



MAR-MAC POLICE DEPARTMENT

An ILEAP Accredited Agency

PO Box 69
319 Pleasant Drive
Marquette, Iowa 52158

Main: (563) 873-2500
Administration: (563) 231-2200
Facsimile: (563) 231-2270

CHIEF OF POLICE EMPLOYMENT ANNOUNCEMENT MAR-MAC UNIFIED LAW ENFORCEMENT DISTRICT

The Mar-Mac Unified Law Enforcement District is accepting applications for Chief of Police. The anticipated start date is January 1, 2027, or another date mutually agreed upon by the selected candidate and the Mar-Mac Public Safety Commission.

About the District

Established in 1999, the Mar-Mac Unified Law Enforcement District provides municipal law-enforcement services to the neighboring Mississippi River communities of Marquette and McGregor in Clayton County, Iowa. The District is organized under Iowa Code chapter 28E and governed by a five-member Public Safety Commission.

The Mar-Mac Police Department is a community-focused agency authorized for three full-time officers, including the Chief, with additional part-time and reserve support. The Department earned Iowa Law Enforcement Accreditation Program accreditation on May 21, 2025. All currently certified Department officers have completed Crisis Intervention Team training. The agency emphasizes professional policing, community partnership, youth engagement, transparency, and continuous improvement.

Position Overview

The Chief serves as the District's chief executive and law-enforcement officer. Under the general direction of the Public Safety Commission, the Chief exercises considerable independence in leading, planning, supervising, and administering the Department while also performing patrol, investigative, emergency-response, and other operational duties.

Primary responsibilities include:

- Direct law-enforcement, crime-prevention, patrol, investigative, emergency-response, and community-policing activities.
- Ensure fair and consistent enforcement of federal and state law and the ordinances of Marquette and McGregor.
- Supervise, schedule, train, evaluate, develop, and support full-time, part-time, and reserve personnel.
- Maintain Department policies, procedures, special orders, training standards, accreditation compliance, professional standards, and risk-management practices.



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- Prepare and administer the District budget with the District treasurer and secretary; manage purchasing, grants, contracts, equipment, and other resources.
- Manage recruiting, hiring recommendations, performance evaluations, personnel matters, internal investigations, and disciplinary recommendations.
- Maintain effective relationships with the Commission, both city councils, municipal officials, schools, community organizations, news media, and the public.
- Coordinate with county, state, federal, and neighboring law-enforcement, fire, EMS, emergency-management, and criminal-justice partners.
- Oversee records, evidence, technology, and criminal-justice information systems, including accurate and timely NIBRS classification, review, validation, correction, and submission.
- Participate in patrol, investigations, court proceedings, on-call coverage, community events, and critical-incident management as operational needs require.
- Promote ethical conduct, constitutional policing, accountability, crisis-informed response, and positive community relations.

The Chief must be available for evening meetings, emergencies, court proceedings, training, community events, and other responsibilities outside regular administrative hours.

Minimum Qualifications

Applicants must satisfy all of the following requirements:

- Be certified as an Iowa law-enforcement officer or be able to obtain Iowa Law Enforcement Academy certification within one year after appointment.
- Meet the public-law-enforcement experience standard incorporated by District policy from Iowa Code §400.13 through one of the following:
 - At least five years of experience with a public law-enforcement agency; or
 - At least three years of experience with a public law-enforcement agency plus two years of comparable experience or educational training.
- Meet one of the following additional education or command-experience standards:
 - An associate degree, preferably in police science, criminal justice, criminology, sociology, business administration, political science, public administration, management, or another law-enforcement-related field; or
 - At least 10 years as a sworn law-enforcement officer, including at least five years in police administration or management at the rank of sergeant or higher with a law-enforcement agency of comparable size.
- Demonstrate knowledge of NIBRS reporting and data-quality requirements, or the ability to attain proficiency within a reasonable onboarding period.



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- Demonstrate the ability to learn and effectively administer the District's law-enforcement technology, reporting systems, electronic records platforms, and applicable CJIS security requirements.
- Have experience working with culturally and racially diverse communities.
- Possess a valid driver's license and a driving record that meets District standards.
- Meet all Iowa Law Enforcement Academy hiring, training, certification, reciprocity, and continuing-eligibility standards applicable at the time of appointment.
- Be able to perform the position's essential administrative, supervisory, patrol, investigative, emergency-response, and physical functions, with or without reasonable accommodation.
- Establish a principal residence within Marquette or McGregor, or within five roadway miles of either city's corporate limits, as soon as practicable but no later than one year after appointment.

