

Chief of Police - City of Greenfield

The City of Greenfield, Iowa is accepting applications for the position of Police Chief due to an upcoming retirement. This is a full-time, salaried, exempt position appointed by the Mayor with City Council approval. The Police Chief serves at the will of the Mayor and City Council.

Greenfield is a resilient, close-knit rural community that values visible policing, strong relationships, accountability, and professionalism. We are seeking a hands-on Police Chief who leads by example, prioritizes patrol and core police work, and excels as a mentor, coach, and team builder. You must reside in or be willing to relocate to Greenfield to ensure availability, visibility, and active involvement in the community.

About the Department

The Greenfield Police Department is a small, professional agency with three full-time officers. The department works collaboratively with county, regional, and state law-enforcement partners to provide responsive, effective public safety services.

This is a working chief role. While administrative responsibilities are essential, day-to-day policing, officer development, and presence in the community come first.

Position Overview

The Chief reports directly to the Mayor and City Council and attends City Council meetings to provide clear, practical updates and recommendations related to department operations and public safety.

Key Responsibilities

- Lead, supervise, coach, and evaluate department personnel, with a strong emphasis on mentorship and professional development
- Serve as a working chief who remains engaged in patrol and frontline police work
- Establish and model high standards for patrol operations, investigations, officer safety, and community interaction
- Develop, implement, and maintain department policies, procedures, and training programs
- Oversee department budgeting, equipment, fleet, and regulatory compliance
- Act as a visible, approachable presence in the community to foster trust and confidence
- Coordinate effectively with county, regional, and state law-enforcement agencies
- Ensure preparedness for emergency response, disaster response, and critical incidents
- Oversee evidence handling, records management, and legal compliance
- Attend City Council meetings and provide professional, straightforward reports and recommendations

Minimum Requirements

- Current Iowa Law Enforcement Academy (ILEA) certification as a sworn peace officer
- Minimum of five (5) years of sworn law-enforcement experience; supervisory experience strongly preferred
- Valid Iowa driver's license
- Ability to obtain and maintain CPR and First Aid certification
- Demonstrated leadership, sound judgment, strong communication skills, and a patrol-first mindset
- Appointment subject to applicable Iowa Code provisions and any local civil-service requirements, if applicable

Preferred Qualifications

- Prior command-level or supervisory experience
- Experience leading or working in a small or rural police department
- Proven ability to coach, mentor, and develop officers
- Experience with municipal budgeting, policy development, and grant administration
- Training or experience in Incident Command System (ICS), emergency management, or crisis response
- Experience managing or overseeing a School Resource Officer (SRO) program
- Associate's or Bachelor's degree in criminal justice, law enforcement, public administration, or a closely related field (or an equivalent combination of education, training, and experience)

Compensation & Benefits

The City of Greenfield offers a competitive salary commensurate with qualifications and experience, along with a comprehensive benefits package including IPERS, paid vacation and sick leave, paid holidays, and health, dental, and vision insurance.

How to Apply

Interested candidates should submit a cover letter and résumé to:

Michelle Carns, City Administrator

City of Greenfield

cityadmin@greenfieldiowa.com

Applications will be accepted until the position is filled.