

Now Seeking Chief of Police

The Community

Offering big-city amenities along with small-town hospitality, Iowa City has it all. Nestled in the heart of the Midwest in east central Iowa, it has long served as a hub for culture, education, variety, and fun. The City enjoys an extensive parks and recreation system that includes nearly 1,000 acres of prairie, wetlands and forested areas with almost every Iowa City resident living within ½ mile of public open space areas. Iowa City also features a vibrant, walkable downtown. In 2008 it was designated as the first UNESCO City of Literature, and remains one of just two cities in the United States to hold this honor.

Numerous professional publications consistently rank Iowa City as a highly favorable place to do business, a vibrant center for arts and culture, and a great place to retire where seniors can age successfully. In 2019 Iowa City was ranked by Livability as No. 4 of the Top 100 Places to Live, and No. 19 on Money's Top 100 Best Places to Live. In 2018 the City was recognized by MSN Money as No. 7 of the Top 40 Cheap and Charming Places to Retire. Many other accolades can be viewed at www.thinkiowacity.com/media/rankings-and-recognitions.

Iowa City is the home of the University of Iowa with Hawkeye athletics being a regional draw for college sports enthusiasts. Our community also offers excellent healthcare facilities, including the University of Iowa Hospitals and Clinics, Mercy Hospital, and the Iowa VA Medical Center. Additionally, the City is the location of numerous private employers such as ACT, Pearson, Procter & Gamble, Oral B, and many other smaller business and manufacturing firms.

The City's fiscal year 2021 operating and capital budget totals \$175 million. The primary revenue sources are property taxes, hotel/motel taxes, user fees, permits and licenses, and franchise fees. Iowa City has received a Moody's Aaa credit rating for more than 40 years and has been recognized for its efforts in budget preparation and comprehensive annual financial reporting.



Football fans cheer on the Hawkeyes under the lights at Kinnick Stadium



Looking northwest over Downtown Iowa City

Our diverse and welcoming community, located along the banks of the Iowa River and south of the Coralville Reservoir, is home to more than 76,000 people, and is easily accessible via Interstate 80 and Highway 218. Iowa City is situated in the second-fastest growing county in Iowa, Johnson County, with a population of 142,000, and serves as county seat. Approximately 26 miles north is Cedar Rapids, serving a metropolitan area of 175,000. Several small rural towns are located throughout Johnson County. Iowa City also neighbors two bustling suburban communities, Coralville and North Liberty, and is near several other quickly-growing small cities. Explore the region and the unique attributes that make this our favorite place to be, at www.icriowa.org and www.thinkiowacity.com.

Responsive Government

Iowa City is governed by a mayor and six council members elected to four-year overlapping terms, with four at-large members and three from districts. The City Council appoints the City Manager, City Clerk, and City Attorney for indefinite terms. The Police Chief is appointed by the City Manager and approved by the Civil Service Commission and City Council. All other staff appointments throughout eight City Departments, and oversight of the daily operations by more than 600 employees, are the responsibility of the City Manager. The City's most recent strategic plan challenged Iowa City to be a more inclusive, just, and sustainable community, and our City actions and operations are modeled to meet those goals.

Police Chief Position

The Chief directs the operational, financial, personnel and policy activities of the Police Department. The Police Chief will be responsible for an annual operating budget of \$15.5 million and a staff of 111 permanent employees, including 85 sworn positions. The Department provides patrol, investigations, crime prevention, animal control, and other related services. All sworn personnel and select non-sworn personnel wear body cameras and Police squad cars are equipped with cameras as well.

Organized staff are represented by the Police Labor Relations Organization of Iowa City or AFSCME Local #183. The Iowa City Police Department has been a Commission on Accreditation for Law Enforcement (CALEA) accredited law enforcement agency since 1999.

ICPD Mission Statement



To work in **partnership** with the community, **enhance trust**, protect with **courage and compassion**, and **empower** victims of crime through excellence in service.