Driving-Record Standards

Under the District's current job-description standards, an applicant will be disqualified for:

- Four or more moving violations during the preceding three years.
- Three or more moving violations during the preceding year; or
- A driver's-license revocation or suspension, or a conviction for operating while intoxicated, reckless driving, or another major moving violation, during the preceding five years.

Preferred Qualifications

The most competitive candidates will demonstrate one or more of the following:

- Successful command or supervisory experience in a municipal or comparably sized law-enforcement agency, including small-agency experience combining executive and operational responsibilities.
- Completion of a recognized law-enforcement leadership or command program, such as FBI-LEEDA SLI, CLI, ELI, or Trilogy; IACP Leadership in Police Organizations; Northwestern School of Police Staff and Command; Southern Police Institute Administrative Officers Course; FBI National Academy; or comparable executive training.
- A bachelor's degree or advanced education in criminal justice, public administration, organizational leadership, management, or a related field.
- Knowledge of Iowa law, municipal government, chapter 28E governance, public meetings, public records, budgeting, and public-sector personnel administration.
- Experience with accreditation, policy development, strategic planning, professional standards, employee development, and organizational risk management.



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- Experience supervising NIBRS reporting and data-quality review and administering RMS/CAD, Iowa TraCS, Axon body-worn or in-car systems, Lexipol, Guardian Tracking, or comparable law-enforcement platforms.
- Crisis Intervention Team training or comparable behavioral-health and de-escalation experience, together with experience in community policing, school partnerships, youth programs, D.A.R.E., public education, or community engagement.
- Strong written, oral, media-relations, and public-presentation skills and a demonstrated record of integrity, sound judgment, accountability, and constructive relationships with elected officials and the public.

Compensation and Benefits

Compensation: Depending on qualifications and experience.

This is a full-time position. Benefits are provided in accordance with District policy and Public Safety Commission approval and may include:

- Iowa Public Employees' Retirement System (IPERS) participation.
- District-sponsored insurance programs.
- Paid vacation, sick leave, and holidays.
- Compensatory time, as applicable and provided by law and District policy.
- Department-issued uniforms, equipment, and authorized resources; and
- Professional training and development opportunities.

Selection Process

The process may include application review, structured interviews, assessment exercises, verification of education and employment history, reference checks, and Commission interviews. Any appointment will be contingent upon successful completion of:

- An extensive personal, professional, and employment background investigation, including local, state, and national fingerprint-based record checks.
- A psychological suitability evaluation.
- A post-offer medical examination, including applicable vision and hearing standards.
- A drug screening.
- Verification of driving record and law-enforcement certification history; and
- Any other lawful, job-related screening required by the District or the Iowa Law Enforcement Academy.



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Application Requirements

Applicants must submit:

- A completed Mar-Mac Unified Law Enforcement District employment application.
- A cover letter describing the applicant's interest in the position and leadership philosophy.
- A professional résumé.
- Copies of applicable law-enforcement certifications and educational credentials.
- A list of at least five professional references; and
- Documentation establishing eligibility for veterans' preference under Iowa Code chapter 35C, if applicable.

Application materials will be accepted until the position is filled. Applications will be reviewed as received, and the position may be filled at any time. Electronic submission is preferred. The application deadline notice must be publicly posted at least 10 days before the deadline in the manner required by Iowa Code §35C.1(3).

Submit application materials to:

Mar-Mac Public Safety Commission
Attn: Chief of Police Recruitment
PO Box 7
Marquette, IA 52158

Questions regarding the position or selection process may be directed to Bonnie Basemann, Treasurer (563) 873-3735 or marqclerk@alpinecom.net.

Veterans' Preference

Eligible veterans will receive preference in appointment and employment in accordance with Iowa Code chapter 35C.

EQUAL OPPORTUNITY EMPLOYER

The Mar-Mac Unified Law Enforcement District is an equal opportunity employer. Qualified applicants will receive consideration based on merit without unlawful regard to race, religion, color, sex, age, national origin, disability, veteran status, or any other characteristic protected by federal or state law.