



MILTON, WISCONSIN **CHIEF OF POLICE**



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MILTON, WISCONSIN

CHIEF OF POLICE

THE POSITION IN BRIEF

The Chief of Police is Milton's duly sworn law enforcement executive in charge of overseeing the City's police department. The Chief works closely with the City's Police Commission, Mayor, Common Council, City Administrator, and other community stakeholders to ensure that state and City laws and ordinances are enforced in the pursuit of public peace and safety. The Chief manages a workforce of 21 personnel, which includes six Crossing Guards, and a budget of approximately \$1.5 million. The current Police Chief is retiring on November 4, 2023, after serving in this role since 2015.

The [State-accredited](#) police department has 12 sworn officers, including the Chief, Deputy Chief, and one Sergeant, two part-time Officers and two civilian positions. One sworn position was added in FY 2023. The Department responded to 118 Part 1 Crimes in 2021, the largest number of which were thefts. Dispatch services are provided by Rock County.

THE COMMUNITY

Milton, with a population of 5,716 (2020 Census), is strategically located in Rock County along WI Highways 26 and 59, and only five miles from Interstates 39/90. Milton is near Janesville, Beloit and Madison; Milwaukee is an hour away, and Chicago is a two-hour drive. [Milton](#) combines the convenience and amenities of the greater Madison area with the independence and friendliness of a small town. Population growth and development, combined with an enviable lifestyle amid beautiful settings and outdoor recreation options, make Milton an exciting professional and personal choice. The City seeks skilled public safety professionals as candidates for its next Police Chief.

At 4.5 square miles, Milton is a mix of residential, retail, commercial and recreational uses. Campgrounds, lakes, and beautiful farmland surround this attractive city. Milton offers a balance of business, shopping, and family recreation that contribute to an excellent quality of life. Milton's central proximity to major markets, railroad access, and productive work force make it an ideal location for economic success. Access to transportation is ideal.



COMMUNITY HISTORY AND BACKGROUND

Joseph Goodrich is considered the founder of Milton. Part of his legacy is the Milton House, an 1844 hexagonal stagecoach inn. The Milton House is recognized as a National Historic Landmark, is on the National Network to Freedom, and is the only certified Underground Railroad site visitors can tour in Wisconsin.

Goodrich also established the Milton Academy that eventually became Milton College. For 138 years, it was a prestigious private institution until financial troubles caused its closing in 1982. It had been the oldest college in the State of Wisconsin. What was unique about this school was that, even from the beginning, women were welcomed to the institution to learn. Today, several of the college buildings have found new life as offices, apartments, the Milton Public Library, and more. Goodrich played a substantial role in routing the railroad through Milton, which has contributed to its economic prosperity and continual growth. Milton Junction formed to the west of Milton at the junction of the east-west Chicago, Milwaukee, and St. Paul Railroad and the Chicago and Northwestern Railroad. Milton is unique in that there are two downtowns due to the merger of Milton and Milton Junction in 1967. The village became a city in 1969.

SLOGAN

The City of Milton adopted the slogan "History in Progress" in 1999. The two themes represented in this slogan mirror the strengths of our city. Milton recognizes that today's progress is what makes tomorrow's history. The City uses its history to build its future as a significant community in south central Wisconsin. Annual community social events bring thousands of visitors to Milton every year. Businesses find our City to be a great place of opportunity, and we are a growing industrial hub. The railroad has strengthened Milton's economy since 1852 and continues to do so today. Milton values and embraces its history as it progresses into the future.



COMMUNITY EVENTS

The City of Milton has a variety of annual community events:

- Milton Area Chamber of Commerce (MACC) Easter Egg Scramble
- Memorial Day Ceremony
- Milton 4th of July Rhythm & Booms Festival
- Milton Maker Market & Annual Picnic in the Park
- Twilight Tours at the Milton House Museum
- Community Recognition Picnic
- Veterans Day Ceremony
- Live music throughout the summer at The Gathering Place's Gathering Green

And so much more!

COMMUNITY RECOGNITION

The City of Milton has received the following recognitions:

- Tree City USA and a growth award in 2022
- Ice Age Trail Community
- Playful City USA
- Preserve America Community
- 2018 WLA Library of the Year
- National Register of Historic Places
 - 3 districts
 - 16 individual properties

PARKS AND RECREATION

HIGHLIGHTS

- First splash pad in Rock County in 2013
- 16 City owned parks
- Over 100 acres of City owned parks
- Tails n Trails Dog Park opened in 2011

AREA EDUCATION

School District of Milton: Six of the eight schools in the 120 square mile district are in Milton. Enrollment is at 3,426 students (2021-2022) with 498 permanent employees.

