



# BARRINGTON HILLS, ILLINOIS CHIEF OF POLICE

# VILLAGE OF BARRINGTON HILLS, ILLINOIS

## CHIEF OF POLICE

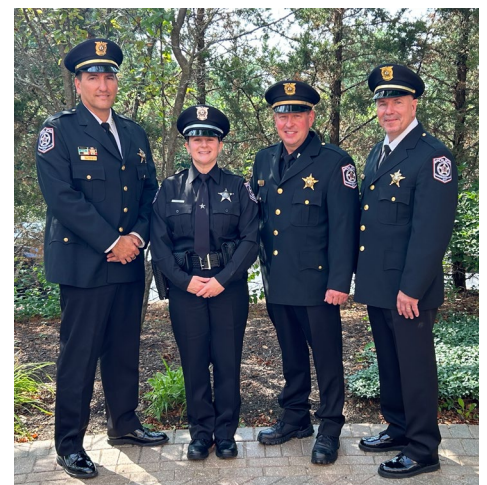


### THE POSITION IN BRIEF

The Chief of Police is Barrington Hills duly sworn law enforcement executive in charge of overseeing the Village's police department. The Chief works closely with the President, Trustees, Director of Administration, and other community stakeholders to ensure that state laws and local ordinances are enforced in the pursuit of public peace and safety. The Chief manages a workforce of 22 personnel, which includes civilian personnel, and a budget of approximately \$3,240,340. The current Police Chief served the Village for 25+ years, the last five as Chief, and is retiring in July 2024.

The CALEA accredited police department has 16 sworn officers, including the Chief, and four Sergeants, one part-time Officer, four full-time civilian positions, and one part-time civilian position. Police officers are organized into one bargaining unit represented by the Metropolitan Alliance of Police. The Department responded to 55 Group "A" Crimes in 2023, the largest number of which were property related. Dispatch services are provided by QuadCom 911, a regional public safety answering point.

The Chief of Police is appointed by the Village President with the approval of the Board of Trustees, and reports to the Village President. The next Chief will be successful by supporting the Village's ongoing public safety mission to provide vision, stewardship, and valued services, above and beyond the norm while fostering a vibrant community culture to preserve and protect our residents' quality of life.



## THE COMMUNITY

Barrington Hills, with a population of 4,114 (2020 census) is located 40 miles Northwest of Chicago, Illinois situated on 30 square miles of open lands. The Village's quiet and harmonious atmosphere is showcased by its active residents who enjoy abundant large lots, farms, barns, trails and quiet anonymity. Barrington Hills is a peaceful oasis with primarily residential properties, an excellent school system, and easy access to surrounding areas and Chicago via I-90 and the Metra. The community is known for the property freedoms residents enjoy as well as an abundance of outdoor activities including equestrian pursuits.

## COMMUNITY HISTORY AND BACKGROUND

The Barrington area was first settled in the 1830s as a farming community, with the Village of Barrington incorporating in 1865.

With gently rolling hills, many covered in towering oak trees, natural kettle moraine lakes and ponds, open spaces, the Barrington area in the late nineteenth and early twentieth centuries attracted affluent Chicago families looking for a summer retreat from the crowded city, yet within a day's journey by horse and buggy, and later by automobile or train.

These new residents purchased farms and built their estates, continuing to operate "gentlemen farms" with farm managers to run them. With the completion of the Chicago and Northwestern Railway, the travel time from Chicago enabled these residents to live in the Barrington Countryside and work in Chicago. In 1921, a group of these prominent Chicago businessmen purchased the 220 acres for the Barrington Hills Country Club and the nucleus of what was to become the Village of Barrington Hills was born.

As more families moved to the Barrington Countryside, the Country Club, the Riding Club of Barrington Hills, and the Fox River Valley Hunt became the social networks for their rural community with shopping close by in the Village of Barrington.

