

BCG

BEAUCHAINE
CONSULTING GROUP, LLC

Finance Director

Suisun City, California

Open Until Filled

Next Review - October 19, 2026



*"Lead the financial strategy for a community entering
a period of unprecedented growth, investment, and opportunity."*



The Opportunity

Suisun City is seeking a strategic, forward-thinking, and hands-on finance executive to help shape the organization during one of the most significant periods of growth and transformation in its history.

The next Finance Director will serve as a key member of the executive team, leading long-range financial planning, organizational change, and major development-related initiatives while helping position the City for long-term fiscal sustainability.

The Finance Director will also lead the City's Finance Operations Strategic Plan Project, a comprehensive, multi-year initiative focused on strengthening financial operations, modernizing business processes, improving organizational alignment, and building a sustainable finance function capable of supporting the City's long-term strategic objectives.

For a finance professional seeking meaningful work, significant responsibility, and the opportunity to leave a lasting organizational impact, this role offers a rare opportunity to shape the financial future of a growing community while helping define the next chapter of the City's evolution.

Why This Position Matters

- » Lead the City's Finance Operations Strategic Plan Project, a comprehensive organizational modernization initiative spanning finance operations, business processes, financial systems, and organizational effectiveness
- » Modernization of the City's budget development and financial planning processes
- » Implementation of major financial systems and fund restructuring initiatives
- » Significant economic development and capital investment projects
- » Building organization capacity through leadership and succession planning
- » Strengthening the City's long-term fiscal sustainability
- » Shaping executive decision-making across the organization

Career-Defining Opportunity

- » Lead the City's financial strategy and drive organizational transformation
- » Direct one of the City's most significant internal transformation initiatives while strengthening the financial foundation for future growth
- » Partner directly with the City Manager and executive leadership team
- » Exposure to major development and infrastructure initiatives
- » Modernize financial systems, budgeting, and long-term planning
- » Leave a lasting impact on an organization positioned for the future

About the Finance Department

The Finance Department serves as the steward of the City's financial resources and plays a critical role in supporting organizational effectiveness, fiscal sustainability, and long-range planning. The department provides financial leadership to the organization while delivering high-quality services to internal departments, elected officials, and the community.

The department is entering a significant period of organizational transformation through the Finance Operations Strategic Plan Project. This multi-year initiative will evaluate and modernize finance operations, business processes, organizational workflows, financial systems, internal controls, and long-range planning practices. The successful Finance Director will establish priorities, lead implementation, and build the departmental capacity necessary to support the City's continued growth and evolving service demands.

Core Functions include:

» Accounting and financial reporting	» Business licensing
» Budget development and administration	» Financial forecasting and long-range planning
» Treasury and cash management	» Debt management and capital financing
» Utility Billing	» Suisun-Solano Water Authority JPA
» Accounts payable and receivable	» Audit coordination and regulatory compliance
» Purchasing and procurement oversight	» Redevelopment agency dissolution and reporting

Department at a Glance

» FY 2026-27 Operating Budget: \$98 million	» Reports to: City Manager
» Authorized Staffing: 7 FTE	» Bargaining Units Supported: 7
» Direct Reports to the Finance Director: 2	» ERP System: Tyler ERP Pro

First-year Priorities

- » Implement the Finance Operations Strategic Plan Project.
- » Modernize the City's budget development and mid-year budget review processes to improve transparency, accountability, and decision-making.
- » Establish trusted working relationships with department directors and foster a culture of year-round financial communication, collaboration, and problem-solving.
- » Support major development, capital financing, and long-term fiscal planning initiatives for the city's evolving fiscal environment and anticipated development opportunities.



About The Community

Located midway between San Francisco and Sacramento in Solano County, Suisun City is a diverse waterfront community of approximately 30,000 residents that combines small-town character with regional accessibility. Situated along the Suisun Marsh (the largest contiguous brackish marsh on the West Coast), the City offers a unique blend of natural amenities, historic neighborhoods, and emerging economic opportunity.

Suisun City is one of Solano County's most diverse communities, with a young and family-oriented population and a strong sense of neighborhood identity. The community's median age is approximately 36 years, and more than one-third of households include children. Residents reflect a broad range of cultural backgrounds, contributing to the City's inclusive character and vibrant community life.

The City enjoys a strategic location along the Interstate 80 corridor and provides convenient access to the Bay Area, Sacramento, Napa Valley, and the Capitol Region. Many residents commute to employment centers throughout Solano County and the greater Northern California region while enjoying the affordability and quality of life offered by Suisun City.