Higher education opportunities near Milton include [Blackhawk Technical College](#), the [University of Wisconsin \(UW\) -Whitewater at Rock County](#), [UW- Whitewater](#), and [UW – Madison](#), the state's flagship university.

COMMUNITY DEMOGRAPHICS

- Population: approximately 5,716 (2020 Census)
- Median Age: 36.5 (2020 ACS)
- Households: 2,194 (2020 ACS)
- Median Household Income: \$70,045 (2020 ACS)
- Average Home Assessment: \$182,700 (City Assessment Records)
- Race: White 93%, Black or African American 0.47%, American Indian or Alaska Native 0.24%, Asian 1%, Native Hawaiian or Other Pacific Islander 0.02%, Some Other Race 1%, Two or More Races 4%, Hispanic or Latino (of any race) 4% (2020 Census).

LOCATION

The City of Milton, approximately 4.5 square miles, is located along Wisconsin State Highways 26 and 59, and is only five miles from Interstate 39/90. Milton is easily accessible from Madison in 30 minutes, Milwaukee in an hour, and Chicago in less than two hours.

PROXIMITY TO AIRPORTS

- Dane County Regional Airport: 38 miles
- Chicago Rockford International Airport: 50 miles
- General Mitchell Airport: 62 miles
- O'Hare International Airport: 102 miles

TOP 10 EMPLOYERS WITHIN MILTON

- School District of Milton
- Clasen Quality Chocolate (CQC)
- Charter Next Generation (CNG)
- United Ethanol
- Penn Color
- Cargill Animal Nutrition
- Diamond Assets
- Evonik
- Freedom Graphic Systems
- Piggly Wiggly



CITY GOVERNMENT

City and Government Staff: The City of Milton is structured under a Mayor-Council form of government with a full-time City Administrator. The Common Council consists of six alderpersons elected at large and one mayor.

Departments: The City of Milton is a full-service municipality with City Administration (City Hall); Public Works Department including Water, Wastewater, and Stormwater Utilities; Police Department; Municipal Court; and Milton Public Library.

The Municipal Court consists of the Municipal Court Clerk and the elected Municipal Court Judge. Court generally meets twice per month. The Municipal Court Judge serves a 4-year term. The Police Department Support Services Clerk supplements the Municipal Court Staff.

The City of Milton is served by the Lakeside Fire-Rescue District for Fire/EMS services. The district consists of 11 municipalities including the City of Milton, City of Edgerton, Town of Fulton, Town of Porter, Town of Sumner, Town of Albion, Town of Milton, Town of Harmony, Town of Johnstown, Town of Lima, and Town of Koshkonong.