In the prosperous mid-1950's, as post-war economic development blossomed, and the new network of roads and commuter railroads made the suburbs accessible to many more Americans anxious to move from the cities, large-scale housing developments began to sprout up on what had been rural farmland. When developers

purchased several thousand acres south of the Barrington area in Bartlett, and then in nearby Carpentersville for hundreds of homes on quarter acre lots, farsighted Barrington Hills residents realized that if the Barrington Countryside was to remain a rural oasis in a sprawling urbanization movement, and retain its five (5) acre minimum zoning, that incorporating as a Village was the only way to preserve this "special way of life" that had been the core of the Countryside since its inception more than 50 years earlier.

Andrew Dallstream, a prominent Chicago attorney, and president of the Cook County Zoning Board organized a group of Barrington residents to persuade their friends and neighbors to sign petitions to incorporate as the Village of Barrington Hills. After many months of effort, the Village of Barrington Hills was incorporated on July 5, 1957.

The Village has over 5,000 acres of Forest Preserve within its borders. The Riding Club of Barrington Hills, founded in 1937, has maintained a private trail system throughout the Village with the generosity of landowners who allow members to ride horses across their property.

In today's busy, often impersonal world, Barrington Hills is an oasis of another time, another way of life, where residents not only know each other, but join together to enjoy their interests and hobbies, and participate in the village-wide events like the annual Independence Day Run, the Barrington Hills Fall Festival in September, or those pertaining to conservation, equestrian, education, the country club or the many casual neighbor get-togethers.

## MARQUE COMMUNITY EVENT

Barrington Hills hosts an all-day annual Fall Festival. The event is family friendly, includes live music, food, and attracts many residents.

## COMMUNITY RECOGNITION

Barrington Hills is recognized as Bee City USA.

## RECREATION HIGHLIGHTS

There are five park districts in the Barrington Area, one public golf course, 5 private. The Barrington Hills Park District, a separate taxing body, maintains an equestrian riding facility and tennis courts. Barrington Park District offers recreational areas, swimming pools, tennis courts, soccer and baseball fields, and picnic and play areas, as well as a multitude of programs.

## COMMUNITY DEMOGRAPHICS

Population: approximately 4,114 (2020 Census)

Median Age: 48.5 (2022 ACS)

Households: 1,462 (2022 ACS)

Median Household Income: \$185,278 (2022 ACS)

Average Home Value: \$808,800 (Zillow)

Race: White 83%, Black or African American 1%, American Indian, or Alaska Native 0.2%, Asian 8.5%, Native Hawaiian or Other Pacific Islander 0. Some Other Race .9%, Two or More Races 6.4%, Hispanic or Latino (of any race) 0% (2022 Census).

## LOCATION

The Village of Barrington Hills, approximately 30 square miles, is located 40 miles Northwest of Chicago and is approximately 17 miles from Interstate 90.



## PROXIMITY TO AIRPORTS

O'Hare International Airport: 25 miles

Midway International Airport: 46 miles

Chicago Rockford International Airport: 54 miles

## BUSINESS AND INDUSTRY STATISTICS

While Barrington Hills has very limited commercial businesses within the Village limits, many businesses/industries are in the immediate vicinity (2013 Census).

- Barrington - 4,372 businesses
- Lake Barrington - 806 businesses
- South Barrington - 653 businesses
- North Barrington - 338 businesses
- Port Barrington - 92 businesses
- Inverness - 617 businesses
- Tower Lakes - 92 businesses
- Long Grove - 924 businesses
- Kildeer - 359 businesses
- Deer Park - 420 businesses

## AREA EDUCATION

Many Barrington Hills residents attend schools in District 220. The Barrington 220 district services students from a 72-square mile area, covering four counties and 12 villages. It features one early-learning center, eight elementary schools, two middle schools and one high school, all achieving high accolades.

Residents also attend schools in Community Unit District 300. The district is the 6th largest school district in the State. The district is headquartered in Carpentersville and stretches into 14 other communities across 118 square miles, such as the East and West Dundee, Gilberts, Pingree Grove, Sleepy Hollow and a part of Barrington Hills. D300 features 27 schools including a charter school. At nearly 21,000 students in preschool through 12th grade, D300 is the sixth largest school district in the State of Illinois. In addition, some residents also attend nearby private schools.

