

# COUNTY OF SANTA CRUZ

INVITES YOU TO APPLY FOR:



## SHERIFF'S SERGEANT PROMOTIONAL ONLY

Job # 26-RE7-01

Salary: \$10,885 – 14,589 / Month

**CLOSING DATE: FRIDAY, OCTOBER 16, 2026**

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### County Equity Statement

*Equity in action in Santa Cruz County is a transformative process that embraces individuals of every status, providing unwavering support, dignity, and compassion.*

*Through this commitment, the County ensures intentional opportunities and access, fostering an environment where everyone can thrive and belong.*

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**THE JOB:** Under direction, assign, supervise and participate in the work of staff performing law enforcement, crime prevention and detection, detention, bailiff, or coroner activities; perform responsible staff or administrative functions; and perform other duties as required.

**THE REQUIREMENTS:** Any combination of training and experience that would provide the required knowledge and abilities is qualifying. A typical way to obtain this knowledge and abilities would be:

**THREE (3) YEARS OF EXPERIENCE PERFORMING DUTIES COMPARABLE TO A DEPUTY SHERIFF IN SANTA CRUZ COUNTY OR PERFORMING DUTIES WHICH WOULD DEMONSTRATE POSSESSION OF THE KNOWLEDGE AND ABILITIES LISTED BELOW.**

**CERTIFICATE REQUIREMENTS: POSSESSION OF OR ABILITY TO POSSESS AN INTERMEDIATE LAW ENFORCEMENT CERTIFICATE AWARDED BY THE CALIFORNIA COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING (P.O.S.T.).**

**SPECIAL REQUIREMENTS/CONDITIONS: License Requirements:** Possession of a valid California Class C Driver License; **Background Investigation:** Ability to pass a full background investigation. **Special Working Conditions:** Exposure to variable temperatures and weather conditions; confined workspaces; heights; two-way radio noise; strong, unpleasant odors; infections which might cause chronic disease or death; dust and pollens; chemical irritants; possibility of experiencing bodily injury and/or burns; and contact with a diverse population. **Other Special Requirements:** Must be legally authorized to work in the United States



in accordance with Section 1031 of the Government Code; availability to work flexible schedule, including nights, weekends, holidays and on an emergency, as needed basis.

**KNOWLEDGE:** Thorough knowledge of laws pertaining to search and seizure, arrest, and interrogation of suspects; and criminal law and rules of evidence. Working knowledge of court procedures in criminal and civil cases; use and care of standard police firearms; principles of human motivation and behavior; and Community-oriented policing. Some knowledge of techniques of criminal investigation; basic identification techniques; principles and practices pertaining to the operation of County detention facilities; principles of supervision and training; and principles of diversity, equity, and inclusion.

**ABILITY TO:** Assign, direct and supervise the work of subordinates; make quick, effective decisions in emergencies and take appropriate action; obtain information through interview, interrogation and observation; assemble and analyze facts and evidence and make sound recommendations; enforce State and local laws and departmental policies firmly and impartially; speak and write effectively; establish and maintain effective relationships; perform a variety of active public safety duties involving strenuous physical activity, such as pursuing and restraining suspects and lifting injured persons; engage in community-based policing, relationship building between law enforcement and community residents, and collaborative problem solving; see at an uncorrected vision of 20-80 corrected to 20-20 in each eye with normal color vision and unrestricted peripheral vision; and adhere to Sheriff's Office code of ethics..

**THE EXAMINATION:** Your application will be reviewed to determine if you have met the education, experience, training and/or licensing requirements as stated in the job announcement. If you meet these criteria and are one of the best qualified, you may be required to compete in any combination of written, oral and/or performance examinations or a competitive evaluation of training and experience as described in your application. You must pass all components of the examination to be placed on the eligible list. The examination may be eliminated if there are ten or fewer qualified applicants. If the eligible list is established without the administration of the announced examination, the life of the eligible list will be six months, and your overall score will be based upon an evaluation of your application. If during those six months it is necessary to administer another examination for this job class, you will be invited to take the examination to remain on the eligible list.

**HOW TO APPLY:** Apply online at [www.santacruzcountyjobs.com](http://www.santacruzcountyjobs.com) or mail/bring an application to: Santa Cruz County Human Resources Department, 701 Ocean Street, Suite 510, Santa Cruz, CA 95060. For information, call (831) 454-2600. Hearing Impaired TDD/TTY: 711. Applications will meet the final filing date if received: 1) in the Human Resources Department by 5:00 p.m. on the final filing date, 2) submitted online before midnight of the final filing date.

**WOMEN, PEOPLE OF COLOR AND PEOPLE WITH DISABILITIES ARE ENCOURAGED TO APPLY. IF YOU HAVE A DISABILITY THAT REQUIRES TEST ACCOMMODATION, PLEASE CALL (831) 454-2600.**

To comply with the 1986 Immigration Reform and Control Act, Santa Cruz County verifies that all new employees are either U.S. citizens or persons authorized to work in the U.S.

## **EMPLOYEE BENEFITS:**

**VACATION** – Employees on 5/8 schedule accrue at 112 hours per year, rising to 232 hours per year after 15 years of service. Employees on 4/10 schedule accrue at 86 hours per year, rising to 214 hours per year. Vacation is available after 2080 hours of service.

**HOLIDAYS** – Employees on 5/8 schedule receive 14 paid Holidays per year. Employees on 4/10 schedule shall receive one 10-hour day off per month in lieu of prescribed holidays.

**BEREAVEMENT LEAVE** – 3 days paid in California, 5 days paid out of state.

**SICK LEAVE** – 96 hours per year.

**MEDICAL PLAN** – The County contracts with CalPERS for a variety of medical plans. For most plans, County contributions pay a majority of the premiums for employees and eligible dependents.

**VISION PLAN** – The County pays for employee coverage. Employee may purchase eligible dependent coverage.

**DENTAL PLAN** – County paid employee and eligible dependent coverage.

**RETIREMENT** – 1959 Survivor's Benefit plus pension formula 3% at age 50 or 55 or 2.7% at age 57 as determined based on provisions of the CA Public Employees' Pension Reform Act of 2013 (PEPRA). County pays a portion of retirement contribution.

**LIFE INSURANCE** – County paid \$50,000 policy. Employee may purchase additional life insurance.

**LONG TERM DISABILITY PLAN** – Employee paid voluntary plan. Plan pays 66 2/3% of the first \$15,000 of pre-disability earnings up to \$10,000 per month maximum.

**DEPENDENT-CARE PLAN** – Employees who pay for qualifying child or dependent care expenses may elect this pre-tax program.

**H-CARE PLAN** – Employees who pay a County medical premium may elect this pre-tax program.

**HEALTH CARE FLEXIBLE SPENDING ALLOWANCE (HCFA)** – Employees may elect this pre-tax program to cover qualifying health care expenses.

**DEFERRED COMPENSATION** – A deferred compensation plan is available to employees.

**OTHER** – County pays premium for certain requirements and assignments, including Night Shift Pay: 5% of base pay; POST Intermediate Certificate: 4% of base pay; POST Advanced Certificate: 7% of base pay; POST Supervisory Certificate: 8% of base pay; Detective Pay: equal to 5% of hourly salary step; Bilingual Pay: \$1.35/hour for LEVEL I, \$2.00/hour for LEVEL II.

**ASSIGNMENTS** – Opportunities for rotation to every bureau of the department.

**NOTE: PROVISIONS OF THIS BULLETIN DO NOT CONSTITUTE AN EXPRESSED OR IMPLIED CONTRACT.**

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[www.santacruzcountyjobs.com](http://www.santacruzcountyjobs.com)

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