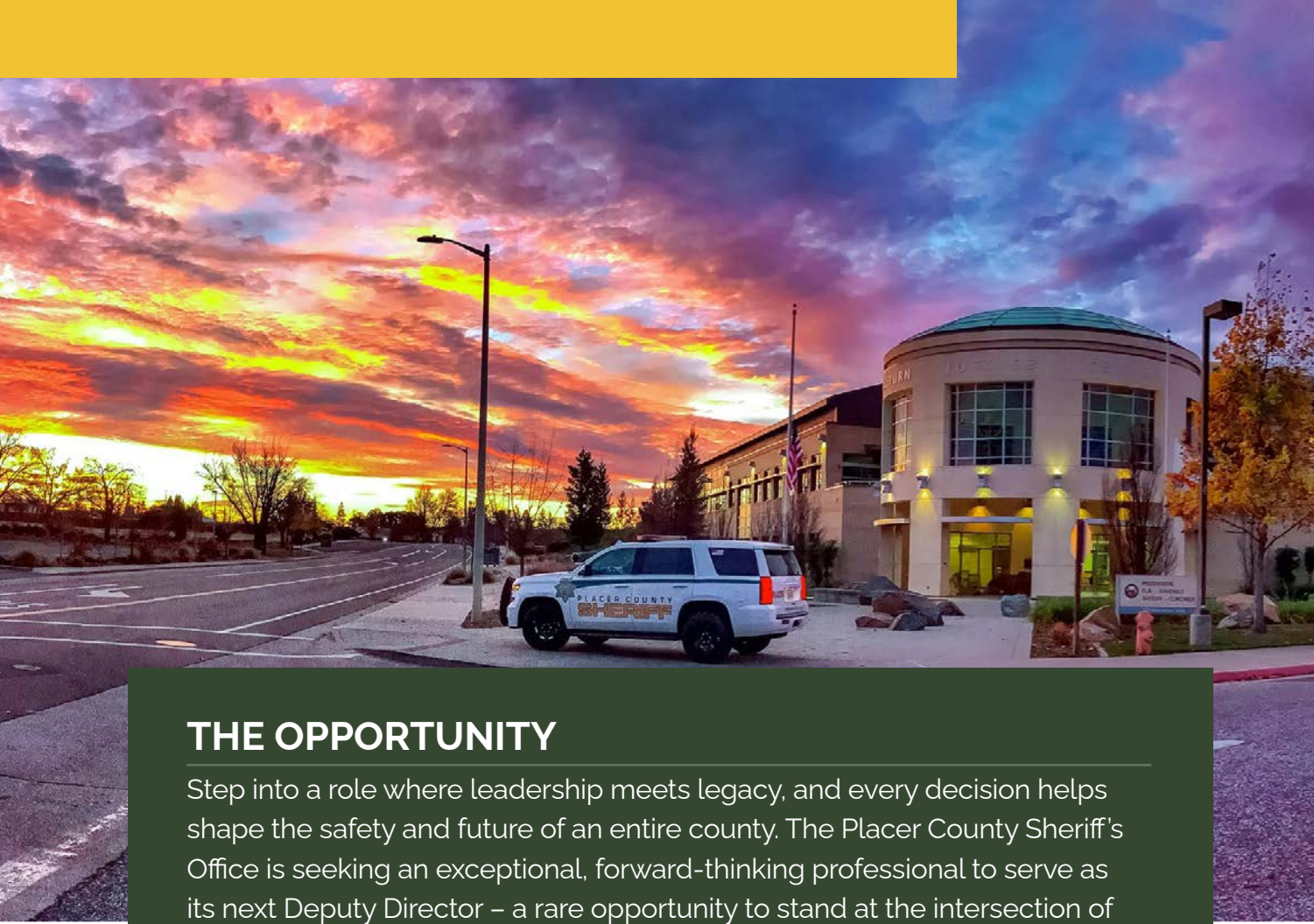




DEPUTY DIRECTOR
Placer County Sheriff's Office, Auburn, CA

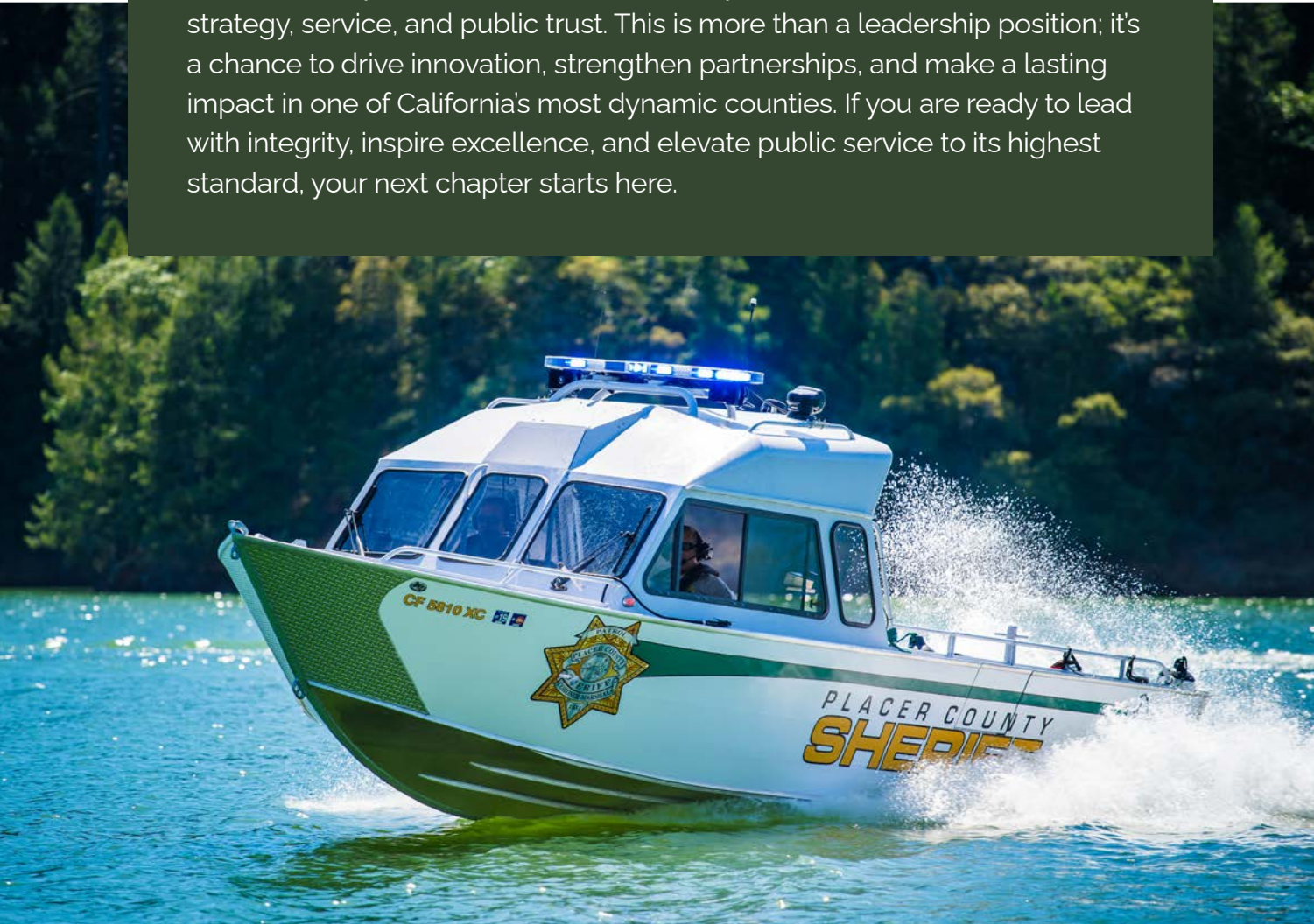
Recruitment Services Provided By





THE OPPORTUNITY

Step into a role where leadership meets legacy, and every decision helps shape the safety and future of an entire county. The Placer County Sheriff's Office is seeking an exceptional, forward-thinking professional to serve as its next Deputy Director – a rare opportunity to stand at the intersection of strategy, service, and public trust. This is more than a leadership position; it's a chance to drive innovation, strengthen partnerships, and make a lasting impact in one of California's most dynamic counties. If you are ready to lead with integrity, inspire excellence, and elevate public service to its highest standard, your next chapter starts here.



