HILLSBOROUGH COUNTY SHERIFF'S OFFICE
CHAD CHRONISTER, SHERIFF

Detention Captain

Job Code: U8700
Pay Grade: CA
Pay Scale: $136,196.11-$185,331.95 Annually
Exempt: Yes

OVERVIEW

Plan, direct, and manage a sector within the Sheriff's Office. Captains shall be aware of potential problems that are unique to their functional areas and be responsible for methods of controlling and solving these problems. This detention certified management position may also be referred to as Deputy Commander. Additionally, law enforcement (LE) certified captains assigned to the Department of Detention Services shall refer to this job description for information regarding Department of Detention Services appointments but retain their LE job profile designation for accurate reporting purposes.

DUTIES & RESPONSIBILITIES

Duties may vary based on assignment.

- Act as the liaison between command management (i.e., major and up) and subordinates to ensure primary goals are accomplished; manage and direct the activities of subordinates in charge of bureaus, sections, squads, and/or units within the functional area in achieving established organizational goals and objectives; coordinate functions; assign, monitor, and review work; evaluate performance and initiate corrective action as needed, including termination.
- Approve/disapprove leave requests for personnel in the sector.
- Ensure that all personnel follow existing laws, standard operating procedures (SOPs), and directives.
- Ensure that resources are adequate to carry out the tasks of the functional area and monitor and modify the shift personnel allocations as needed.
- Assist in developing and administering the functional area budget by forecasting funding needs and making recommendations for functional area staffing, equipment, materials, supplies, procurement, and contracting; and monitoring expenses upon budget approval to ensure compliance.
- Enhance sector relationships with that of other entities (e.g., other internal functional areas, other criminal justice agencies, clerk of courts, Florida Sheriff's Association) by proper coordination of effort, which results in effective outcomes (e.g., Florida Model Jail Standards adherence, inmate programs and services, courthouse/court complex security).
- Manage the execution of major investigations within a correctional facility during special and emergency situations, assuming charge of operation in such unusual situations, and develop and modify plans covering such emergencies.
- Ensure that investigations are conducted based upon sound investigative principles, existing laws, and in a professional manner.
- Keep the command management advised of major happenings in functional areas.
- Attend general staff meetings with subordinates to improve the efficiency and productivity of the sector.
- Attend command staff meetings to disseminate operational orders to members of the sector.
- Be available for emergencies, which may involve assigned personnel or sector operations.

- Answer correspondence directed to the sector from other criminal justice agencies.
- Carry out the mandates of the Sheriff or other higher authority.
- Fulfill all requirements of a Detention Deputy Sheriff within Hillsborough County as outlined in Sheriff's Office GEN SOP 100.02 including the supervision and control of incarcerated inmates at Sheriff's Office controlled jails and courtroom security/maintenance of order when assigned as bailiffs.
- May operate an agency vehicle in support of assigned duties.
- Perform other related duties as required.

KNOWLEDGE & ABILITIES

- Extensive knowledge of principles, practices, and techniques of modern inmate care, custody, and control, and related state, federal, and department laws, rules, regulations, standards, and policies governing the operation of detention facilities and courtrooms.
- Extensive knowledge of managerial, interpersonal, and public relations techniques.
- Extensive knowledge of court procedures.
- Considerable knowledge of local, state, and federal laws governing the criminal justice system.
- Considerable knowledge of crowd control defense and restraint tactics and communication procedures.
- Considerable knowledge of behavior patterns, legal rights, discipline protocols, and grievance procedures of inmates.
- Working knowledge of the operation of Sally port controls, cell locks, and control panels commonly used in a secure facility.
- Working knowledge of local, state, and federal laws and regulations governing personnel management.
- Working knowledge of technological equipment to include video visitation and biometric fingerprinting and how they interrelate to the operation as a whole.
- Working knowledge of first aid and CPR principles and skill in training others in their application.
- Ability and willingness to manage the work of others.
- Ability to train others in all aspects of job duties and responsibilities.
- Ability to communicate effectively, both verbally and in writing with diverse populations.
- Ability to analyze problems, identify alternative solutions, project consequences of proposed actions, and implement recommendations in support of goals.
- Ability to work in a hostile environment of inmates and their visitors without reacting in a negative manner and project a professional image at all times.
- Ability to handle multiple tasks and smoothly and rapidly shift between dissimilar tasks.
- Ability to supervise emergency situations, make effective decisions under stressful situations, and direct the use of physical force necessary to protect oneself and others.
- Ability to detect potentially adverse or unsafe situations and react according to department policy.
- Ability to physically handle and control prisoners resisting detention.
- Ability to review, establish, and maintain accurate records of assigned activities and operations.
- Ability to use a two-way radio.
- Ability to properly use various restraining devices.
- Ability to safely operate a motor vehicle.
- Ability to operate a computer and related software.
- Ability to work effectively with others.
- Ability and willingness to use weapons and to properly maintain them.

