

Coeur d'Alene Idaho

Chief of Police Recruitment



Annual Salary Range

\$127,732—\$179,753

Plus excellent benefits package

Chief of Police

The Police Chief manages and directs programs and activities of the Coeur d'Alene Police Department. Determines and implements department programs, policies and processes and conducts long-term planning in support of the City strategic plan. Establishes and ensures department goals and objectives are accomplished. Serves as a member of the City's Executive Management team.

As Department Director this position requires considerable initiative and judgment, leadership responsibilities, highly-developed interpersonal and communication skills, time management, and organizational skills. Although the position directly reports to the City Administrator, work is performed within policies and administrative regulations with wide latitude for exercise of independent judgment.

Operating on a 2026 budget of approximately \$22 million dollars, the department is staffed by 123 full-time employees (99 sworn).

For the complete job description for the position of Chief of Police, including classification requirements and physical demands and work environment, please go to [Police Chief | Class Spec Details](#) .

- Bachelor's Degree in Criminal Justice, Law Enforcement or related field with a Master's Degree preferred;
- Idaho POST Basic certification within one year and eligibility for Intermediate and Supervisory certifications;
- Ten (10) years' of progressively responsible experience in local law enforcement and crime prevention;
- Three (3) years or more experience in a command position with management and supervisory responsibility;
- Valid driver's license; or
- An equivalent combination of education and experience that provides the required skills, knowledge and abilities to successfully perform the essential functions of the position may be considered.

The Leadership Opportunity

This is an outstanding opportunity for a dedicated and talented professional. The City of Coeur d'Alene is looking for a self-aware, people-centered leader who believes in empowering others, building trust, and leading by example. The successful Chief will establish and maintain a culture of professionalism and community engagement between members of the department, City staff, citizens and visitors to the City of Coeur d'Alene. The ideal candidate will be a City team player who works collaboratively with staff and builds trust through transparency.



- The Coeur d'Alene Police Department will consistently contribute to a strong, lasting partnership and exceptional quality of life for the citizens of Coeur d'Alene.
- The Police Department will provide excellence in leadership, community education, and law enforcement services while addressing and identifying public safety needs in an era of growth and change.
- We will accomplish this by building trust with the community members through a strong focus on the reduction of crime and through diligent management of the resources provided to us.

The City of Coeur d'Alene has a population of approximately 57,728 and is located in the Northern Idaho Panhandle. Coeur d'Alene offers a true, four-season climate and is a resort city on the northern shore of scenic Lake Coeur d'Alene.

In addition to the natural beauty and waterfront beaches and trails of the City, there are several lakes within 50 miles providing beaches for swimming and boat ramps for water access. Outdoor enthusiasts will enjoy the nearby local, state and federal parks for camping and hiking, numerous golf courses and five major winter ski areas which are all within 60 miles.

Distance from Spokane: 33 miles

Median Home Value: \$597,995

Compensation: \$127,732— \$179,753

Benefits

- ◆ Generous paid leave including holiday, vacation and sick leave.
- ◆ **Medical** insurance through Regence Blue Shield of Idaho – employee 100% covered, low cost dependent coverage.
- ◆ Three (3) **Dental** plans to choose from - 100% employer paid for employee and dependents.
- ◆ Defined benefit **retirement** program through Public Employees Retirement System of Idaho (PERSI).
- ◆ Voluntary supplemental 401(k) and 457 investment plans.
- ◆ Basic life insurance, accidental death and dismemberment insurance, occupational death, and long-term disability – 100% employer paid.
- ◆ Supplemental voluntary life and AD&D insurance.
- ◆ Health Reimbursement Arrangement (**HRA**) – tax-free employer contributions into employee's account on a monthly basis.
- ◆ Employee Assistance Program.



The City Government

The City of The City of Coeur d'Alene covers almost 16 square miles and is a full-service City governed under the Mayor/Council form of government. The City Council consists of the Mayor and six Councilmembers, elected by seat, for four-year, overlapping terms. The City employs more than 420 full-time employees and has an overall budget of approximately \$152 million for fiscal year 2025-2026.

The City Administrator provides leadership, policy guidance to department heads and carries out the vision, strategic plan and goals of the Mayor and City Council. Staff also supports 20 citizen advisory boards and commissions recommending policy to the elected officials.

How to Apply

1. Complete the online application on the City of Coeur d'Alene Career Pages at <https://www.governmentjobs.com/careers/cdaid>
2. Select the Police Chief job posting
3. Complete application and attach your cover letter and résumé

Application deadline: January 2, 2026 at 5:00 pm

The City of Coeur d'Alene is committed to providing equal employment opportunity for all persons without regard to race, color, religion, gender, age, national origin, sexual orientation, gender identity, disability, veteran status, or any other applicable legally protected status.

