



Police Chief

Cassville, Missouri



THE COMMUNITY

At the crossroads of rich history and celebrated outdoor recreation, the City of Cassville in southwest Missouri offers an incredible quality of life in the heart of the scenic Ozark Mountains.

The seat of Barry County sits at the confluence of Hwys. Highways 37, 76, 112, and 248, and its roughly 3 square miles are home to just over 3,200 people. Still, Cassville is the primary market and employment center for a 10-mile radius and an estimated 14,000 people, pairing a variety of goods and services with its natural beauty.

Embracing its small-town atmosphere and family values, Cassville is known for excellent schools, one-of-a-kind businesses, and local events and activities. The recreational paradise offers beautiful scenery, pure air, clean water, and numerous venues for hiking, hunting, boating, and more. Multiple City parks feature playgrounds, pickleball courts, disc golf, and sports fields; Cassville Golf Club boasts a popular 18-hole course for enthusiasts of all skill levels; Zone 4 Mini Golf is a 19-hole course that features the world's longest hole (535 feet long!); and the Aquatic Center is a 200,000-gallon family-friendly destination in partnership with the Cassville YMCA.

Some of Missouri's best camping, fishing, and eagle-spotting are available at Roaring River State Park, seven miles from town, and Table Rock Lake — a famous, pristine water playground — sits only 14 miles away. Within a short drive, families can also enjoy Promised Land Zoo, the Flag Spring Conservation Area, and BeeBe's Roaring River Waterslide, 300 feet of fun built into the downward slope of a nearby hill.

Cassville's downtown district is the heart of an active county seat and was built around the stately Barry County Courthouse. Inside the 24-block downtown core, 11 buildings constructed in the late 1800s to early 1900s still stand, lending the area a strong sense of historic charm. And the courthouse square is a favorite, active venue for events, celebrations, and parades. Residents come together throughout the year here in America's Real Home Town; popular community events include the Cassville Outdoor Days, Chili Cook Off Festival, Rotary Club Rodeo — and Demolition Derby — the Evening Christmas Parade, Roaring River State Park's annual opening day celebration, and "The Show" featuring local talent each October.

Area families also enjoy stepping back into the past at the Barry County Museum — and beyond the Cassville city limits, they savor shopping and dining trips to Joplin and Springfield, Missouri, and Rogers, Arkansas. The City of Branson, with its live shows, amusement parks, and other popular tourist attractions, is only about an hour away.

Based on recent trends, Cassville is expected to grow 53% — to a population of nearly 5,000 — by 2030, outpacing the county and state. That growth is partly driven by new development and industry expansions like WinTech and Precise Machine & Manufacturing in the region. And Cassville, like other area communities and Barry County, is working hard to ensure its infrastructure, housing, and amenities are prepared for the influx.

Excellent medical facilities like Mercy Hospital and Cox Medical Clinic stand ready to serve the expanding population, as do the Cassville R-IV School District and Berean Christian Academy in nearby Monett. Institutions of higher education in the area include Crowder College, Missouri State University, Ozark Technical Community College, Drury University, Evangel University, Missouri Southern State College, College of the Ozarks, NorthWest Arkansas Community College, the University of Arkansas, and John Brown University.

The median household income in Cassville is \$48,694, and homes are priced about \$95,200 on average.

MAJOR EMPLOYERS

Arning Canopy Systems

Barry Electric Cooperative

Cassville School District

George's Poultry Processing

Marck Industries

Mercy Hospital

Precise Machine & Manufacturing

Regal Rexnord Climate Solutions

Walmart

WinTech

America's Real Home Town

OUR VISION

To make the City of Cassville a hub for living, working and playing in America's real hometown.

OUR MISSION

The City of Cassville is committed to ensuring a safe, beautiful, thriving community for residents, visitors and businesses, creating strong futures built from rich histories.