Essential Functions

- Plans, directs and evaluates the overall law enforcement function of the Police Department and facilitates necessary changes.
- Develops and executes departmental policies, procedures, programs, and long range plans.
- Develops, administers and monitors the budget for the Police Department.
- Engages with other community and law enforcement organizations within the City, county and state.
- Reviews all significant incidents involving the Police Department and makes recommendations as necessary. Reviews and/or investigates all complaints regarding Police Department employees.
- Evaluates the command staff throughout the year and with annual formal evaluations. Develops staff of the Police Department and provides training opportunities for all members of the Department.
- Establishes and maintains a positive image for the Police Department within the community. Conducts self in a manner which promotes and supports diversity and inclusivity in the workplace and community.

Candidate Requirements

Bachelor's degree in Criminal Justice or related field from an educational institution accredited by a DOE recognized accreditation body and ten years in public law enforcement, five years of which must have been as a supervisor or command officer required. Master's degree in Criminal Justice or a related field is preferred. Weapons qualification and certification required yearly. Must live within City limits of Iowa City. Valid driver's license with satisfactory driving record required.

Ideal candidate will demonstrate appreciation and sensitivity for cultural and racial diversity; be an approachable and dynamic leader who is able to inspire the community and ICPD; ability to serve as a mentor and coach who provides staff clear and consistent expectations of performance and promotional criteria; excellent communication skills; be respectful of community protest as an exercise in democracy and form of feedback; be solution-focused and open to productive change; be an active participant on City executive team willing to assist other Departments; transparent within the limits of the law; value the importance of regional law enforcement cooperation; have ability to support, manage, motivate and hold employees accountable; ability to maintain productive working relationships with labor unions. Bilingual ability is a plus.

Compensation and Benefits

- **Salary schedule.** Starting salary to be negotiated. Position range of \$105,955.20 - \$169,540.80 (effective July 2020).
- **Medical Insurance.** Employees contribute \$70 per month for single coverage and \$110 per month for family coverage, subject to annual adjustments (effective July 2020).
- **Dental Insurance.** The City provides dental insurance for employees through Delta Dental. Employees have the option of purchasing family dental coverage.
- **Vision Insurance.** The City makes available an optional vision plan for employees and family through Delta Vision. Coverage is paid fully by the employee.
- **Section 125 Plan.** The City offers premium conversion and medical spending account, and dependent care spending accounts through a pre-tax Section 125 plan.
- **Life Insurance.** The City provides life insurance coverage in an amount equal to annual salary.
- **Supplemental Life Insurance.** Employees may purchase supplemental life insurance for themselves and their dependents.
- **Sick Leave.** City employees accrue sick leave at the rate of one day per month, up to a total of 1440 hours.
- **Vacation.** City employees accrue vacation at a rate of one day per



ICPD officers and youth at a Juneteenth celebration at Mercer Park

month for the first five years of employment. Accrual rates increase every five years.

- **Paid Family and Parental Leave.** City employees with at least two weeks of paid accrued leave are eligible for up to four weeks of paid leave at 70% with the option to supplement to 100% of pay.
- **Holidays.** City employees receive 11 holidays and one personal day each year.
- **Longevity Pay.** Longevity pay of \$325 annually is paid following five years of service. Longevity pay increases in five-year increments.
- **Deferred Compensation.** Employees may voluntarily join a deferred compensation program which includes a post-tax Roth IRA option administered by the City.
- **Pension Plan.** Municipal Fire and Police Retirement System of Iowa.

Application and Selection Process

City of Iowa City online application, cover letter, and resume must be submitted by **Thursday, April 30, 2020 (extended deadline)**. The online application can be accessed at www.icgov.org/jobs.

■ Questions regarding this recruitment process may be directed to:

Human Resources
City of Iowa City
410 E. Washington Street
Iowa City, IA 52240
319-356-5020 or email jobs@iowa-city.org

Selected candidates may be required to prepare or provide additional documentation to further assist in candidate screening. Selected candidates will be interviewed in Iowa City at City expense. Must pass criminal background check.

The City of Iowa City is an Equal Opportunity Employer and is subject to the Iowa Smokefree Air Act.