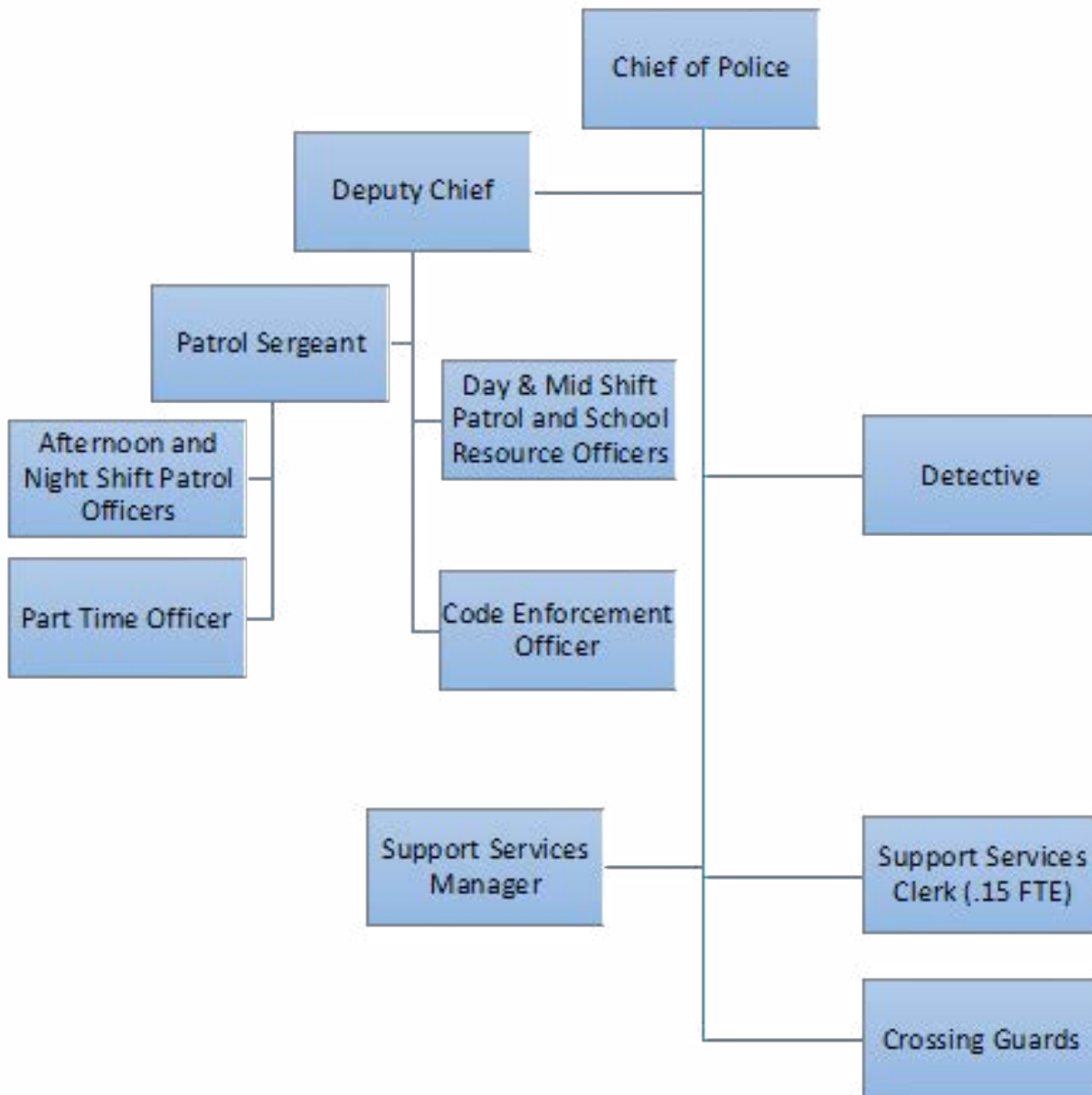


THE POLICE DEPARTMENT

The Milton Police Department is responsible for providing 24-hour police services and protection in the City of Milton. The authorized staff of the department is 12 full-time police officers, two part-time officers, and one full time support staff member. A second support staff member is also the Milton Municipal Court Clerk. The court clerk spends 85% of her scheduled time dedicated to municipal court duties and 15% of scheduled time dedicated to the police department.

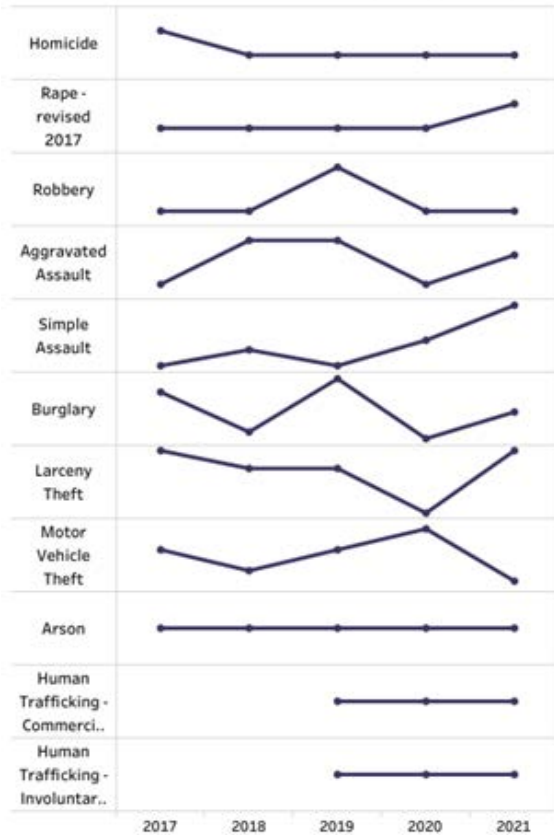
The police department believes strongly in community policing which is reflected in its organizational structure and enforcement philosophy. Department members believe in the critical importance of partnering with the community to identify and solve community problems to maintain and enhance the quality of life in Milton. The department consists of three different areas: police administration, patrol, and support services.

