



DIXON POLICE DEPARTMENT

To Prospective Police Captain Candidates,

Thank you for your interest in joining the Dixon Police Department's command staff. The fact that you are reading this tells me something about you already — you are thinking about what's next, not just for your career, but for the community you would lead.

Dixon is a city worth serving. Our community of over 20,000 residents along Interstate 80 in eastern Solano County has placed extraordinary trust in this department, and we have worked hard to earn it. With an 85% community approval rating for police services, we are proud of the relationship we have built with the people we protect — but we know that trust is maintained through people, not programs. That is why this selection matters so much.

The Captain position is one of two command staff roles reporting directly to me. You will have real authority, real responsibility, and real impact on how this department operates, grows, and serves. Whether it is leading a division through a complex investigation, shaping policy, managing our relationships with regional partners, or mentoring the next generation of officers, the work is substantive and the stakes are meaningful.

What we are looking for is straightforward, even if it is not easy to find. We want someone who leads with integrity, who is as comfortable in a community meeting as they are managing a critical incident, and who sees accountability not as a burden but as a standard they hold for themselves first. Our core values — Service, Honesty and Integrity, Accountability, and Respect — are not words on a wall. They are how we make decisions and how we treat each other.

In return, Dixon offers something worth considering: a department in forward motion. We are preparing for a facility renovation and expansion, investing in technology and officer development, and building a command culture where good ideas move up the chain, not just down. If you want to lead at a place that has earned its community's confidence and is committed to keeping it, I think you will find this is an opportunity worth pursuing seriously.

I look forward to learning more about you through this process.

Respectfully,

Robert Thompson
Chief of Police