## CITY GOVERNMENT

Village and Government Staff: The Village of Barrington Hills is structured under a Trustee-Village form of government with a full-time Director of Administration. The Board of Trustees consists of six trustees and one president elected at-large.

Departments: In addition to the Police Department, the village has full-time Administration staff and contracts Public Works and other services.

The Village of Barrington Hills is served by five fire districts providing fire and emergency medical services for the residents of Barrington Hills. The districts include Barrington Countryside Fire Protection District, Carpentersville and Countryside Fire Protection District, Fox River Grove Fire Protection District, East Dundee Fire Protection District, and Algonquin-Lake in the Hills Fire Protection District.



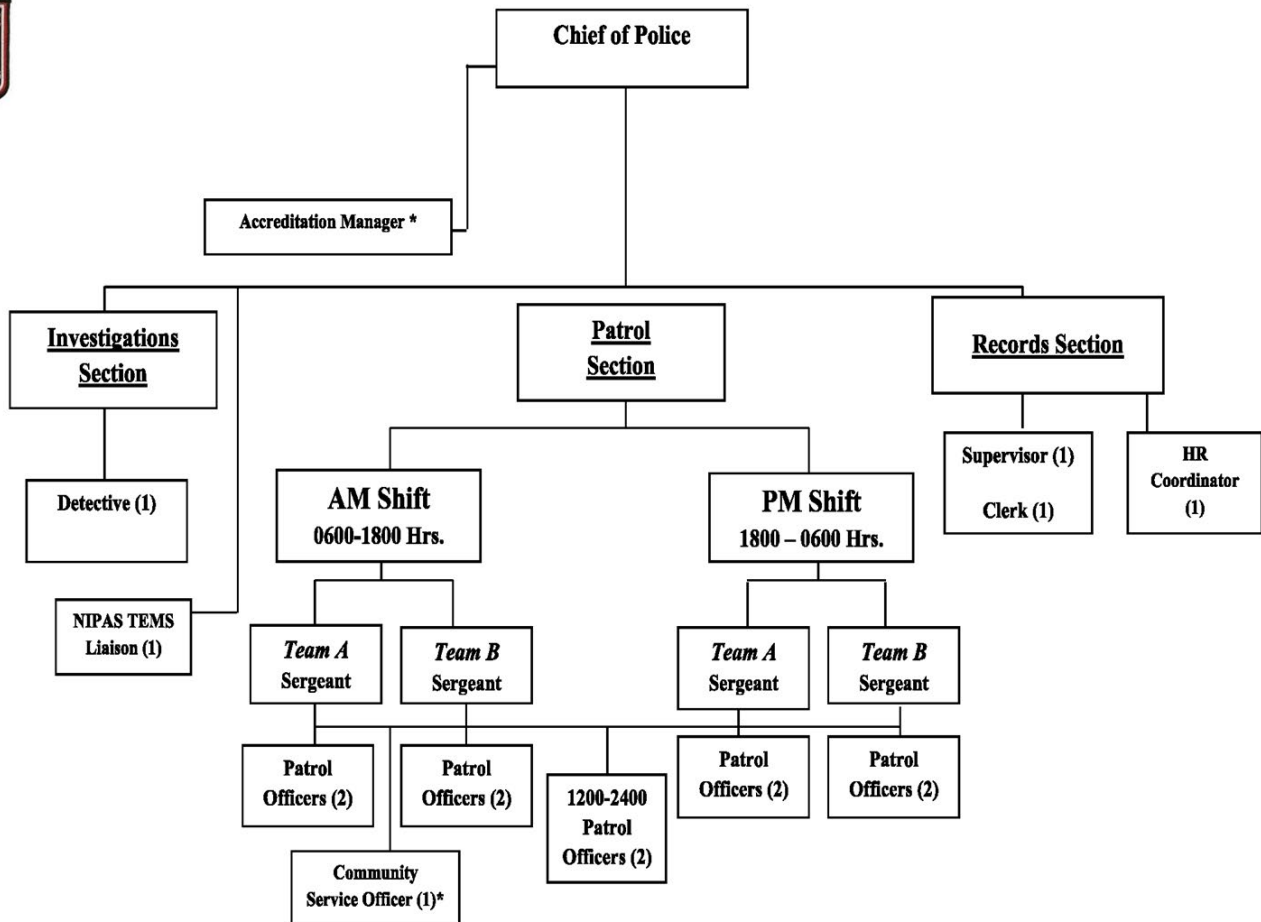
# THE POLICE DEPARTMENT

The Barrington Hills Police Department is responsible for providing 24-hour police services and protection in the Village of Barrington Hills. The authorized staff of the department is 16 full-time police officers, one part-time officer, four full-time civilian support staff members and one part-time support staff member. Dispatch services are provided by QuadCom 911, a regional public safety answering point. The department participates in multiple multi-regional mutual aid organizations including NIPAS (Northern Illinois Police Alarm System).

The police department believes strongly in professional 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 problems to maintain and enhance the quality of life in Barrington Hills. The department consists of three different sections: patrol, investigations, and records.



Barrington Hills Police Department Organizational Chart



