



POLICE CHIEF

Police Department

Annual Salary:
\$150,000 to \$180,000 DOE/DOQ

Independence, Missouri

Are you a visionary, service-oriented law enforcement executive who can lead a full-service police department, build community trust, strengthen organizational culture, and guide strategic public safety initiatives? If so, apply to be the City of Independence's next Police Chief!

We're looking for an exceptional servant leader who is:

- Experienced leading a large municipal police department
- Skilled in organizational leadership, budgeting, and community engagement
- Committed to accountability, integrity, innovation, and employee development

Join a community with a proud history and a strong commitment to public service—read on to learn more about this opportunity!

ABOUT THE COMMUNITY

Independence, Missouri, is a vibrant, full-service city located just east of Kansas City and is known as the “Queen City of the Trails.” Rich in history and presidential heritage, Independence is home to the Harry S. Truman Presidential Library and Museum while also serving as one of the Kansas City region’s major economic centers.

Residents enjoy an outstanding quality of life with affordable housing, excellent parks, recreational amenities, historic districts, shopping, entertainment, and convenient access to major highways, professional sports, and regional employment centers.

The city continues to experience significant reinvestment through redevelopment of Independence Square, the Englewood Arts District, and the Little Blue Valley industrial corridor. Independence benefited from increased tourism and regional economic activity with Kansas City hosting several of the recent 2026 FIFA World Cup games.



GOVERNANCE & ORGANIZATION

Independence operates under a Council-Manager Charter form of government. The Mayor is elected at-large to a four-year term, and the City Council consists of seven members serving four-year staggered terms.

The City provides a full range of municipal services including:

- Police, Fire & Emergency Preparedness
- Utilities (Water, Sewer & Electric)
- Parks & Recreation
- Public Works
- Community Development
- Public Health



POPULATION
123,000



MEDIAN HOUSEHOLD INCOME
\$59,480



MEDIAN HOME VALUE
\$166,400
AVERAGE MONTHLY RENT
\$1,300

History



Tourism





ABOUT THE JOB

The Independence Police Department is a full-service law enforcement agency committed to protecting life and property while fostering strong partnerships with the community. The department consists of approximately 200 sworn officers and 95 civilian employees serving one of Missouri's largest cities.

Reporting to the City Manager, the new Police Chief will:

- Provide strategic leadership for all Police Department operations
- Build trust with employees, elected officials, and the community
- Oversee departmental budgeting, policy development, and resource management
- Advance accountability, transparency, and organizational excellence
- Strengthen community policing initiatives while addressing emerging public safety challenges

[Full Job Description](#)



DEPARTMENT STRUCTURE

Divisions within the Department:

- Administrative Support Services
- Patrol Operations
- Criminal Investigations
- Special Operations
- Professional Standards
- Communications
- Records
- Detention
- Fiscal Administration
- Technology
- Fleet

DEPARTMENT QUICKFACTS



EMPLOYEES

295

(200 SWORN / 95 CIVILIAN)



DEPARTMENT BUDGET

APPROXIMATELY

\$57.5

MILLION

KEY PROJECTS FOR 2026

- Continue strengthening accountability and organizational culture following recent critical incidents.
- Recruit, hire, train, and retain high-quality sworn and civilian personnel.
- Expand community engagement and maintain strong police-community relationships.
- Continue modernization of department policies, technology, and operational practices.

THE IDEAL CANDIDATE

The ideal candidate is an experienced law enforcement executive with a demonstrated history of leading a large municipal police department. They will possess exceptional integrity, sound judgment, and a servant leadership philosophy while fostering trust throughout the organization and community. The successful candidate is politically astute without being political, values transparency, and communicates effectively with employees, elected officials, and residents. They will be highly visible throughout the department, committed to mentoring future leaders, and capable of balancing operational excellence with long-term strategic planning. The ideal Police Chief embraces innovation, uses data to make informed decisions, and remains committed to professional development, organizational accountability, and continuous improvement while maintaining Independence's tradition of exceptional community policing.



EXPERIENCE & QUALIFICATIONS

Required:

- Bachelor's degree in Criminal Justice, Administration, or a related field
- Ten (10) years of progressively responsible law enforcement experience
- Minimum five (5) years in a supervisory position above first-line supervisor level, or in an executive leadership position
- Missouri POST certification or ability to obtain certification within one year
- Valid driver's license
- Completion of advanced executive law enforcement leadership training (FBI National Academy, PERF SMIP, FBI LEEDA Trilogy, or equivalent)

Preferred:

- Experience leading a similarly sized municipal police department
- Collective bargaining experience
- Budget development and capital planning experience
- Experience implementing organizational change and community policing initiatives

SALARY & BENEFITS

- **Compensation:** \$150,000-180,000 DOE/DOQ
- **Health Benefits:** Medical, dental, vision, life insurance, disability insurance, accident insurance, critical illness insurance, and hospital indemnity coverage
- **Paid Leave:** Approximately 248 hours annually including vacation, sick leave, exempt leave, floating holiday, and personal business leave
- **Retirement:** Missouri LAGERS defined benefit pension plan with employee contribution; optional VOYA 457 deferred compensation plan
- **Additional Perks:** Professional development opportunities, continuing education support, employee wellness benefits, Social Security participation, and comprehensive executive benefit package



HOW TO APPLY

Apply Here



For more information on this position, contact:

Price Robinson, Senior Vice President, Executive Recruitment

PriceRobinson@governmentresource.com | 432-413-5061

The City of Independence is an Equal Opportunity Employer and does not discriminate on the basis of race, color, religion, gender, national origin, age, or disability. Applicants selected as finalists will be subject to a comprehensive background investigation.