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CITY OF *Caldwell, Idaho*

Chief of Police Selection Process

The Chief of Police position was posted from August 20, 2026, through October 1, 2026.

Applications will be reviewed to determine which candidates meet the minimum and preferred qualifications outlined in the job announcement. A select number of qualified applicants will be invited to participate in the interview process. Applicants who do not meet the minimum qualifications will not be considered for further review.

October 27, 2026 – Panel Interviews

Selected candidates will participate in two interview panels:

- Law Enforcement Panel
- Community Partners Panel

Each panel will utilize a structured set of interview questions with a standardized scoring system. Following the panel interviews, Councilor Chris Allgood and Michelle Winstone, HR Director, will review the scores and identify the top two candidates to advance to the final stage of the selection process.

October 28, 2026 – Final Interviews and Candidate Review

The two finalist candidates will participate in individual interviews with Mayor Phillips.

Mayor Phillips and HR will send a conditional offer to Mayor Phillips' selected candidate and begin the background process.

An Executive Session will be held during which Mayor Phillips will present his selected candidate to the City Council. Council members will have the opportunity to meet the candidate and ask questions before the appointment process moves forward.

Selection and Appointment

Following the Executive Session and Council discussion, Mayor Phillips will determine whether to proceed with the appointment of the selected candidate in accordance with City procedures and move forward with backgrounds.



"The Treasure of the Valley"