ABOUT PLACER COUNTY

Placer County is an extraordinary community characterized by a healthy and diverse economy, an attractive business environment, and residents who benefit from high-quality educational, safety, and healthcare infrastructure in addition to a wide variety of outstanding recreational opportunities. The government center of Placer County is located in the City of Auburn and is well-positioned 30 miles northeast of Sacramento. The total population is approximately 428,000 in unincorporated and incorporated areas of the County combined (Auburn, Colfax, Lincoln, Loomis, Rocklin, and Roseville), including areas of the Sierra Nevada region, the foothills of Auburn, the historic Gold Country, and North Lake Tahoe. Encompassing 1,506 square miles, Placer County is part of the greater Sacramento region, including El Dorado, Sacramento, Sutter, Yolo, Nevada, and Yuba counties. Lake Tahoe, nature's crown jewel of the Sierras, is a short 90-minute drive from the western-most points of the County.

Placer County is consistently ranked first for its quality of life and is one of the healthiest counties in California. Home to Sierra College and William Jessup University, with plans for two additional universities to be developed in the western part of the County, Placer also offers a variety of exceptional outdoor recreation opportunities and scenic open spaces. A wide range of housing options exist in the County, including multi-family, small lot suburban and urban residential projects, ranchettes, larger rural residential properties, and extensive farmland with a mix of farming and ranching opportunities. Outdoor recreation activities in Placer County are abundant all year long, from hiking and biking to horseback riding, rafting, snowshoeing, and skiing. Placer County has a strong heritage as part of California's Gold Country and is considered the Gateway to the Sierra.

COUNTY GOVERNMENT

The County is governed by a five-member Board of Supervisors elected to four-year terms by voters within their respective districts. Six County officials, who serve as department heads, are elected at-large and are responsible to the Board on budgetary and operational issues. The remaining departments are led by appointed department heads and work at the pleasure of the County Executive Officer. Placer County is financially stable due to fiscally prudent decision-making and effective policy setting over the past few decades. Given this stability, the County has been able to achieve its mission to provide responsive, efficient, and effective public services in keeping with its budget and financial policies. The County's budget for FY 2025/26 is \$1.37 billion with a current staff of approximately 2,800 positions.

THE PLACER COUNTY SHERIFF'S OFFICE

The Placer County Sheriff's Office (PCSO) serves the people of Placer County by providing law enforcement to the unincorporated areas, from the Sacramento County line to the Nevada state line at Lake Tahoe, and provides contract law enforcement services to the City of Colfax and the Town of Loomis. The Sheriff's Office also provides jail services, coroner services, court security, and marshal duties to the entire county. The PCSO's mission is to maintain the quality of life enjoyed in Placer County and to ensure that the county is a safe place to live, work, and visit. The Sheriff's Office has an approved FY 2025/26 operating budget of \$206.4 million, which supports approximately 700 staff members.

THE POSITION

The Deputy Director is a key member of the Placer County Sheriff's Office executive leadership team and is responsible for both strategic direction and daily management of agency-wide administrative and operational support services. Areas of oversight include budget development and fiscal operations, accounting, human resources, emergency communications/dispatch, records, fleet and facilities management, information technology, grants, contract administration, and legislative and regulatory compliance. The role also provides high-level policy and organizational support to the Sheriff and executive command staff.

