

City of Centerville, Iowa – Police Chief Recruitment

Position Overview

The City of Centerville, Iowa, is seeking a forward-thinking and experienced law enforcement professional to serve as its next Police Chief. This is a highly visible leadership position responsible for the overall management and direction of the Centerville Police Department. The Police Chief will ensure the safety and security of the community by overseeing all aspects of law enforcement operations, implementing department goals and policies, and fostering positive relationships with community members, elected officials, and partnering agencies.

Key Responsibilities

- Direct and manage all Police Department operations, including patrol, investigations, crime prevention, and administrative functions.
- Develop and implement department goals, policies, and strategic initiatives aligned with community needs and City Council direction.
- Establish appropriate staffing levels, resource allocation, and performance standards to ensure efficient and effective delivery of services.
- Oversee department budgeting, financial planning, and cost control efforts in coordination with City leadership.
- Supervise, train, mentor, and evaluate department personnel; implement disciplinary procedures when necessary.
- Serve as a public representative for the Police Department in matters involving the media, community groups, schools, and other stakeholders.
- Lead or support investigations into major incidents, including criminal acts, accidents, or other public safety concerns.
- Coordinate with other law enforcement and emergency response agencies at the local, state, and federal levels.
- Maintain compliance with all applicable federal, state, and local laws, codes, and regulations.
- Participate in labor negotiations and represent the City in matters concerning public safety personnel.
- Perform other duties as required or assigned in the course of public service leadership.

Minimum Qualifications

- A combination of education, training, and experience that provides the required knowledge, skills, and abilities for the position; or a bachelor's degree from an accredited college or university in Criminal Justice, Public Administration, Political Science, or a related field, along with 10 years of law enforcement experience, is required.
- Certification through the Iowa Law Enforcement Academy (ILEA).
- Minimum of five years of progressively responsible supervisory and administrative law enforcement experience.
- Valid driver's license and insurability under the City's liability policy.
- Demonstrated knowledge of modern policing principles, law enforcement best practices, crime prevention strategies, and administrative leadership.

- Exceptional interpersonal, written, and verbal communication skills.
- Proven ability to exercise sound judgment under pressure and in complex situations.
- Must establish residency within Appanoose County within 4 months.
- Candidates must meet Civil Service qualifications as required by the Iowa Code and successfully complete any required Civil Service examination.

Working Conditions & Physical Demands

- Duties may require both administrative work in an office setting and physical activity during field operations.
- Must be able to sit, walk, stand, climb, balance, stoop, kneel, crouch, or crawl as required.
- Capable of lifting and carrying heavy items, operating police vehicles, and responding to emergency situations.
- Work may be conducted in adverse environmental conditions, including inclement weather and hazardous situations.

Environmental & Cognitive Requirements

- Proficient in using office systems and law enforcement technologies (e.g., records systems, communication platforms, data analysis tools).
- Ability to analyze data, identify trends, and make informed decisions affecting public safety.
- Must demonstrate effective leadership in managing teams, setting departmental goals, and resolving personnel issues.
- Maintain the highest standards of ethics, integrity, and professionalism in all aspects of service.

Compensation & Benefits

- Salary set by the City Council and included in the annual approved budget.
- Comprehensive benefits package including health, dental, vision, and retirement.
- Vehicle and equipment provisions as necessary for departmental operation.

Compensation & Benefits

- Salary: \$75,000-\$95,000, commensurate with experience, and set annually by the Centerville City Council.
- Benefits Package: Includes health insurance, retirement contributions, paid leave, and professional development opportunities.

How to Apply

Interested candidates should submit a cover letter and resume to:

City of Centerville
RE: Police Chief Search
312 E. Maple St.
Centerville, IA 52544

Or via email at cityhall@centerville-ia.org

Application Deadline: October 16, 2025. Civil Service Testing and Interviews for the Chiefs' Eligible list are planned for early November

Equal Opportunity Employer

The City of Centerville is an Equal Opportunity Employer and complies with the Americans with Disabilities Act (ADA). Reasonable accommodation will be provided to qualified individuals.

Additional Information

The selected candidate will be required to undergo a pre-employment drug screening, criminal background check, and physical examination.