

The City of
West
Liberty, Iowa
seeks a
strategic
leader and
effective
relationship
-builder to
serve as the
next ...



West Liberty Police Chief

Lead with integrity. Serve with professionalism. Build community trust.

The Community

A Leadership Opportunity in a Growing, Diverse, Community-Focused City

The City of West Liberty, Iowa is seeking a professional, ethical, and experienced law enforcement leader to serve as its next **Chief of Police**. The Police Chief is responsible for leading the activities of the Police Department, including law enforcement, crime prevention, community outreach, protection of life and property, and implementation of measures to maintain public safety and prevent crime.

West Liberty is a vibrant Muscatine County community with a 2020 Census population of **3,858** and a growing local economy. Located near Historic Highway 6, Interstate 80, Iowa City, the Cedar Rapids Corridor, Muscatine, and the Quad Cities, West Liberty offers the benefits of rural living with convenient access to regional employment, higher education, healthcare, shopping, recreation, and cultural amenities.

Why West Liberty

The community is known for its strong quality of life, diverse population, family-oriented neighborhoods, local events, parks, library, recreation opportunities, and small-town character. The West Liberty Community School District is an important community asset, recognized for its Dual Language Program and commitment to academic achievement, cultural understanding, and student success.

The next Chief of Police will have the opportunity to lead a department that is central to community trust, public safety, emergency readiness, and quality of life.

About the Position

The Chief of Police is an appointed position by Mayor. The Chief of Police is accountable for the overall direction and operation of the Police Department and reports to the City Manager while working under the policies set by City Council. This position provides executive leadership for department operations, personnel management, budgeting, policy development, community policing, emergency planning, and intergovernmental coordination.

The Police Chief will be expected to plan, organize, and direct the maintenance of law and order, protection of life and property, traffic regulation, apprehension and detention of law violators, and the maintenance of police records and communication systems. The position also ensures City policy is followed by police personnel regarding public relations, enforcement of laws and ordinances, confidentiality, traffic control, patrol of public areas, and police-enforced licenses.

Key Leadership Responsibilities

The next Chief of Police will be responsible for:

- Lead department operations, personnel management, scheduling, evaluations, discipline, training, policy development, certification compliance, and required reporting.
- Manage department budgeting, expenditures, grants, activity reporting, capital planning, and operational improvements.
- Strengthening community policing, public trust, public-facing communications, complaint response, and partnerships with residents, schools, businesses, and community organizations.
- Coordinate with the Mayor, City Council, City Manager, City Clerk, department heads, MUSCOM, regional agencies, and law enforcement partners, including coordination of 28E agreements with the Muscatine County Sheriff's Department and Muscatine Police Department.
- Support ordinance development, contract interpretation, grievance resolution, special events, emergency operations planning, and Safety Committee participation.
- Maintain professional standards for law enforcement, records, communications, traffic safety, patrol, crime prevention, and protection of life and property.

Desired Qualifications and Characteristics

The City is seeking a Chief of Police who demonstrates:

- Proven law enforcement leadership with strong supervisory, personnel management, policy, budgeting, and operational decision-making skills.
- Working knowledge of Iowa Code, City ordinances, department policies, bargaining agreements, patrol operations, investigations, arrest procedures, emergency planning, and public safety best practices.
- Strong written, verbal, organizational, and public communication skills, including the ability to work effectively with diverse individuals, community groups, elected officials, staff, and partner agencies.
- Demonstrated ability to train, coach, supervise, motivate, and hold employees accountable while maintaining confidentiality, professionalism, sound judgment, and public trust.

- A positive, visible, and service-oriented leadership style that represents the City of West Liberty with integrity and supports innovation, problem-solving, and continuous improvement.

Minimum and preferred qualifications include:

- High school diploma or equivalent G.E.D. is required. Associate degree in criminal justice, law enforcement, public administration, management, or a related field is preferred. Bachelor's degree is strongly preferred but may be substituted with an equivalent combination of law enforcement leadership, command training, specialized training, and progressively responsible experience.
- At least five years of increased management and supervisory responsibility in law enforcement.
- Must meet and maintain minimum hiring and certification standards established by the Iowa Law Enforcement Academy and applicable Iowa law.
- Iowa Law Enforcement Academy certification as a peace officer is required at time of appointment, or the applicant must be eligible to obtain certification in accordance with Iowa law and City requirements.
- Must possess and maintain a valid Iowa Driver's License and an acceptable driving record.
- CPR, AED, and Basic First Aid certification, or obtain within an established timeframe after hire.
- Preferred: Completion of police supervision, command, executive leadership, Certified Public Manager, Police Command School, FBI National Academy, School of Police Staff and Command, or comparable leadership training.

Training and Professional Development Commitment:

The City of West Liberty recognizes the importance of continued leadership development, advanced law enforcement training, and professional association involvement. The Chief of Police will be expected to participate in meetings, conferences, and training programs as part of the role.

The City intends to support professional growth opportunities for the selected candidate. If the selected candidate has not attended the **FBI National Academy**, the City will enroll the newly appointed Police Chief upon completion of their appointment. The City supports this opportunity as part of the Chief's professional development plan, but is subject to eligibility, acceptance, scheduling, and funding.

The Chief of Police will also be expected to maintain active participation in appropriate professional law enforcement associations, including membership and engagement with a Police Association, to support professional standards, regional collaboration, leadership development, and best practices.

City Leadership and Operational Support Role

In addition to leading the Police Department, the Chief of Police will serve as a key member of the City's leadership team. The job description identifies responsibilities that include assisting the Mayor, City Manager, City Clerk, and department heads with the annual budget as prescribed by law. It also includes assisting City leadership with public safety ordinances and laws, supporting other City departments and local organizations, and participating in broader operational planning.

The selected candidate may also provide a support role to assist the City Manager with operations, interdepartmental coordination, public safety planning, emergency operations, organizational improvement, and special projects aligned with City goals.

Work Schedule and Supervisory Responsibility

This is a full-time exempt position. The general work schedule is Monday through Friday, 8:00 a.m. to 4:00 p.m.; however, days and hours may vary based on the needs of the department, including some holidays and nights.

The Chief of Police manages all employees of the Police Department and is responsible for performance management and facilitation of hiring within the department.

Compensation and Benefits

The salary range is \$85,000 to \$105,000, based on qualifications and experience. Benefits include IPERS, health and dental insurance, life and short-term disability coverage, paid leave, paid-out sick leave, four weeks of paid vacation, and a 457(b) plan with City match. Residency is required within a 20-mile radius of the City limits proper or otherwise in accordance with the City's current residency policy. The Police Chief will be assigned a City vehicle consistent with City policy and operational needs.

How to Apply

Interested candidates should submit a cover letter, resume, salary history, and professional references to the City Clerk, City of West Liberty, 111 W. 7th Street, West Liberty, IA 52776, by August 20, 2026. Applicants may also apply online through the City's website, the Iowa League of Cities, Indeed, and the Iowa Police Chiefs Association.

The City of West Liberty is an Equal Opportunity Employer. Veteran's preference applies in accordance with applicable law.

Recruitment Step	Target Date / Period
Applications Accepted Until	August 24, 2026
Screening/Written and/or Phone Interviews	August 26, 2026
Selection of Finalists	August 31, 2026
Background Checks	September 11, 2026
Final Interviews / Assessment Process	September 18, 2026
Conditional Offer / Appointment Process	September 28, 2026
New Police Chief Starts	October 2026