OUR CORE VALUES

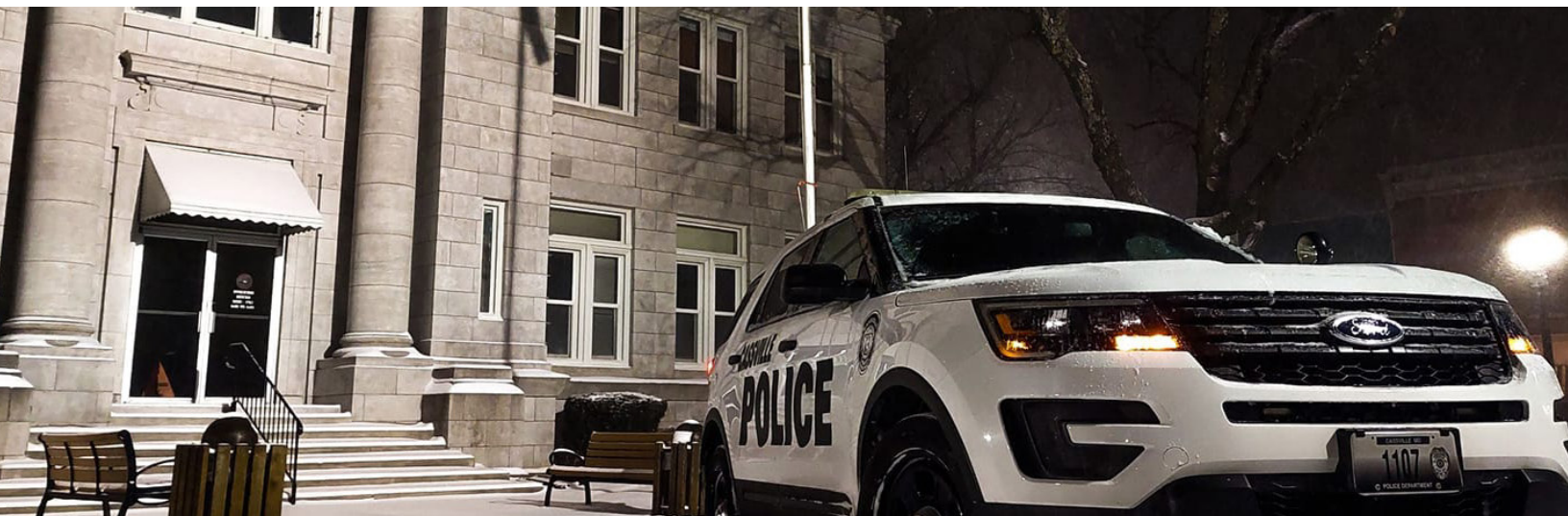
- Customer Service
- Excellence and Learning
- Togetherness
- Integrity
- Respect
- Innovation
- Stewardship



GOVERNMENT AND ORGANIZATION

The City of Cassville is a city of the fourth class governed by a Mayor-City Administrator-Board of Aldermen form of government. The mayor serves a two-year term and is elected on a non-partisan, at-large basis. Board members also serve a two-year term, with two members serving from each of two wards within the City on a staggered election rotation. In addition to the City Administrator, elected leaders appoint the City Clerk and Police Chief.

City Administrator Steve Walensky joined the organization as Director of Public Works in 2011 and was promoted in 2016 to lead the City's 30-person team and manage its roughly \$11.4 million budget. Major projects underway or recently completed include a new Public Works Building scheduled in 2024, a pedestrian bridge, and rehabilitation of the community's water and sewer infrastructure.



COMMUNITY GOALS

To build and maintain a strong foundation while delivering, improving and expanding City services

To make Cassville a destination for visitors to experience the beauty of the Ozarks while making memories for a lifetime

To support, grow and create opportunities for economic growth while maximizing our technology and networking advantage

ABOUT THE DEPARTMENT

Focused on ensuring the safety of Cassville’s residents, businesses, and visitors, the Cassville Police Department employs 12 officers and works with a \$1.03 million operating budget (and a \$72,164 capital budget).

Patrol units provide the 3.22-square-mile community with 24/7 coverage, divided into three shifts that average 60 miles per patrol unit per shift. Calls for service average 500 monthly.

The Cassville Police Department partners with the Cassville R-IV School District to provide a School Resource/D.A.R.E officer, and the Investigations Unit consists of a detective and an Internet Crimes Against Children investigator. The ICAC investigator works with the Southwest Missouri Cyber Crime Task Force, which covers 13 counties, and the department is also a member of the Ozarks Drug Enforcement Team, which works in Barry, Jasper, Barton, and McDonald counties.

ABOUT THE POSITION

Under the direction of the City Administrator, the Cassville Police Chief oversees all department functions, operations, and personnel.

The position is responsible for preparing and administering the annual budget; developing short- and long-range plans and objectives to improve services; formulating department policies and regulations; and directing the development of in-service training programs to improve efficiency and prepare employees for advancement. It also handles selecting, training, assigning, and disciplining personnel; resolving citizen complaints; and coordinating department activities with those of other City departments and law enforcement agencies.

The Police Chief serves as the primary City authority on department programs and law enforcement matters and speaks to various public groups on the plans, programs, and goals of the Police Department.



OPPORTUNITIES & CHALLENGES

Cassville's new Police Chief will join a 12-person team of law enforcement professionals focused on maintaining order and quality of life for citizens. City leaders would like to see the new hire focus on staffing and training, fostering innovation within the department to improve efficiencies and effectiveness despite a modest budget.

