

Compensation and Benefits

The City of Dixon offers a very competitive compensation and benefits package. The base salary for this position is currently under review (the former incumbent was paid \$130,472 annually). The City also offers an attractive benefits package including:

- ◆ Retirement: CalPERS with 3% @ 55 (3 year average) for Classic members hired after November 20, 2011 (9% employee contribution) or 2.7% @ 57 for new members as defined under PEPRA (Employee contribution is 50% of total normal cost, as determined annually by CalPERS. The current contribution is 11.5%). The City does not participate in Social Security.
- ◆ Health, Dental and Vision: City provides a Monthly Benefits Allowance (MBA) of \$1,216 for participation in the Cafeteria Plan. Employee may choose from PERS health programs and two dental plans. City provides a cash in lieu opt out at 50% if employee has alternative coverage.
- ◆ Deferred Compensation: City will match between 1-3% to the voluntary deferred compensation program.
- ◆ Vacation: Accrues at the rate of 96 hours annually. (Higher accrual rates may be negotiable.)
- ◆ Administrative Leave: up to 120 hours annually.
- ◆ Sick Leave: Accrues at the rate of 8 hours per month.
- ◆ Holiday pay - 11 assigned plus 2 floating days annually.
- ◆ Longevity Increment: For extended service, an incentive increase is provided. The increase is equal to 2% (of salary) after 5 years of service, 2% after 10 years of service and 1% after 15 years of service.
- ◆ Police Professionalization Program: Either 2.5% addition to pay for possession of POST Intermediate Certificate or completion of 60 college semester units OR 5% addition to pay for possession of POST Advance Certificate or 120 college semester units.
- ◆ Uniform Allowance: \$850 annually.
- ◆ Other Benefits: Bereavement and Family Leave programs, City paid Long-Term Disability and Life Insurance, Physical Fitness Incentive.



The Process

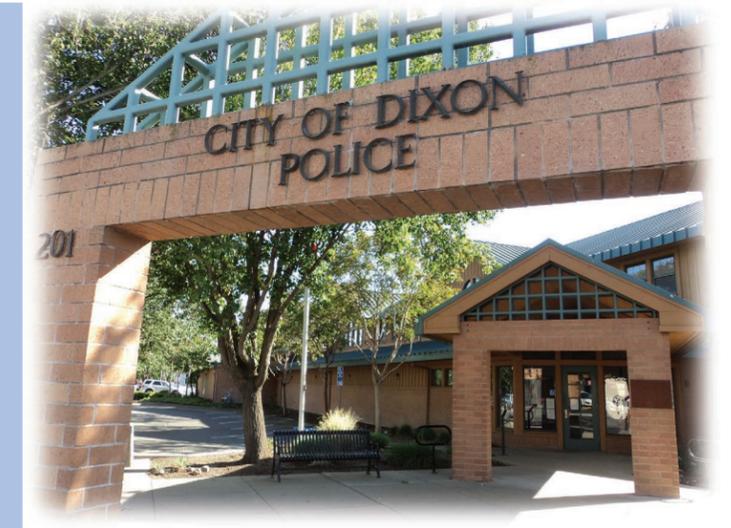
To apply for this exciting career opportunity, please forward a letter of interest, your resume with current salary (electronic format preferred) and contact information including email addresses for five professional references (who will not be contacted until mutual interest is established and candidate approval) to:

Paul Kimura
Avery Associates
3½ N. Santa Cruz Ave., Suite A
Los Gatos, CA 95030
E-mail: jobs@averyassoc.net



The final filing date for this position is September 23, 2016.

If you have any questions regarding this position, please feel free to contact Paul Kimura at 408-399-4424 or paulk@averyassoc.net.



The City of Dixon



*invites your interest
for the position of*

Chief of Police

The Community

A growing community of almost 19,000 residents, the City of Dixon offers a unique combination of an outstanding location, safe community, desirable housing, excellent schools, friendly people and a town with strong community values. A wonderful place to raise a family, Dixon is rich in agricultural roots and is blessed with a mild climate, thousands of acres of open space, many neighborhood parks, and excellent schools.

