

## Executive Recruitment for

## PRINCETON, IL

GovHR USA LLC is pleased to announce the recruitment and selection process for the Chief of Police position for Princeton, Illinois (population 7,700). This is an exciting opportunity for a talented, motivated law enforcement professional to be an integral part of a growing community's team. The current Police chief retired after 18 years of service as Chief. The City of Princeton is the largest city and the county seat in Bureau County, Illinois and is known for its charming and thriving business districts, its family friendly environment and its strong sense of community. The City has a progressive approach to leadership and management and is dedicated to community oriented policing. Candidates interested in applying for this position should submit a resume, cover letter, contact information for five professional references by January 3, 2018 [www.govhrusa.com/current-positions/recruitment](http://www.govhrusa.com/current-positions/recruitment). Additional information about the City of Princeton can be found on the City's website: [www.princeton-il.com](http://www.princeton-il.com)

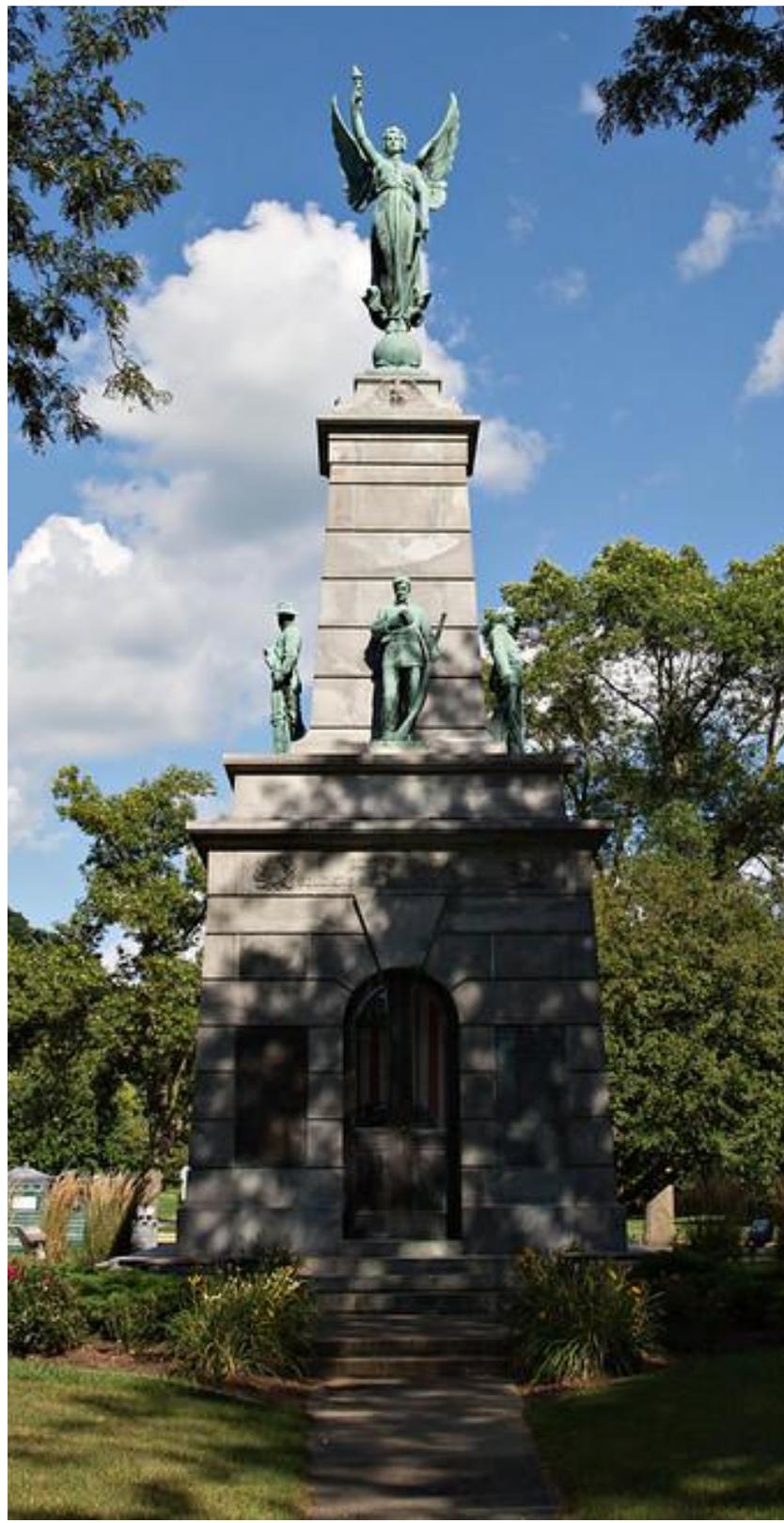
All inquiries related to the recruitment and selection process for this position should be directed to the attention of the City's recruitment consultants:

**Heidi Voorhees, President**  
**W. Michael Hosking, Vice-President**

GovHRUSA, LLC  
630 Dundee Road, Suite 130  
Northbrook, Illinois 60062  
847-380-3240  
Cell: 847-902-4110  
Formal Applications should be submitted to:  
[www.govhrusa.com/current-positions/recruitment](http://www.govhrusa.com/current-positions/recruitment)



## CHIEF OF POLICE



### PROFESSIONAL ANNOUNCEMENT

The City of Princeton, IL (pop. 7,700), an historic, charming community with beautiful neighborhoods and a vibrant downtown seeks experienced public safety professionals with strong communication skills as candidates for its next Chief of Police.

