



The City of Dixon
*invites your interest for the
position of*

FIRE CHIEF

SALARY
\$165,000 to \$215,000 DOE/DOQ

The City of Dixon

The City of Dixon is a growing community located on Interstate 80 in eastern Solano County, approximately 21 miles southwest of Sacramento and 65 miles east of San Francisco. Our location offers convenient access to the San Francisco Bay area as well as the recreational opportunities in the Sierras. The population of the community is approximately 20,000.

The City delivers basic Administrative, Public Works Maintenance, Development, Engineering, Recreation and Public Safety services. The City also provides domestic water service to a portion of the City, sewer service throughout the City, and transit services as enterprise operations. The City has a full time workforce of 120 employees and a General Fund Budget of approximately \$20 Million.

Home prices remain affordable compared to many areas of the state. The public education system is well regarded and is served by the Dixon Joint Unified School District. The University of California at Davis, one of the nation's finest public universities, and California State University at Sacramento are both within a short commute. Recreational facilities also abound within the City as well as the immediate areas. The combination of all these factors truly makes Dixon an ideal place in which to work, live and play.



City Government and the Fire Department

The City of Dixon is a General Law City and is governed by a five-member City Council including a separately elected Mayor. The Council and Mayor are selected city-wide. Dixon is a full service City operating under a Council Manager form of Government. Further information on the community can be found on the City's website at www.ci.dixon.ca.us



The Fire Department is highly respected, and provides a full range of services to the community. The staff includes 20 employees and a group of dedicated volunteers at a modern Fire Station and Administration complex with excellent training facilities and equipment.

The Position

The Chief will have responsibility for the overall operation of the Fire Department. Training, mentorship and departmental integration will be key priorities for this assignment. Will serve as Duty Chief on a rotating schedule with the Fire Division Chiefs.

Additional responsibilities including: managing regional relationships with other fire entities including local Fire Districts, ensuring the City's emergency preparedness status, and maintaining a close dialogue and relationship with the city management team, the department and the community, will be important attributes.



The Ideal Candidate

The ideal Chief should have in-depth knowledge of modern fire suppression and prevention principles, rescue, investigation, inspection, emergency medical services and public education as authorized by the California Fire Code. The Fire Chief will be a dynamic, cohesive leader with the ability to address “big picture” issues along with the day-to-day operational challenges of the department. A management style that combines a focus towards change and results, along with an open, mentoring, inclusive and flexible approach, will be essential for success in this role. Excellent communication and interpersonal skills combined with a high level of integrity and credibility will provide the basis for strong regional and departmental relationships. A team player that works effectively and cooperatively with the balance of the operations staff, volunteers, community, management staff is an absolute requirement.



The ideal candidate should have extensive experience working at a Battalion Chief classification or higher; California experience is strongly preferred. A Bachelor's degree is required. A Master's degree is preferred. Chief Officer Certification with the State of California is required. The successful candidate must establish residency within the City of Dixon within 45 minutes of the closest City of Dixon Fire Station.

Compensation & Benefits

This position is an “at-will” position and hired with an Employment Agreement. It has an attractive benefit package including, medical, dental and vision benefits, vehicle, CalPERS Retirement Plan, deferred compensation, accidental death insurance, paid leave and other competitive benefits. The current salary for this position is in the range of \$165,000 to \$215,000 per year DOQ.

The benefits program includes:

- ♦ **CalPERS Retirement:** There is no participation in Social Security. CalPERS will determine if employee is considered a “Classic” or “New Member” under Government Code section 7522.04 and employee shall contribute based on the enrolled tier.
- ♦ **Monthly Benefit Allowance:** In addition to salary, the City contributes up to 70% of the CalPERS Region 1 family rate (currently \$1,398.65) towards a CalPERS Medical Plan. If no medical plan is chosen, the City pays \$600/mo.
- ♦ **Benefit Plan Choices:** Choose from CalPERS health plans, Delta Dental plan(s) (DHMO employee only— paid by City), VSP vision plan (employee only-paid by City), supplemental life insurance plan, City provided \$50K basic life insurance coverage, and several AFLAC Products.
- ♦ **Deferred Compensation Plan:** You may defer a portion of salary via a voluntary payroll deduction. The City contributes a percent of employee match, to be negotiated.
- ♦ **Vacation/Holiday:** Vacation with pay accrues at the rate of 12 days per year. Eleven paid holidays per year plus 2 floating holidays per year are provided.
- ♦ **Sick Leave:** Earned at the rate of one day per month, with unlimited accrual. Upon retirement or resignation, employee may be compensated for a percentage of unused sick leave.
- ♦ **Administrative Leave:** 120 hours per year (may cash out a percentage once per year).
- ♦ **Long Term Disability:** Provides income protection of 2/3 salary after 60 days for injury or illness. Premiums paid for by the City.
- ♦ **Vehicle:** Leased vehicle provided.
- ♦ **Incentive Pay:** Incentives available for Bilingual (Spanish), Longevity and Education.
- ♦ **Severance Package:** To be negotiated.

How to Apply

To be considered for this exciting career opportunity, please submit a cover letter, resume and five (5) work references to be used in the final phase of the hiring process to Rachel Ancheta, Human Resources Director at rancheta@cityofdixon.us. Deadline for submission has been established for Tuesday, March 31, 2020.

Search Schedule

Resume and Cover Letter Final Filing Date	March 31, 2020
Panel Interview (Technical & General)	April 23, 2020
Finalist(s)—Confidential, Closed Session, Council Interview	April 30, 2020
Background Check	Month of May 2020
Medical Exam	Month of June 2020
Process completed	June 30, 2020

Questions?

Contact Rachel Ancheta, Human Resources Director at 707-678-7000 x1111, rancheta@cityofdixon.us