Dixon is located in the northeast portion of Solano County, 19 miles southwest of Sacramento and 70 miles northeast of San Francisco. In this ideal location, Dixon enjoys convenient access to the San Francisco Bay Area, Sacramento and Lake Tahoe, and to institutions of higher learning such as the University of California, Davis and the California State University, Sacramento.



Dixon collaborates extensively with other local governmental entities, such as Solano County, the Dixon Unified School District, the Library District, the Dixon Mayfair, a Regional Fire District several drainage districts and assessment districts, to ensure that Dixon includes a variety of community services and amenities that allow its residents to proudly call Dixon their home. The Dixon Mayfair provides a family-fun annual event for both Dixon community members and visitors. This fair is the State's longest running fair having began in 1876, and provides traditional country fair activities such as livestock exhibits, judging, entrainment and concessions.

Dixon city limits encompass 7.1 square miles and is the perfect blend of rural and suburban lifestyles. New housing in a proposed development in southwest Dixon will add 1,400 new homes. Nearby Sacramento and the Bay Area offer all of the cultural and recreational amenities of a large metropolis. The combination of a temperate climate, unlimited recreational opportunities and a strong local economy makes Dixon a highly desirable community in which to live, work and recreate.

City Government and the Police Department

Dixon is a General Law City that operates with a Council-Manager form of government. A five member City Council (including the Mayor) is elected at large to overlapping four-year terms. The Mayor is directly elected. The City



Treasurer is also elected. The City Council appoints both the City Manager and the City Attorney, who both serve at the pleasure of the Council. The City Manager oversees a full service city with a current workforce of 107 FTEs and an FY 2015-16 all funds budget of over \$63 million.

The City provides a full range of services ranging from police and fire protection to public works, water and wastewater services and an active parks and recreation program. The City provides its services through a number of departments, including City Clerk, Community Development, Economic Development, Engineering, Finance, Fire, Human

Resources, Police, Public Works and Recreation and Community Services. The City also operates a Senior Center and a transportation system for all residents at a reasonable cost.

Dixon takes great pride in its Police Department and the City has made a significant investment in police headquarters and with state of the art equipment. The staff of 26 sworn officers, three CSO's and four administration personnel enjoys a headquarters facility that includes classrooms and a fully equipped gymnasium. It also features on site holding cells. For the past three and a half years, the department has utilized body cameras with great success and benefit to the officers. The department also maintains a 24-hour K-9 unit and has been provided with brand new patrol cars. The command staff and supervisory levels have been very stable and the City has embarked on a four-year program to enhance salary levels for the department.



The Position and Ideal Candidate

The Police Chief reports to the City Manager and will be expected to provide a high level of leadership and a positive presence to the department, city and community. The Chief is an integral part of the City's management staff and will operate as a progressive, strategic team member who serves as a partner and resource to both peers and all city departments. Within the community, the expectation is one of proactive policing in problem solving, accessibility and visibility.

Dixon enjoys an environment that is relatively free of crime. Gang activity is minimal and graffiti is under control. The key priorities in this role relate to organizational and community interests. The Police Department is a progressive, tight knit organization that truly cares for one another. The new Chief is expected to provide positive leadership while accommodating the current culture. A collaborative, engaged and facilitative management style will be essential in providing mentorship and in connecting with the staff. Innovative and alternative approaches to policing will be embraced and valued by the City and the community, as the expectation is to continue the positive relationships within the Dixon community through outreach and involvement.



The administrative aspects of this position will require strong management and budget administration skills along with excellent verbal and written communication skills. The new chief will have at least five years of professional and administrative experience in law enforcement and experience at the command staff level. A BS/BA in a related field and a P.O.S.T. Advanced Certificate or the ability to secure one within a year of hire, is required. A Master's degree, experience with municipal police management and completion of P.O.S.T. Executive Development certification is highly desired as is completion of any one of the following programs: FBI National Academy, Command College or the West Point Leadership Academy.