Milton Police Department Organizational Chart (Revised January 2023)





Offenses Over Time by Agency



Data were last refreshed on: **05/03/22**



Chosen County/Counties: **Rock**

To view data for a specific agency within the selected county, select the agency from the dropdown below:

Milton PD

	2017	2018	2019	2020	2021	2020 -2021 % ..
Homicide	1	0	0	0	0	
Rape - revised 2017	0	0	0	0	1	
Robbery	0	0	3	0	0	
Aggravated Assault	3	6	6	3	5	67%
Simple Assault	22	27	22	30	41	37%
Burglary	10	4	12	3	7	133%
Larceny Theft	63	53	53	28	63	125%
Motor Vehicle Theft	4	2	4	6	1	-83%
Arson	0	0	0	0	0	
Human Trafficking - Com..	0	0	0	0	0	
Human Trafficking - Invo..	0	0	0	0	0	

Notes: Due to a change in the definition of rape required by the FBI that occurred in Wisconsin at the beginning of 2017, the rape offense is split in to two offenses: one based on the legacy definition (pre-2017) and one based on the revised definition (2017-present); counts from legacy definition years should not be compared to counts from 2017 and onward. The line graphs are not on the same scale. These displays reflect UCR offenses reported to or known by law enforcement and therefore may not reflect all crimes committed within a jurisdiction. Simple assault has been included in these displays, but is not counted as a violent crime by the Uniform Crime Reporting program. Zero values may indicate that an agency was not repor..

2022 QUICK FACTS

Calls for Service
21,586

Felony Adult Arrests
19

Felony Juvenile Arrests
2

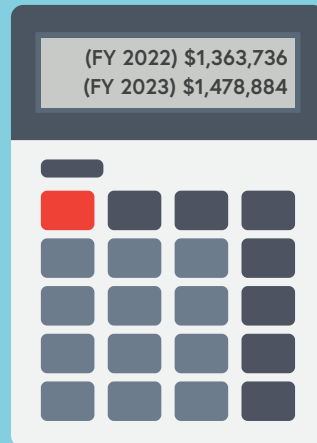
Misdemeanor Adult Arrests
39

Misdemeanor Juvenile Arrests
14

Total Arrests
74

Annual Operating Budget

(FY 2022) \$1,363,736
(FY 2023) \$1,478,884



CHALLENGES, OPPORTUNITIES AND EXPECTATIONS

The City of Milton is the fastest growing community in Rock County with unprecedented growth on an annual basis. With over \$125,000,000 in new growth in the last five years, Milton continues to see annual growth at an increasing pace. Milton is the home of multiple national and international corporations, some of which are headquartered in Milton.

Additionally, Milton has seen a resurgence of residential growth in response to these levels of development. The City is poised for growth in all directions and in all sectors due to

prior and proper planning of infrastructure, financial stability, and available lands. Therefore, it is not anticipated that the pace of development will slow for the foreseeable future. Accordingly, the next Chief of Police must be able to plan for anticipated residential and commercial growth and that growth's impact in terms of police services to the community.



The new Chief of Police will need to be a person with demonstrated leadership and communication skills. The Chief should honor and respect community history and expectations, while becoming aware of and addressing past problems as needed; however, the Chief of Police must be a visionary who focuses on tomorrow rather than the past.

The Chief of Police must lead by example, showing respect for everyone regardless of socio-economic status, race, creed, gender, or sexual orientation.

The next Milton Chief of Police will have an approachable and available management style encouraging effective communications among the staff of the police department, other municipal employees, and the community at large. The Chief will regularly demonstrate active listening skills and will seek information and input and welcome and encourage diversity.

The Chief will have an excellent reputation and demonstrate a high level of personal and professional honesty and integrity. The Chief will be positively recognized in the law enforcement profession and possess the highest moral character.

The Chief will be a strategic thinker, anticipating issues or trends and will be open to new approaches and technologies while thinking beyond the walls of the police department, understanding the needs of the City of Milton as a whole and the region's public safety community. The Chief will have experience with and/ or commitment to collaborating with other law enforcement agencies and mutual aid groups, including fire personnel.

Successful candidates will have a history of collaboration, cooperation, relationship building and teamwork. They will have a proven history of practicing the principles of 21st Century Community Policing and building community problem solving partnerships. They will be committed to training, professional development and community engagement.

The next Chief will be a person who values employee physical and mental health and wellness.

The department is one of 42 cities and counties accredited in the state by WILEAG, representing less than eight percent of all law enforcement agencies in Wisconsin. Not only a source of pride, but accreditation also signals a significant effort to ensure contemporary policing and community-accountability standards are in place and honored. Successful candidates should be very familiar with professional best practices. Experience with police accreditation is desirable.

