

**A NATIONAL SEARCH IS
UNDERWAY FOR A NEW POLICE CHIEF.
CITY OF SIOUX CITY, IOWA**



CHIEF OF POLICE



City of Sioux City Police Chief



Position Overview

The Police Chief is responsible for leading the Sioux City Police Department in carrying out its mission statement of, "Working in partnership with our community to provide for public safety and enhance the quality of life."

The Police Chief oversees a police force of 132 sworn officers and 27 civilian employees, providing community services to the City's 85,000 residents across the following divisions: administration, uniformed services, investigative services, professional standards, records, identification, support services, Tri-State Drug Task Force, youth bureau, animal control, and the administration of the department's \$29,217,909 annual budget. The Police Chief reports directly to the City Manager.



Ideal Candidate

The ideal candidate for Police Chief will have experience in and demonstrated commitment to community problem solving including community-oriented policing, have excellent interpersonal and communication skills, team leadership ability, possess a participative management style, and the ability to work with diverse groups and individuals. Extensive experience is required in modern law enforcement work with progressively responsible supervisory experience in several law enforcement specialty agencies including:

Major command responsibilities at the level of Police Lieutenant or above in a city, county, state, or federal police department with not less than 5 years' experience at the command staff level in a public law enforcement agency in a community with a population of 50,000+.

Graduation from an accredited four-year college or university with major course work in law enforcement, criminology, public or business administration or other related field, preferably at the master's degree level, or graduation from an accepted police executive development course such as the FBI National Academy, Northwestern School of Staff and Command, or the Southern Police Institute.



SIoux
CITY



Located in the scenic Loess Hills along the Missouri River, Sioux City is Iowa's fourth-largest city and uniquely positioned at the crossroads of Iowa, Nebraska, and South Dakota. Recognized as one of Iowa's Great Places and a two-time All-America City by the National Civic League, Sioux City serves as the regional hub for business, healthcare, education, culture, and recreation. More than 145,000 residents call the tri-state area home.

The community is consistently recognized nationally for its exceptional quality of life and strong economic climate. The Sioux City Metropolitan Statistical Area has been named the top economic development community in the nation for populations between 50,000 and 200,000 by *Site Selection* magazine twelve times over the past two decades. Sioux City's strong economic base is rooted in agriculture, manufacturing, and food processing with leading employers such as Cargill, Smithfield, Jolly Time Pop Corn, Seaboard Triumph Foods, and Sioux Bee Honey.

Sioux City offers inviting neighborhoods, outstanding schools, a vibrant arts and cultural scene, and an impressive range of recreational amenities. Residents benefit from excellent medical services and a variety of public and private educational options. Higher education is readily available through Briar Cliff University, Morningside University, Western Iowa Tech Community College, and the University of South Dakota, located just 30 miles away.

Housing options are plentiful, from beautiful historic homes on tree-lined streets, to modern downtown lofts, new apartments, and spacious suburban neighborhoods. As the region's retail destination, Sioux City provides extensive shopping opportunities, from local boutiques to major national retailers.

Residents enjoy world-class entertainment, including art and music festivals, semi-professional hockey, minor league baseball, arena football, and concerts at the restored Orpheum Theatre and the 10,000-seat Tyson Events Center. Outdoor enthusiasts can explore more than 40 miles of paved recreational trails, year-round activities at Cone Park, including its new 10.5 mile mountain bike park, and the newly reimagined Chris Larsen Park Riverfront, offering a reimagined gathering space along the Missouri River.

With a growing economy, a strong work ethic, and a welcoming community spirit, Sioux City offers an exceptional place to build a career, raise a family, and enjoy a high quality of life.

City Government

Sioux City operates under the Council-Manager form of government. The five-member council includes a mayor and four councilmembers, all elected for four-year overlapping terms. The mayor and council provide overall policy direction for the organization and appoint a City Manager. The City Manager is responsible for the day-to-day management of the organization and appoints department directors who manage the wide range of City operations. Other departments reporting to administrative boards or boards of trustees are responsible for appointing department directors for their respective operations.

Sioux City employs about 900 full-time, part-time and seasonal employees and has a total combined operating and capital budget (FY 2026) of \$262.3 million. For more information about the City of Sioux City, visit our web site at sioux-city.org.



Department Successes and Challenges

The Sioux City Police Department (SCPD) has a long history of service working in concert with the community. The Department is a CALEA accredited department, made up of 132 sworn officers and 27 civilian personnel. These professionals are dedicated to providing excellent customer service and protection to the community members of Sioux City. The ideal candidate will need to be committed to the community and the principles of community-based policing.