Like most departments nationwide, Cassville is struggling with recruitment and retention efforts. The new chief will work with the City's executive team to ensure the department is competitive within the region and work hand-in-hand with staff to build a close-knit, collaborative department where employees know they are valued. City leaders would also like to see a more comprehensive approach to training and development for officers, including internal training opportunities and other regional approaches to staff development and education. Eventually, elected leaders would like to see the department staff at least two patrol officers and one sergeant on all shifts, along with "working" road supervisors.

The City has recently successfully passed a use tax with the proceeds of that tax being dedicated to Public Safety.



IDEAL CANDIDATE

The City of Cassville is seeking a collaborative, community-minded servant leader to help take its Police Department to the next level.

Candidates should have excellent policy and budget development and administration skills; be able to adapt strategies, allocate resources effectively, and ensure public safety amid community dynamics; and maintain a high level of discipline and morale. They should also know and understand federal, state, and City laws, regulations, and codes impacting law enforcement to ensure police services are provided without violating people's rights or causing undue liability.

The right person for this job is a strong leader who can effectively analyze and resolve operational and procedural activities; assess information, statistics, and reports on departmental activities; and represent the department with credibility and diplomacy, projecting a strong, positive image of the Cassville Police Department in interactions with the Mayor and Board of Aldermen, City Administrator, civic organizations, state, federal, and other local law enforcement agencies, and members of the Cassville community.

Cassville's new chief should be committed to a positive work environment that fosters teamwork, respect, and open communication. They should also feel comfortable coaching and developing their team and should establish clear expectations for the department, enforcing policies consistently and promoting a culture of transparency, integrity, and ethical behavior.

The ideal candidate is proactive in building strong relationships, inspiring trust, and encouraging collaboration with internal and external stakeholders to address community concerns and develop effective crime prevention strategies. They lead by example, holding themselves and others accountable for their actions and performance, and approach their job with common sense and community spirit.



EDUCATION & EXPERIENCE

Candidates should have six to 10 years of progressively responsible law enforcement experience, including three to five years of direct supervisory experience and two to five years of management experience. A degree in criminal justice or a similar field is preferred.

The selected candidate must also be certified as a Class A Missouri Peace Officer and continue to meet all Missouri Peace Officer Standard & Training standards regulations throughout their tenure, possess a valid Missouri driver's license, and be MULES certified. Because of the sensitive nature of this position, successful completion of a background investigation is also required.

Preferred candidates will have at least two years preparing and working within an annual budget of \$750,000 or more. Any of the following certifications are also valuable: Airborne and Bloodborne Pathogens, Pursuit Policy, Racial Profiling and Cultural Diversity, Taser, Law Enforcement Driving, Defensive Tactics and Principles of Control, Low Light Firearms, Off Duty Firearms, Firearms (rifle, handgun, shotgun, less lethal), Weapons Retention, Active Defense Measures, Mechanics of Arrest, Concepts of Defensive Tactics, Ground fighting, Intermediate Weapons, Handcuffing, Police since, NIMS 100, 700, Active Shooter Response, Development of OC pepper spray, ICS-100, ICS-200, ICS-300, ICS-400, Haz-Mat, DWI, Personal Protective Equipment, Unlawful Harassment, Patrol Investigative Techniques, Domestic Violence, LE Supervision, Management and Leadership, Threat Pattern Recognition, Sovereign Citizens, Amber and Silver Alert Initiatives, Cultural Competency: Implicit Bias, Crisis Intervention, Range Preparation, Ethics, National Traffic Incident management, UCR Offense Definitions Training, UCR Reporting Rules, MDT Certification, FEMA/SEMA, and Standardized Field Sobriety Testing.

Any equivalent combination of education and experience may be considered. Please note that the selected candidate must establish residency within five miles of the city center within six months of their hire.

COMPENSATION & BENEFITS

Cassville is offering a salary range of \$61,983 to \$85,799 for this position, depending on experience and qualifications. The City also provides a comprehensive benefits package, including health, dental, vision, life, and accidental death insurance; paid medical transport; and paid holidays and time off. This position also receives a cell phone and a take-home vehicle.

The organization participates in the Missouri Local Government Employees Retirement System featuring a 4% employee contribution and 7.2% employer match.

APPLICATION PROCESS

[Please apply online](#)

For more information on this position, contact:

Kurt Hodgen, Senior Vice President
KurtHodgen@GovernmentResource.com
540-820-0531



The City of Cassville, Missouri, is an Equal Opportunity Employer and values diversity in its workforce. Applicants selected as finalists will be subject to a comprehensive background check.

RESOURCES

[City of Cassville](#)

[Cassville Police Department](#)

[Cassville Area Chamber of Commerce](#)