SKILLS

- Verbal Communications
- Written Communication
- Correctional Facility Operations
- Disciplinary Procedures

- Policy Enforcement
- Radio Operations

WORKING CONDITIONS

- Work within an office environment within a law enforcement agency, courthouse/court complex, and/or detention facility.
- Work outdoors in a subtropical climate in potential adverse weather conditions.
- Exposure to explicit or disturbing behavior.
- Remain in a stationary position for extended periods of time at a scene, event, or workstation.
- May engage in very heavy physical exertion (e.g., lifting, carrying, pushing and/or pulling objects and materials up to 100 pounds).
- Drive a Sheriff's Office-issued vehicle (e.g., car, full-size van, full-size pickup truck) to perform essential duties.
- May work day or night shifts and non-standard hours/days including weekends and holidays.
- Maintain cell phone availability after hours and at home to aid and guide subordinates.
- Required to wear a Sheriff's Office provided uniform.
- In the event of an emergency or disaster, may be required to respond promptly to duties and responsibilities as assigned by management chain, Division/District Commander, or the Sheriff (or their designee). Such assignments may be for before, during or after the emergency/disaster.

MINIMUM EDUCATION & EXPERIENCE

- A bachelor's degree from an accredited institution of higher education.
- Possession of a valid certification by the State of Florida as a corrections officer.
- Management experience in corrections or law enforcement.

Additionally, the following are required:

- No punitive disciplinary action consisting of a 5 day suspension or greater and/or involuntary demotion within the last two years.
- Ineligible if currently serving a suspension or probation with the Criminal Justice Standards and Training Commission (CJSTC).
- An overall rating of three "fully acceptable" or better on the annual evaluation in the Employee Performance Management System (EPMS) for the three years prior to submission.
- A rating of three "fully acceptable" or better in each dimensional category on the annual evaluation in EPMS within the one year prior to submission.

REQUIRED ANNUAL TESTING

- Successful completion of the Hillsborough County Sheriff's Office (HCSO) Physical Abilities Assessment (PAA).

Note on the PAA

The course consists of the following and must be completed in 5:48 minutes or less:

- 130-foot run followed by scaling a 4-foot-high stationary solid wall.
- 100-foot run to a cone, followed by a 40-foot run to stairs and completion of a 70-step stair climb (one step equals: first foot up, second foot up, first foot down, second foot down).
- 100-foot run followed by climbing through a 3-foot-high window.
- 50-foot run navigating through cones in a serpentine pattern, keeping cones on the indicated side.
- 20-foot movement (push, pull, drag, or walk) of a 180-pound sled back and forth five times, totaling 100 feet.
- 20-foot drag of a 160-pound dummy.

ADDITIONAL JOB REQUIREMENTS

- Attendance at the specified Sheriff's Office work location is required.
- Depending on assignment, employees may be required to possess a valid Florida Driver License at time of employment. Driving history will be thoroughly reviewed and may be grounds for disqualification.
- No visible tattoos on face, head, and neck. Tattoos determined to take away from the professional appearance of the Sheriff’s Office must be covered with an appropriate white, black, or neutral covering.
- No illegal drug sale within lifetime.
- No illegal drug use within the past 36 months. No marijuana use within the last 12 months.
- No felony convictions within lifetime.
- No misdemeanor convictions involving perjury, false statement, or domestic violence within lifetime.
- No dishonorable discharge from any branch of the United States Armed Forces, the United States Coast Guard, National Guard, or Reserve Forces.
- Successful completion of a background investigation including criminal, reference, employment, and neighborhood checks; polygraph; medical evaluation; and drug screening.
- Live within Hillsborough County or within Citrus, Hardee, Hernando, Lake, Manatee, Pasco, Pinellas, Polk, Sarasota, or Sumter County as long as the residence is located within the 60-mile parameter of Falkenburg Road Jail at the time of appointment/employment (certified only).

The duties and responsibilities on this job description represent the essential functions that an employee must be able to satisfactorily perform with or without reasonable accommodations. Reasonable accommodations shall be made upon request to enable employees with disabilities to perform the essential functions of their job, absent undue agency hardship. The Sheriff’s Office retains the right to change or assign other duties to this job as necessary.