Economic activity in the area is supported by nearby regional employers including Travis Air Force Base, NorthBay Health, Fairfield-Suisun Unified School District, Solano County, manufacturing and logistics employers, and a growing commercial sector. Significant planned development activity and investment initiatives are expected to expand the City's tax base and create new opportunities for long-term fiscal sustainability.

Residents enjoy a high quality of life that includes a historic downtown waterfront, marina, extensive parks and trails, family-oriented recreation programs, nearby wine country, and access to the natural beauty of Suisun Marsh and Suisun Valley. The community's commitment to public service, neighborhood engagement, and thoughtful growth creates an exceptional environment for public sector leadership.



Ideal Candidate

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The ideal candidate is a hands-on, strategic, visible, and solution-oriented leader who combines strong financial and accounting expertise with the ability to communicate complex concepts in a clear and actionable manner. The successful candidate will be comfortable leading organizational transformation, building collaborative relationships across departments, and serving as a trusted advisor to the City Manager, City Council, and executive leadership team.

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The City seeks a finance executive with the technical depth and practical experience to lead the Finance Operations Strategic Plan Project. The successful candidate will quickly assess organizational and operational challenges, identify root causes, develop practical recommendations, and lead implementation across finance operations, business processes, financial systems, and organizational structure while maintaining exceptional financial stewardship.

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The engaged leader communicates openly, builds trust through collaboration and accountability, demonstrates political acumen, and engages directly with staff and department leaders to foster a culture of continuous improvement and organizational excellence.

Suisun City is a growing community of 30,000 residents in Solano County, with a median household income of \$95K and strong employment anchored by Travis Air Force Base, NorthBay Health, Fairfield-Suisun Unified School District, the County of Solano, Sutter Health, Kaiser Permanente, Solano Community College, and the growing Suisun Valley wine region.



Minimum Qualifications

- » Bachelor's degree from an accredited college or university in accounting, finance, business administration, public administration or a closely related field. A master's degree is preferred.
- » Six years of progressively responsible accounting and financial management experience, including at least three years in a management and administrative leadership role.
- » An equivalent combination of education, training and experience that demonstrates the necessary knowledge, skills and abilities.

Compensation & Benefits

► Annual Salary: \$168,557 – \$204,882 DOQ

Placement within the range will be based on qualifications and experience.

► Retirement

CalPERS retirement benefits are provided. Classic Miscellaneous members receive the 2% at 55 formula with one-year final compensation. New Miscellaneous members receive the 2% at 62 PEPR formula with three-year final compensation. For Classic Miscellaneous members, effective 8/14/2026, the City will pay 7% EPMC (employee share) and employees will cost-share 7% of the City's contribution.

► Health Benefits

The City contributes a Core Flex Plan amount equivalent to the Kaiser Permanente Region 1 premium for employee, employee plus one, and family coverage. Employees with qualifying alternative group health coverage may elect a flexible benefit option of \$500 per month for employee-only coverage or \$700 per month for employee plus one or more dependents, subject to plan requirements.

► Deferred Compensation

The City offers a 457 Deferred Compensation Plan and matches employee contributions up to 4% per pay period.



► Leave Benefits

Executive management employees receive vacation leave beginning at 120 hours per year, increasing with service; 120 hours of Executive Leave annually; holiday leave; and sick leave pursuant to City policy.

► Work Schedule & Flexibility

The City provides department directors with autonomy in managing their schedules and work arrangements. During the initial months, the successful candidate is expected to maintain a strong on-site presence to build relationships, understand organizational operations, and establish connections with staff and department leaders. As those relationships develop, the Finance Director will have the flexibility and agency to determine the balanced work approach that best supports the department and organizational success.

► Additional Benefits

Benefits include a \$200,000 term life and AD&D policy, City-paid SDI premiums, workers' compensation coverage, education reimbursement up to \$1,800 per fiscal year, 3% advanced education/professional certification incentive subject to approval, and a \$400 monthly automobile allowance or take-home City vehicle as determined by the City Manager.

Relocation Assistance Available.

Benefits are subject to applicable City resolutions, personnel rules, plan documents, and CalPERS regulations.

Recruitment Process & Timeline

Interested candidates should submit a cover letter and resume to Aaron Slater at aslater@beauchaineconsulting.com. Confidential inquiries regarding this opportunity can be directed to Aaron at 415-689-4014.

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Phone screening Interviews: Scheduled by invitation

This recruitment can be located on the City's website at:

<https://www.suisun.com/Departments/Human-Resources/Career-Opportunities>

