

# **LINN COUNTY CLASSIFICATION**

**TITLE: CAPTAIN - CORRECTIONS DIVISION**

**NUMBER: 882**

**APPROVAL ORDER NUMBER: 2020-101**

**PAY RANGE: 42 (SO)**

**DATE: APRIL 14, 2020**

**CATEGORY: MANAGEMENT/EXEMPT (SO)**

GENERAL STATEMENT OF DUTIES/JOB OBJECTIVES: Performs highly responsible supervisory and administrative work in the management of the jail including planning, organizing, staffing, directing and training.

SUPERVISION RECEIVED: Works under the direction of the Undersheriff and Sheriff who define responsibilities and policies. Work is reviewed regularly for adherence to proper procedures and for effectiveness. Independent judgement is exercised with respect to methods and procedures.

SUPERVISION EXERCISED: Exercises supervision over the Corrections Division. Has the authority to formulate and carry out management decisions and represents management interests by taking or effectively recommending discretionary actions that control or implement office policy. Employee in this classification has discretion in the performance of these management responsibilities beyond the routine discharge of duties. May act as the office mediator between bargaining unit and management to reconcile labor disputes. Assigns work, provides advice and counsel, interprets policies and regularly evaluates work for completeness.

ESSENTIAL FUNCTIONS: A person employed in this classification must possess the capability to perform the following duties to be considered for and remain in this position. The duties are essential functions requiring the critical skills and expertise needed to meet job objectives. Additional specific details of these essential functions may be provided by the specific office or department job announcement, if applicable.

1. Plan, direct and review correctional program including administration, security, maintenance and food service programs; formulate, administer and evaluate Division policies and procedures; review compliance for proper prisoner care and custody guidelines.
2. Develop liaison with Federal, State and Municipal Law Enforcement Agencies, correctional institutions and courts regarding the custody, care and transportation of prisoners.
3. Direct jail admission and release operations; assure compliance with the directives of the courts regarding custody, care and disposition of prisoners; consult with judges, attorneys, physicians and social workers regarding the custody and care of prisoners.
4. Study and research new laws and the operation of correctional facilities and make recommendations for new and revised programs for Linn County's facility; advise Undersheriff and Sheriff on new laws or recommended procedures regarding jail operations and custody and care procedures.
5. Make budget recommendations for the correctional programs; supervise the preparation and maintenance of complex and detailed records and reports for the correctional program.
6. Participate in the selection of personnel; resolve problems and recommend solutions;

direct staff scheduling; prepare and review employee performance reports; recommend discipline as necessary.

7. Approve and recommend the purchase of supplies and equipment of work and alternative programs.
8. Coordinate training programs with the training office.
9. Develop and maintain effective, harmonious and reasonable work relationships with others.
10. Maintain regular and predictable work attendance.

**OTHER FUNCTIONS:** This classification covers the most significant essential functions performed by an employee in this position but it does not include other occasional work which may be similar to, related to or a logical assignment for this position. Any one position in this classification may be assigned some or all of the duties listed under essential functions or that arise as other functions. The balance of the various duties, responsibilities and/or assignments of this position may change from time to time based upon management's decisions on how to best allocate resources. Any shift, emphasis or rebalancing does not constitute a change in the essential functions of the job classification.

**RECRUITING REQUIREMENTS:** (Additional specific details may be provided by the specific office or department job announcement, if applicable).

**KNOWLEDGE, SKILL AND ABILITY:** Thorough knowledge of the modern principles, methods and techniques of the custody and care of prisoners. Thorough knowledge of applicable Federal, State and Local laws particularly those pertaining to jail standards. Thorough knowledge and skill in the use of law enforcement equipment, including firearms, vehicles, radios and intoxilyzers. Considerable knowledge of the principles of supervision, human relations, organization and administration as applied to law enforcement and corrections programs.

Skill in the efficient and safe use of firearms, intoxilyzers, crime investigation kits and motor vehicles.

Ability to plan, assign, supervise and evaluate work of supervisors either directly or through subordinate supervisors. Ability to comprehend and interpret laws, rules and regulations, court rulings and other pertinent information and apply it to Division policies and procedures. Ability to recognize and analyze a variety of administrative and operational problems and direct the appropriate actions. Ability to administer various detention facility functions in an efficient and lawful manner. Ability to communicate effectively both orally and in writing. Ability to establish and maintain effective working relationships with employees, other agencies, the courts, prisoners and the general public.

**EXPERIENCE, EDUCATION AND TRAINING:** Graduation from a senior high school or possession of the equivalent GED Certificate. Six years of progressively responsible law enforcement experience including three years in a corrections supervisory position.

Successful completion of at least 90-credit hours of college level coursework, or graduation from a two-year college or four-year university. Any satisfactory equivalent combination of experience, education and training which demonstrates the ability to perform the work described may substitute for the above.

**NECESSARY SPECIAL QUALIFICATIONS:** Be a citizen of the United States. Be 21 years of age or older. Be of good moral fitness as determined by a thorough background investigation. Be free of any conviction for any felony; any misdemeanor involving violent behavior or unlawful use, possession, delivery or manufacture of a controlled substance, narcotic or dangerous drug. Pass a written test and oral interview as prescribed by the Sheriff's Office. Be willing to work weekends, holidays, varying shifts and extra hours. Possession of a valid motor vehicle operator's license and an acceptable driving record at the time of appointment may be a condition of employment. Possession of the Department of Public Safety Standards and Training Advanced Certificate at the time of appointment. Possession of a Supervisory Certificate within one year and possession of a Management Certificate within three years of appointment. Must pass a general physical examination as required by the Department of Public Safety Standards and Training and a comprehensive psychological examination. Must possess and maintain a valid First Aid and CPR card.

**PHYSICAL DEMANDS AND WORK ENVIRONMENT:** Work is generally performed inside the jail. Work requirements include being able to see (Corrected vision shall be at least 20/30 (Snellen) in each eye. Uncorrected vision worse than 20/100 shall wear soft contact lenses to meet corrected vision requirements. Uncorrected vision of 20/100 or better may wear glasses with frames to meet the corrected vision requirement. Color discrimination, binocular coordination and peripheral vision must be normal). Talk and hear (have no significant hearing loss), sit and stand, read and write, walk, run, bend, stoop and the ability to lift or move fifty (50) pounds; use hands to finger, handle or operate objects, tools or controls; reach with hands and arms and shift from minimal level of physical exertion to high stress/high level of physical exertion at a moment's notice.