

CITY OF CEDAR RAPIDS



Candidate-Submitted Profiles

The Civil Service Commission presented a Certified List of Police Chief finalists to City Manager Jeff Pomeranz on January 30. The following is a list of each candidate on the Certified List, in order of their ranking based on evaluation procedures employed by the Commission in accordance with the Code of Iowa Chapter 400, paragraph 400.11:

1. [Jennifer Birkhofer](#)
2. [Jeff Coday](#)
3. [Tom Whitten](#)
4. [David Dostal](#)

The following profiles are reproduced without edits, as submitted by each candidate.

Jennifer Birkhofer

Jennifer Birkhofer is an Iowa native and proven law enforcement professional with close to 20 years of dedicated service. She is currently at the Douglas County Sheriff's Office (DCSO) in Omaha, Nebraska. She holds a Bachelor's Degree in Psychology and a Master's Degree in Public Administration which brings a strong educational background to her command position within the DCSO. As a graduate of the FBI National Academy, and various other leadership and management courses, Jennifer has demonstrated a strong commitment to continuous learning and professional development.

Jennifer began her law enforcement career working in Corrections in Pottawattamie County, Iowa in 2004 and transitioned to a Deputy Sheriff at the Douglas County Sheriff's Office in 2005. Her diverse experience includes supervisory and command roles in Road Patrol, Court Services, and Administrative Services. Jennifer also served in the Fugitive Warrants Division and volunteered for Honor Guard and Nautical Services roles.

In her Administrative role, Jennifer embraced a wide range of responsibilities including supervision of the Community Services Division, Training Division, Field Training Program, and Recruitment. As part of the recruitment function, Jennifer overhauled the recruitment, testing, and hiring processes. These changes allowed the DCSO to focus on recruiting and cultivating a diverse workforce reflective of the community.

Jennifer truly believes that communities are stronger when law enforcement and the community work together in a collaborative manner to ensure community approved standards of conduct are enforced. Jennifer has spent a considerable amount of time putting together and participating in community engagement events. These events are geared toward bridging the gap between law enforcement and the community.

Jennifer's overall career has embodied a commitment to ensuring professional law enforcement services to the community while enhancing organizational effectiveness and fostering inclusivity within the law enforcement profession.

Jeff Coday

Captain Jeff Coday is a 23-year veteran of the Las Vegas Metropolitan Police Department (LVMPD). During his career with the LVMPD, he has worked a variety of assignments, including Field Training Officer, Property Crimes, Narcotics, Field Training Sergeant, Advanced Officer Skills Training Sergeant, and Special Investigations Section Lieutenant.

In 2018, he was promoted to Captain and had the opportunity to serve as the Bureau Commander of Internal Affairs. During his time in IAB, he oversaw both internal administrative and criminal investigations, as well as the Employment Diversity Section. He also worked closely with the LVMPD Citizen Review Board. Captain Coday has also led the Northwest Area Command (NWAC), with more than 200 patrol officers, detectives, and civilian personnel. At NWAC, he collaborated with elected officials and other law enforcement agencies and developed action plans and strategies to combat crime. Captain Coday currently leads the LVMPD Traffic Bureau. His focus is reducing traffic fatalities and ensuring traffic and public safety through a variety of tactics and programs, such as DUI Intervention, Traffic Safety Officer Program, and Traffic Training. Prior to joining the LVMPD, Captain Coday served four years as a police officer with the Springfield Missouri Police Department (SPD).

Captain Coday is committed to keeping the community safe and building trust and improving community relations through transparency and community engagement.

Captain Coday holds a Bachelor of Science degree in Biology from Southwest Missouri State University and a Master of Science degree in Crisis and Emergency Management from the University of Nevada Las Vegas. In addition, he is a graduate of the Northwestern University School of Police Staff and Command, and the FBI National Academy, session 277.