Located 100 miles southwest of Chicago along Interstate 80, Princeton is a highly desirable community in which to live. The City of Princeton prides itself on providing excellent municipal services with an emphasis on customer service. The Police Chief is appointed by and reports to the City Manager. Please note the following information about the department and the Police Chief position requirements:

- Including the Chief of Police, the Princeton Police Department is staffed by 18 sworn police officers and one part time non-sworn staff. Police Officers are represented by the Policemen's Benevolent and Protective Association Unit #167 Labor Committee. E911 communications and dispatching are provided by Bureau Emergency Communications (BuEComm).
- The City is seeking an experienced, innovative, collaborative police leader with demonstrated managerial, interpersonal and customer service skills. Successful candidates must have an outgoing personality and be approachable to residents, business and governmental leaders.
- It is particularly important that the next Chief of Police be an integral and engaged leader of the Police Department, with a genuine desire to interact with employees at all levels of the organization.

- The next Police Chief will also have a demonstrated record of fairness, transparency and consistency in the administration of promotional and special assignment processes and the willingness to address issues in a positive and timely manner. The Chief of Police must possess well-developed writing and public speaking skills and the utmost integrity.

Successful candidates will possess a bachelor's degree in criminal justice, law enforcement, public policy or related fields. A master's degree is highly desired. Command leadership training such as the F.B.I. National Academy, Northwestern University's School of Police Staff and Command, Southern Police Institute Command training or similar programs are highly desirable. The annual salary for this position is \$90,000 to \$105,000 depending upon qualifications.

Interested professionals should submit a resume, cover letter and contact information for 5 professional references by January 3, 2018 to consultants Heidi Voorhees and Michael Hosking at:

[www.govhrusa.com/current-positions/recruitment](http://www.govhrusa.com/current-positions/recruitment)

**PRINCETON IS AN EQUAL OPPORTUNITY EMPLOYER**

**Electronic submissions are required.**

Telephone inquiries: GovHR USA (847) 380-3240.

### THE PRINCETON COMMUNITY

Princeton is a family oriented, engaged community that combines small town charm with larger city amenities. The City's two business districts are busy with local shoppers as well as with tourists who visit Princeton each year to shop and dine at the City's charming restaurants



and participate in the City's festivals. Amtrak stops eight times a day in Princeton and provides regular service between Princeton and Chicago. The City has an active arts community, anchored by the Festival 56 organization which provides numerous summer theater options with professional summer stock actors. Productions include Shakespeare in the Park, musicals and children's workshops. Each year the City has its Homestead Festival with a parade, car show, arts and crafts fair and numerous other entertainment options. An annual bicycle ride to benefit a local non profit attracts cyclists from all over the state.



The City Park District facilities include a County metro center, with an indoor pool, walking track, racquetball courts and numerous recreational opportunities. The Princeton Public Library's new location is ten years old and is in a state of the art facility with numerous research capabilities and in-house cafe. Princeton is served by two school districts, an elementary district and a high school district, totaling 1,600 students. The Princeton Christian Academy provides K-8 education for more than 100 students.

The City of Princeton is a full service municipality. The City owns the local hospital, two cemeteries, the electric utility, a water plant and wastewater treatment plant. The City has 68 full time employees and an annual budget of \$25 million of which \$6 million is the general fund. (The hospital is not included in the employee count or budget amounts.) The City is governed by a Mayor and four members of the City Council. They hire a professional City Manager to direct the day to day operations of the City.

## THE PRINCETON POLICE DEPARTMENT AND THE CHIEF OF POLICE POSITION

The Princeton Police Department has 18 sworn officers including the Police Chief, a lieutenant, an Investigator, an Assistant Investigator, three sergeants and an administrative assistant. The department has two K-9 units as well. The department has approximately 7500 calls for service annually and recently transitioned to regional dispatching with BuEComm whose building is located adjacent to the police department in Princeton. While the crime rate is low, Princeton's location along I-80 (busiest highway in the country) does add policing challenges. The City of Princeton has been very supportive of public safety, public safety education and investing in both facilities and equipment for the department. The department has a \$2.1 million annual budget.

The police officers and Sergeants are represented by the Policemen's Protective and Benevolent Association. The current contract expires on April 30, 2018. The City and the Union have positive labor relations with very few grievances filed each year. The entry level hiring and first level promotional process is handled by the Fire and Police commission which is appointed by the Mayor and City Council. The Police Chief serves as a liaison to the Commission and has had a very cooperative working relationship.



## The next Police Chief can expect to work on the following:

- It will be important for the next Chief to quickly get to know the employees of the Police Department and develop a reputation for regular communication with officers at all levels of the organization.
- The Police Department recently contracted with Lexipol for the update of the department's policies and procedures. The next Chief will be actively involved in the review and update of the department's policies and procedures as well as in involving the command staff and officers in the implementation of any changes.
- It will be important for the next Chief to further the department's efforts to engage with the community, working with residents and businesses on public safety issues and fostering an environment of collaboration.
- The next Police Chief will be expected to develop cooperative and collaborative working relationships with the City Manager, elected officials, other members of the City's executive team as well as with employees throughout the organization.

- The next Police Chief will be expected to get to know the community and be visible at community events and active when possible in community organizations.

## Other key qualifications include:

- Demonstrated ability to apply the legal principles and practices of law enforcement, management, leadership, and administration.
- Knowledge of crime analysis, crime detection and crime reporting.
- Have strong knowledge of mutual aid resources available at the county, state and federal level as well as grant writing and administration.
- Have experience working with unions and in the administration of collective bargaining agreements.

## Compensation and Residency

The compensation for the position is between \$90,000 and \$105,000 annually. The next Police Chief will ideally reside within the community or within a ten mile radius of the community.

