

Compensation and Benefits

The City of Dixon offers a very competitive compensation and benefits package. The base salary range for this position is \$125,000 - \$160,000 annually, DOQ. The City also offers an attractive benefits package including:

- ◆ Retirement: CalPERS with 3% @ 55 (3 year average) for Classic members hired with the City after August 12, 2012 (9% employee contribution, plus an additional 4% towards the employer contribution) or 2.7% @ 57 for new members as defined under PEPPRA (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 or \$1,305 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: Upon completion of 60 months of services, the City will match 1% voluntary deferred compensation program. (Higher city match up to 3% may be negotiable).
- ◆ Vacation: Accrues at the rate of 96 hours annually. (Higher accrual rates may be negotiable.)
- ◆ Administrative Leave: 120 hours annually.
- ◆ Sick Leave: Accrues at the rate of 8 hours per month.
- ◆ Holiday pay - 11 assigned plus 2 floating days annually.
- ◆ 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 or Bill Lopez
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 March 3, 2017.

If you have any questions regarding this position, please feel free to contact Paul Kimura at 408.399.4424 or paulk@averyassoc.net or Bill Lopez at 408.888.4099 or williaml@averyassoc.net.



The City of Dixon



*invites your interest
for the position of*

Fire Chief

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

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.

The Dixon Fire Department is operated by the City of Dixon, with the Dixon Fire Protection District purchasing basic fire service from the City by contractual agreement. The District provides a full array of fire protection and emergency services for the cities of Dixon and Winters and an unincorporated area of 320 square miles within Solano County. District staff consists of 40 full-time, two clerical, 40 volunteer personnel and a code compliance administrator. Administration consists of one chief, two division chiefs within each city and administrative personnel. There are two fire stations; one each in Dixon and Winters and the District serves 24,000 residents.

The Position and Ideal Candidate

The Fire 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.

The administrative aspects of this position will require strong management and budget administration skills along with excellent verbal and written communication skills. The new Fire Chief will join a proud organization with a rich history in providing exceptional fire service and a tradition of excellence in protecting and serving the community. The Chief must reflect the management values consistent with the progressive, team-oriented and seasoned executive leadership group that works collaboratively and effectively in addressing city priorities.



A key priority in this role relates to the continuing enhancement of professional standards within the department. Staff development and training are essential aspects of this ongoing effort and are facilitated through regional training efforts including courses at the local junior college. A second priority is the emphasis on regional partnerships. A successful history with mutual aid programs, regional fire collaboration and a history of effective interactions with local, county and state agencies and other regional partners are essential in this role.

Management, budgets and allocation of departmental resources are a continual focus area and the Department relies on various grants to assist funding of essential programs. The Chief is expected to be proficient in securing and administering grants. Identifying and implementing creative and resourceful solutions is a critical need and will require engagement and active participation from all levels of the organization. This will require a Chief who is a strong, yet reasonable advocate for department needs and who possesses an inclusive style that will provide innovative alternatives beyond just the traditional fire service models.

The required background includes a minimum of eight years in a full service fire service with at least four of those years with supervisory experience at the level of Battalion Chief or higher. The new Chief must possess a BS/BA degree from an accredited university or college and Chief Officer Certification from the State of California. A Master's degree, EMT or Paramedic certification and California experience are highly desirable. The ideal candidate will also have experience within a culturally and ethnically diverse community environment. Due to the critical response time required for the Fire Chief assignment, the incumbent must reside within 20 minutes of the closest Dixon Fire Station.