development and administration of the division's budget.

In addition to being a highly ethical and well qualified servant leader, the ideal candidate will have a leadership style characterized by inclusion, approachability, empathy, humility, collaboration, and respect for people in the broadest possible sense; be able to skillfully collaborate with all internal and external stakeholders; commit to serving in the organization for several years; be a skilled communicator and relationship builder; have experience working in a unionized environment and demonstrated experience in labor/management relations; and bring familiarity and experience with the important administrative functions of leading an agency, such as budget, information technology, collective bargaining, internal investigations, and human resources functions.

QUALIFICATIONS

Any combination of education and experience that has provided the knowledge, skills, and abilities necessary for a Police Captain is qualifying. A typical way of meeting or exceeding the required qualifications is as follows.

Education: Bachelor's degree from an accredited college or university with major coursework in law enforcement, public administration, or a related field is not required but is desirable. A Master's degree and completion of executive-level leadership programs, such as the California P.O.S.T. Command College or the FBI National Academy, are not required but are highly desirable.

Experience: Eight years of increasingly responsible law enforcement experience, including two years in a management capacity comparable to that of a Police Lieutenant with the City of Lincoln.

Certification: Possession of a Management Certificate issued by the California Commission on Peace Officer Standards and Training.

SALARY & BENEFITS

The Police Captain is a non-represented, FLSA-exempt position. The salary range for the Police Captain is **up to \$202,000** depending on the applicant's qualifications and experience. The City of Lincoln provides an excellent benefits including retirement provided by CalPERS. Classic members receive 3% @ 50 or 3% @ 55 (depending on prior job history with a Public Retirement Agency) and make a 12% employee contribution. PEPRAs members receive 2.7% @ 57, with a current employee contribution of 16.75%. The

Commented [MR1]: Chiefs: Would an out-of-state applicant be able to obtain this? Or do you want to include a requirement to have it completed within a specified period of time similar to how we have done for the POST certificate? I added in language in case we want to.

Commented [BN2R1]: I think we are essentially saying the same thing, so I'm fine with Melissa's language as long as Chief Davis is.

City of Lincoln participates in Social Security at a current rate of 6.2%. Optional participation in a 457(b) plan is also available.

For additional benefit information, interested candidates are encouraged to review the detailed recruitment brochure at <https://www.mosaicpublic.com/careers>.

APPLICATION & SELECTION PROCESS

To be considered for this position, interested candidates must submit a cover letter and résumé no later than **Monday, September 8, 2025**, at <https://www.mosaicpublic.com/careers>.

Confidential inquiries are welcomed to Chief Bryan Noblett (ret.) | bryan@mosaicpublic.com | (916) 550-4100