

The City of

DIXON

CALIFORNIA



Now Inviting Applications For
The Role Of

POLICE CAPTAIN

THE COMMUNITY

A growing community of approximately 20,000, the City of Dixon offers a unique combination of an outstanding location, safe environment, desirable housing, excellent schools, friendly people and a town with strong community values. Dixon can best be characterized as a progressive City that seeks excellent development, with a desire to maintain and enhance those “quality of life” characteristics that are part of its history and agricultural heritage. 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.

THE DEPARTMENT

Led by the Chief of Police and two Division Commanders at the rank of Captain, the Department delivers a full range of services including patrol, investigations, traffic enforcement, K-9, school resource programs, crisis intervention, and participation in regional task forces. With 32 sworn personnel and 12 professional staff members, the organization enjoys strong community support, including an 85%+ community approval rating for police services, among the highest in Northern California.

The Department places a high priority on officer wellness and professional development, while maintaining strong professional standards and accountability across all ranks. It actively leverages technology and modern policing strategies, and maintains strong regional law enforcement partnerships. Currently planning a significant facility renovation and expansion, the Department is positioning itself for continued growth and long-term service excellence.

THE POSITION

The City of Dixon is seeking a highly accomplished law enforcement leader to serve as Police Captain, a key command-level position with broad authority over sworn and professional staff, and a central role in shaping departmental operations, strategic priorities, and organizational culture. Reporting directly to the Chief of Police, the Captain serves as a trusted advisor and may act in the capacity of Acting Chief as needed.

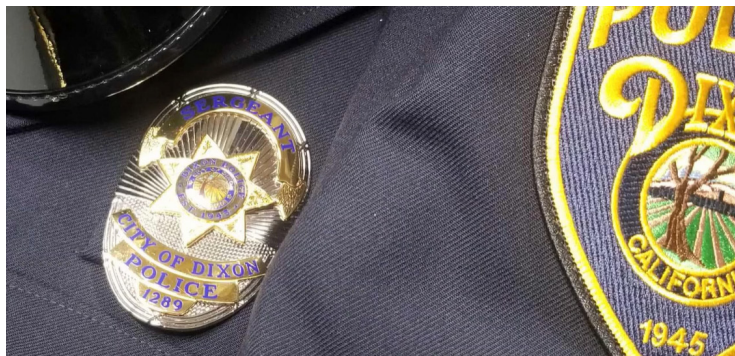
This is an exciting opportunity to join a well-regarded department at a pivotal time of growth and investment, including the planned renovation and expansion of the police facility. The successful candidate will serve in a community that values and supports its police department, with a strong emphasis on partnership, professionalism, and public trust.

MISSION STATEMENT

Our mission is to provide the highest standard of public safety by delivering compassionate, professional, and responsive law enforcement services to the community of Dixon.

We are dedicated to upholding our core values of Service, Honesty & Integrity, Accountability, and Respect in every interaction, while fostering a supportive, growth-oriented environment for our team.

Together, we protect, serve, and build trust with the people we are honored to safeguard.



IDEAL CANDIDATE

The ideal candidate is an experienced, principled law enforcement leader with a proven track record of progressively responsible command in a California law enforcement agency. This individual leads with integrity, communicates effectively across the organization and the community, and is as comfortable managing a critical incident as they are mentoring a subordinate or presenting to elected officials.

The next Police Captain will be a strategic thinker and capable administrator who understands that accountability flows both ways, to the department and to the public it serves. Dixon is a community with 85%+ approval of its police department. Maintaining that trust requires someone who takes professional standards seriously and models them daily. A commitment to constitutional policing, data-driven decision-making, and officer wellness will position the successful candidate to lead this department through its next chapter of growth.

QUALIFICATIONS

EDUCATION - Bachelor's degree from an accredited university or college. Any field of study is acceptable. Master's Degree is desirable.

EXPERIENCE - Eight (8) years of progressively responsible law enforcement experience, including two (2) years at the rank of lieutenant or equivalent supervisory/management rank with a POST-regulated California law enforcement agency.

OTHER REQUIREMENTS - Possession of, or demonstrated eligibility to receive, a California POST Management Certificate at time of appointment.

Completion of the California POST Command College, FBI National Academy, or a comparable executive leadership development program is highly desirable.

A valid California driver's license and a satisfactory driving record are conditions of initial and continued employment.

Must successfully complete a background investigation as a condition of initial employment with the Dixon Police Department.



BENEFITS & RETIREMENT

Annual Salary: \$161,719 – \$206,399

**Salary under review

CalPERS Retirement –

Members hired on/after November 20, 2011 –

3% @ 55

Members hired on/after January 1, 2013 –

2.7% @ 57

CalPERS Health

Delta Dental & VSP Vision

\$25,000 Life & AD&D Insurance

12 Holidays + 2 Floating Holidays

96 hrs. of Vacation

104 hrs. of Admin Leave

Bilingual & Education Pay

Vehicle Provided

(Visit Dixon Public Safety Mid Managers Association (DPSMMA) for more information)

APPLICATION PROCESS

FIRST REVIEW DATE | May 8, 2026

To apply for this exciting career opportunity, please submit a compelling cover letter and your detailed resume electronically to:

apply@bobhallandassociates.com

Application materials will be screened in relation to the criteria described in this brochure. Candidates deemed to be the most highly qualified will be invited to participate in the selection process, which will include phone interviews, panel interviews, and final interviews with the Chief of Police.

Should you have any questions regarding this position or the recruitment process, please contact: Joe Gorton at (707) 628-6846.

Appointment is subject to completion of thorough background and reference checks.



Dixon Police Department is looking for a leader who is ready to serve at the highest level — someone who will help shape this department's next chapter.

We look forward to hearing from you.

Scan here for a message from Chief Robert Thompson



To learn more about the Dixon Police Department visit DixonPoliceCA.Gov