Tom Whitten

Tom Whitten is currently serving as Chief Deputy for the El Paso County Sheriff's Office and has been so employed since accepting the position in 2013. The County of El Paso, Texas has a population of about 800,000 and the department employs just over 1000 individuals. Chief Whitten oversees an operating budget of 120,000,000. He also served as the Interim Criminal Justice Director for the County from 2017 to 2018. Prior to accepting his current position, he served as Chief of Police in Harlingen, Texas, Carlsbad, New Mexico, and Dewitt, Iowa.

Tom Whitten began his policing career in the USAF in 1986 and separated, honorably, at the rank of Sergeant in 1990. He immediately joined the El Paso, Texas Police Department and worked his way up through the ranks until his retirement in 2009. He has held the positions of officer, detective, sergeant, lieutenant, commander, deputy chief and assistant chief of police. Chief Whitten is committed to the concepts of 21st Century Policing and Procedural Justice. He also understands the importance of diversity, equity, and inclusion and has ensured his departments mirror the communities they serve. Chief Whitten has experience with police unions and associations, collective bargaining processes, civil service requirements, as well national accreditations such as CALEA. His current organization is CALEA certified as is his previous department of DeWitt, Iowa - where he began the process.

Tom earned master's degrees in both criminal justice administration and public administration and holds a bachelor's degree in criminal justice administration. In addition, he also holds a Master Peace Officer certification from Texas, has over 4000 hours of TCOLE training, and is a graduate of the FBI National Academy.

David Dostal

David Dostal was born and raised on the southwest side of Cedar Rapids where he attended and graduated from LaSalle High School in 1986. He grew up working in the family business, Dostal Catering Service, where he learned lifelong personal skills and the importance of customer service to those he interacted with. David received his Bachelor of Arts degree in Sociology from Cornell College in 1990. He applied with the City of Cedar Rapids and was hired as a Police Officer in 1991. David was assigned to the Patrol Division where he took on additional responsibilities to include being a member of the Special Response Team, Field Training Officer, Bicycle Patrol Officer/Instructor, and Honor Guard. He was assigned to the Drug Enforcement Administration as a Task Force Officer investigating federal drug cases.

David was promoted to the rank of Sergeant in 2006 and assigned as a Patrol Shift Supervisor. He oversaw the Police Officer Reserve Unit, was assigned to Neighborhood Associations, and instructed in the Cedar Rapids Regional Academy in areas of Defensive Tactics and Tactical Communication. In 2010, David was transferred to the Criminal Investigation Division and assigned as the Narcotics/Vice Supervisor. He assisted in local, state, and federal drug investigations in which he worked closely with the Cedar Rapids City Attorney, Linn County Attorney, and the United States Attorney's Office for the Northern District of Iowa.

David was promoted to the rank of Lieutenant in 2016 and assigned as a Patrol Shift Commander. In 2018, he was transferred to the Criminal Investigation Division where he oversaw the day-to-day operations and supervised five Sergeants. Areas of responsibility included Crimes Against Persons, Property Crimes, Narcotics/Vice, Youth Services, and Intelligence. He graduated from the Police Executive Research Forum Senior Management for Police – Session 81 in July 2021.

David was promoted to the rank of Captain in July 2023 and is currently assigned to the Administrative Operations Division. Responsibilities include Training, the Cedar Rapids Regional Academy, Joint Communication Agency, Records Division, Animal Care and Control, and Buildings and Grounds.

Throughout his 32-year career with the Cedar Rapids Police Department, David has received several awards and commendations to include Recruit Officer of the Year, Community Service Award, Commendation of Heroism, Police Officer of the Year, Employee of the Quarter, and the Enrique “Kiki” Camarena Award presented by DEA.

David is a former member of the Xavier High School Board of Education including serving on the Buildings and Grounds Committee and Policy Committee. He is an active member in the St. Ludmila Catholic Parish serving on the Legacy of Faith Committee and as a Lector and Commentator. David belongs to the Knights of Columbus Council #5677.

David resides in Cedar Rapids and has been married to his wife, Melissa, for 30 years. Melissa is the Practice Manager for Cedar Rapids Family Dental Center. Melissa and David have one son, Nolan, who is serving as a Police Officer on the Cedar Rapids Police Department since 2021.