The next Chief of Police should also possess the willingness to challenge the status quo and make changes if needed.

The ideal candidate should demonstrate leadership skills worthy of following and/or replicating by the members of the Milton Police Department.

DESIRABLE CHARACTERISTICS

The City is seeking an adaptable law enforcement professional with an ability to provide a contemporary approach to policing. The ideal candidate will have an inclusive managerial style, as well as clear, concise, and open communication skills.

The successful candidate will:

- Be adept at combining a hands-on management style with strong leadership, and an ability to work with a variety of stakeholders.
- Be able to thoughtfully represent the interests of the department and the city, with a high level of community engagement.
- Demonstrate an inclusive leadership and management style.
- Open and available to Police Department staff and City employees by using an effective communicating philosophy, seeking input, and being welcoming of, encouraging, and engaging of racial, ethnic and gender diversity.
- Commitment to continued training, professional development, and community engagement.
- Demonstrated experience building successful partnerships with community stakeholders.
- Proven history of practicing the principles of 21st Century Community Policing and building community problem solving partnerships. Demonstrated experience receiving positive outcomes applying problem solving approaches within the community.
- Knowledge and experience with media relations, including experience and support of the use of social media as an opportunity to engage Police Department stakeholders and promote the mission and goals of the Department.
- History of intergovernmental cooperation and relationship building.
- Experience interacting and collaborating with other law enforcement agencies and mutual aid groups.
- Successful candidates should be very familiar with professional best practices. Experience with police accreditation is desirable.
- Sufficient experience to review organizational structure, staffing, and personnel assignments and make changes when appropriate, to ensure departmental capability to carry out its mission and responsibilities.
- Experience in addressing internal organizational and personnel issues present in most police agencies as well as having demonstrated ability in addressing these problems in a positive, professional, timely and impartial manner.
- Strategic thinker, anticipating issues or trends and must be open to new approaches and technologies while also thinking beyond the walls of the Police Department, understanding the needs of the City as a whole and of the region's public safety community.
- Well-developed financial management skills, knowledge of capital planning and organizational management and a clear understanding of resource and budgetary limitations while avoiding micromanagement.
- The Chief should have experience in labor/management interactions and succession planning, and a commitment to continued professional development of all members of the Police Department.
- Excellent writing and public speaking skills and the ability to adjust one's approach based upon the audience.
- Excellent reputation and a high level of honesty and integrity.





Candidates should also have an equivalent combination of education, training and experience which provides the required knowledge, skills, and abilities, as outlined below:

- Seven – 10 years of service in law enforcement, including three – five years of supervisory and/or administrative experience in a full-time, paid police department.
- B.A. in police science, criminal justice, law enforcement, public administration, or related field; a master's degree is preferred.
- Leadership training such as the F.B.I. National Academy, Northwestern University's School of Police Staff and Command, Police Executive Research Forum Senior Management Institute For Police, Leadership In Police Organizations, or similar programs is required.
- Successful candidates will possess or be able to obtain a valid Wisconsin driver's license. They will be certified by the Wisconsin Law Enforcement Training and Standards Board or be eligible for such certification.
- The successful applicant must establish residency within a 20-minute response time to the City limits.

COMPENSATION, BENEFITS AND THE ORGANIZATION'S CULTURE

The starting salary range is \$100,000 - \$105,000 +/- DOQ. The City offers a competitive benefit package and is part of the [Wisconsin Retirement System](#).

The organization prides itself on its commitment to customer service and teamwork. Staff has a lot of daily interaction with one another and report strong interdepartmental relations. The City's organization strives to be a workplace of choice, and City staff possesses a high-output work ethic.

The Mayor and Common Council possess a strong respect for City staff's work. Among themselves, elected officials are collegial and respectful of differing perspectives and points of view.

Milton is an Equal Opportunity Employer. The Chief is appointed by the City's Police Commission. The organization seeks to attract the most talented people from a diverse candidate pool, and strongly encourages women, people of color, LGBTQ+ individuals, people with disabilities, and veterans to apply.

HOW TO APPLY

Candidates should apply by May 30, 2023 with resume, cover letter and contact information for five work-related references to www.GovHRjobs.com to the attention of Joe De Lopez, Lee Szymborski, and Marc Hornstein at GovHR USA, 630 Dundee Road, #225, Northbrook, IL 60062. Tel: 847-380-3240.