



Chief of Police – City of Marion, IA

Population: 41,535 (2020 Census)

Area: 17.81 square miles

Budget: FY25 Police Budget \$11,000,000

Annual Police Calls for Service: Approximately 25,000

Police Department Size: 48 sworn officers, 6 civilian staff

Unions: 3 unions within the City, 1 union within the Marion Police Department

About Marion:

The City of Marion is a rapidly growing community with a population of approximately 41,535 (2020 Census). While primarily a residential community with light industry and retail businesses, U.S. Highway 151 is utilized by thousands of drivers commuting to work in the Cedar Rapids/Linn County metropolitan area with a population of approximately 171,260. The City of Marion is proud to have one of the lowest crime rates in Iowa.

The Position:

The Police Department values respect, cooperation, and community involvement. The next Chief of Police will uphold these values, maintain high professional standards, and engage with the community. The ideal candidate will be an innovative thinker with substantial managerial experience in law enforcement, strong interpersonal skills, and a commitment to customer service. **The department's mission is to effectively use resources to respond, investigate and prevent crime in order to enhance the quality of life and strengthen economic prosperity for our community. The vision of the department is to be a metro leader among area law enforcement agencies by growing with excellence through an emphasis on employee development and strategic, collaborative partnerships with their community, other City departments and other law enforcement agencies.**

Key Responsibilities:

- Sets the overall strategic direction and goals for the police department, ensuring alignment with community needs, departmental resources, and legal requirements.
- Oversees day-to-day operations, including staffing, budgeting, and resource allocation, to ensure effective and efficient delivery of police services.
- Serves as the face of the department, engaging with the community, building relationships, and addressing public safety concerns through community-oriented policing initiatives.
- Develops departmental policies and procedures, ensuring compliance with local, state, and federal laws, and oversee their implementation to maintain high standards of professional conduct and public trust.

We seek a Chief of Police who embodies a blend of adept law enforcement capabilities and profound community engagement. The ideal candidate is someone defined by innovative thinking and a collaborative spirit, backed by substantial managerial experience in law enforcement, exemplary interpersonal competencies, and an unwavering commitment to customer service. The next Chief will be integral in incorporating community members into the fabric of the law enforcement strategy, actively seeking opportunities to contribute to and immerse themselves within the community.

Qualifications:

- Candidates must be licensed by the State of Iowa POST Board or have the ability to become licensed within the first twelve months of employment.
- Advanced law enforcement training is desired.
- Minimum of fifteen years of experience in a public law enforcement agency.

- Three years of experience in leadership role in a public law enforcement agency.
- BA in criminal justice, administration or management required, MA in criminal justice, administration or management preferred.
- Proven success in a comparable community with a commitment to culture.
- Ability to develop positive relationships with various stakeholders.
- Exceptional communication skills and ability to inspire public trust.
- Skilled in negotiation and consensus-building.
- Respected mentor with the ability to develop high-quality staff.
- Excellent financial management skills and knowledge of capital planning.
- The highest level of honesty and integrity.

Focus Areas for the Next Chief of Police

Staffing – Ensuring the department remains fully staffed with highly qualified personnel is a top priority. The Chief must evaluate current staffing levels, anticipate future needs, and implement strategies to attract and retain top talent. A proactive approach to workforce planning, including succession planning and workload distribution, will be critical to maintaining operational effectiveness.

Training & Safety – Ongoing training and a strong commitment to officer safety are essential for maintaining a well-prepared and resilient police force. The Chief should prioritize professional development opportunities, ensuring personnel receive continuous education in emerging law enforcement practices, de-escalation techniques, mental health awareness, and officer wellness. Additionally, a focus on safety protocols, equipment upgrades, and risk mitigation strategies will be key to protecting both officers and the community.

Departmental Communications – Clear, transparent, and consistent communication is essential to fostering trust and cohesion within the department. The Chief must establish open lines of communication, ensuring officers and staff are informed, engaged, and aligned with departmental goals.

Stability & Longevity – Providing steady, long-term leadership is critical for maintaining organizational stability. The Chief must foster a culture of consistency, trust, and reliability within the department, ensuring officers and staff feel supported in their roles. By prioritizing long-term vision over short-term fixes, the Chief can enhance department cohesion, retain institutional knowledge, and build a resilient workforce prepared for future challenges.

Growth Mindset for the Department – Encouraging continuous improvement and innovation will be essential in keeping the department adaptable and forward-thinking. The Chief should promote a culture of learning, professional development, and openness to new ideas. Emphasizing proactive problem-solving, cross-training opportunities, and data-driven decision-making will position the department for sustained success.

Leading - The Chief shall cultivate an environment prioritizing transparency and open communication. Demonstrate a thorough grasp of effective leadership principles and their practical application. Consistently offer feedback, ensuring staff are aware of their performance in relation to department standards. Recognize and reward exceptional work, while also preparing to implement disciplinary measures when required. Actively motivate and direct the team towards achieving the city's goals and objectives.

Employee / Labor Relations - Actively works to build and sustain positive relationships with all staff members, valuing their input and addressing their concerns effectively. Cultivate a workplace founded on mutual respect.

Salary and Application

The salary for this position is commensurate with experience and qualifications; the established pay band is in the General Pay Plan at Grade 15, \$121,161 to \$181,742. This position is a non-contracted position with salary negotiated between the selected candidate and the City. The City offers an excellent benefits package. All applications will be evaluated on a case-by-case basis.

This position is open until filled. Interested candidates should apply online, with a cover letter, resume, and contact information for at least five (5) professional references to www.GovHRjobs.com to the attention of Jon Fehlman, MGT Senior Consultant. Any questions please contact 615-692-9264.