The next Deputy Director will play a central role in shaping the department's long-term vision through strategic planning, policy development, and data-driven decision-making. Success in this role requires strong collaboration, political acumen, and the ability to lead complex, cross-functional initiatives. The Deputy Director represents the Sheriff's Office with internal and external partners, with a focus on strengthening relationships that enhance service delivery and support a modern, effective, and community-centered public safety organization.

THE IDEAL CANDIDATE

The ideal candidate will bring deep experience in public safety administration, paired with the political savvy needed to navigate a dynamic law enforcement environment. While public safety experience is preferred, candidates with well-rounded experience in the other noted areas of responsibility will be given strong consideration.

This leader will excel at partnering with diverse stakeholders, from elected officials and County executives to community members and regional partners. They will be adept at balancing competing priorities, offering thoughtful and innovative solutions, and guiding teams through complex and politically sensitive issues with assurance. The next Deputy Director will be a people-centric leader who values staff, invests in their professional development, and readies them for future opportunities to advance their own careers.

A strong history of building and sustaining effective working relationships across internal divisions, local jurisdictions, statewide partners, federal agencies, and private and nonprofit organizations is highly valued. The ideal candidate will also demonstrate sophisticated budget management capabilities, including developing and administering division budgets, supporting implementation, forecasting resource needs, and ensuring responsible stewardship of public funds.



QUALIFICATIONS

Any combination of training and experience that would provide the required knowledge, skills, and abilities is qualifying. The most aligned candidates will minimally possess the following:

Education: Possession of a bachelor's degree or higher from an accredited college or university with major coursework in public or business administration, government, accounting, finance, human resources, information technology, or related field.

Experience: Five (5) years of progressively responsible experience with primary responsibility for budgetary and fiscal operations, human resources administration, and/or agency policies and procedures development/implementation, including four (4) years of management responsibility. Experience overseeing complex financial or administrative operations and programs within a law enforcement agency is preferred.



SALARY & BENEFITS

The salary range for the Deputy Director is **\$153,587 - \$191,776**, with placement in the range dependent on qualifications. In addition, an excellent benefit package is provided as outlined below. Key benefits include:

Retirement: Employees are covered by Social Security and the California Public Employees' Retirement System (CalPERS).

Deferred Compensation: Voluntary 401(k) and 457(b) plans are available through payroll deductions. The County will match one dollar for every two dollars in employee contributions made to a 401(k) account up to a maximum employer contribution of \$5,000 per employee per calendar year.

Health, Dental, and Vision Insurance: The County offers a choice of health insurance plans provided through CalPERS, with the County paying 80% of the selected plan's total premium. The County also pays for employee dental and vision insurance (dependent coverage is available at the employee's expense).

Annual Leave*: The County provides 100 hours of management leave to be used as time off or cashed out, 12 paid days of sick leave, and 14 paid holidays (two of which are floating holidays) per year. Vacation is accrued beginning at 10 days and increases to a maximum of 25 days per year with 20 years of service.

*With the approval of the County Executive Officer, the County may offer a beginning balance of vacation and sick leave upon hire.

Life Insurance: The County provides life insurance of \$50,000 and an accidental policy of \$10,000.

Cafeteria Plan: The County provides \$5,000 per calendar year to offset pre-tax benefit premiums under the County's cafeteria plan, which includes health, dental, vision, and accidental death and dismemberment premiums (pre-tax). This amount received is defaulted as cash (taxable).

Retiree Medical: Employees receive 50% of the County medical contribution upon retirement with ten (10) years of CalPERS service credit, including five (5) years of Placer County service. Employees receive an additional 5% of the County medical contribution for each additional year of service up to 20 years.

Relocation Assistance: With the approval of the County Executive Officer, the selected candidate may be eligible for relocation reimbursement of up to 50% of their qualifying moving costs, not to exceed \$5,000.

APPLICATION & SELECTION PROCESS

Apply immediately - This recruitment is open until filled and may close at any time. Interested applicants are encouraged to apply immediately.

To apply for this excellent career opportunity, please submit an application, cover letter, and resume via the County website at www.JobsAtPlacerCounty.com.

Placer County is an Equal Opportunity Employer.

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