Central to the agency mission statement is our desire to work in partnership with the community to increase community trust and build a network of support. Community policing is and has been an integral part of the Sioux City Police Department since the mid-1990s. It has evolved from a 10-person community policing unit to the community team policing approach, assigning every member to a geographic team within the city. Community policing and outreach continues to be a key to the success of a department with limited manpower and resources. Each year, officers engage in hundreds of outreach and engagement events to educate our public and build empathy between the officers and community members they serve. Community policing unit officers assist in staffing and coordinating the high volume of meetings, educational sessions, and organized events. The SCPD has been recognized statewide for our innovation in community outreach.

A positive side effect of this outreach was a very positive response to the department's recruitment efforts. Advancement of our recruitment efforts is also an ongoing strategic initiative. Hiring was focused on reflecting the community during a time when police retirements were at an all-time high nationwide. We believe the extensive efforts expended in this area will continue to attract quality candidates to our agency. As other agencies struggle to get qualified candidates, the SCPD received several large recruitment classes that reflected the community and allowed for hiring numbers not seen since the early 1990s with the agency. The changes the department initiated in department recruitment efforts, along with positive changes to the hiring processes, resulted in very engaged and qualified candidates applying for open positions. Because of the outstanding work of staff and the philosophy of "every officer is a recruiter" the department continues to effectively fill vacancies.

The Sioux City Police Department continues to advance the strategic vision of the agency through a multi-year plan established during the 2024-2025 planning year. Three overriding strategic directions were established: (1) Improving Police Services, (2) Strengthening Internal Resources, and (3) Creating a United Atmosphere and Environment. The department envisioned a very positive multi-year plan in place to chart the next four years of police department operations. A review of the progress of the strategic plan in Fall 2025 revealed that most strategic directions had been accomplished by various projects and initiatives, signaling the success of the process and the willingness of staff to embrace change.

The last several years have been one of technological advancements for the agency. The Investigations Services Bureau established a dedication to computer forensics and cellphone downloading which greatly increased the ability of the SCPD to deal with child exploitation and cyber-crimes. The deployment of license plate readers during this period increased the ability of the department to leverage technology to aid in criminal investigations. The department also invested in AXON body worn and in car camera systems to replace aging units. We continue to embrace new technology to include AI platforms designed to improve efficiency and reduce administrative workload and improve the quality of police reports.

It will be the responsibility of the new Police Chief to work in harmony with the Community and Economic Development Departments to plan for future law enforcement needs for those areas. Additionally, the ideal candidate will need to work closely with the SCPD as well as the City Manager to ensure the Police Department is appropriately staffed and prepared to meet those needs. The ideal candidate for chief of police will need to continue and even enhance the Sioux City Police Department's current outreach efforts. These efforts have fostered an overall positive relationship with the community. As we move forward into the coming year, the SCPD will be looking towards continued improvement in technology and deploying the latest trends in policing that will make them more effective and efficient. The new Police Chief needs to be a visible and proactive leader in the community and will represent the interests of the SCPD and the City of Sioux City in all personal and professional circumstances.



Compensation

The City of Sioux City is interested in obtaining the best possible candidate for the position of Police Chief. We require all department directors to live within the city limits. The current salary for this position is up to \$203,430 annually, depending on the experience and qualifications of the candidate.

The City of Sioux City offers an attractive benefits package, which includes:

- Vacation, holidays, and sick leave programs
- Medical, dental, and prescription card programs
- Long-term disability insurance plan
- Life insurance equal to one times an employee's salary, additional coverage available at employee's expense
- Deferred compensation
- Medical and dependent care flex spending accounts
- Relocation assistance
- Employee Assistance Program
- Eligible to participate in the Municipal Fire & Police Retirement System



Application and Selection Process

Please contact the City of Sioux City Human Resources Department for more information. The office is located at 405 6th Street, P.O. Box 447, Sioux City, Iowa, 51101. You may also call 712-279-6200 or visit the City's website at <https://www.sioux-city.org> to download an application.

To be considered, you must submit an official City application along with a cover letter, a detailed resume, and the names and phone numbers of five professional references. This position requires a comprehensive background investigation. Please submit your information by June 22, 2026.

The City of Sioux City is an equal opportunity employer.





Excellence in Executive Talent Acquisition.

APPLY WITH CONFIDENCE

Confidential inquiries regarding this exceptional leadership opportunity are welcomed and may be directed to the search consultants listed.

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