**Department Members:**

- 16 Authorized Full-Time Sworn
- 1 Reserve (Part-Time) Sworn
- 4 Authorized Full-Time Civilian
- 1 Authorized Part-Time Civilian

**Patrol Shifts:**

- AM Shift: 0600 - 1800
- PM Shift: 1800 - 0600
- Power Shift: 1200 - 2400

**Barrington Hills Police Department NIBRS Group A Offense Data – 2023**

Offense	Reported in 2023	Reported in 2022	Percent Change	Offenses Cleared	Percent Cleared	Percent Of Category	Rate Per 100,000*
Murder	0	0	NA	0	0.00%	0.00%	0.00
Negligent Manslaughter	0	0	NA	0	0.00%	0.00%	0.00
Justifiable Homicide	0	0	NA	0	0.00%	0.00%	0.00
Non-consensual Sex Offenses:							
Rape	0	1	-100.00%	0	0.00%	0.00%	0.00
Sodomy	0	0	NA	0	0.00%	0.00%	0.00
Sexual Assault with Object	0	0	NA	0	0.00%	0.00%	0.00
Fondling	0	0	NA	0	0.00%	0.00%	0.00
Aggravated Assault	2	1	100.00%	2	100.00%	20.00%	47.56
Simple Assault	4	9	-55.56%	4	100.00%	40.00%	95.12
Intimidation	4	2	100.00%	2	50.00%	40.00%	95.12
Kidnapping/Abduction	0	0	NA	0	0.00%	0.00%	0.00
Consensual Sex Offenses:							
Incest	0	0	NA	0	0.00%	0.00%	0.00
Statutory Rape	0	0	NA	0	0.00%	0.00%	0.00
Human Trafficking, Commercial Sex Acts	0	0	NA	0	0.00%	0.00%	0.00
Human Trafficking, Involuntary Servitude	0	0	NA	0	0.00%	0.00%	0.00
<b>Crimes Against Persons Total</b>	<b>10</b>	<b>13</b>	<b>-23.08%</b>	<b>8</b>	<b>80%</b>	<b>18.18%</b>	<b>237.81</b>
Robbery	0	0	NA	0	0.00%	0.00%	0.00
Burglary/Breaking & Entering	2	5	-60.00%	0	0.00%	4.65%	47.56
Larceny/Theft Offenses	12	19	-36.84%	1	8.33%	27.91%	285.37
Motor Vehicle Theft	1	5	-80.00%	1	100.00%	2.33%	23.78
Arson	0	0	NA	0	0.00%	0.00%	0.00
Destruction Of Property	12	5	140.00%	0	0.00%	27.91%	285.37
Counterfeiting/Forgery	0	0	NA	0	0.00%	0.00%	0.00
Fraud Offense	15	26	-42.31%	0	0.00%	34.88%	356.72
Embezzlement	0	0	NA	0	0.00%	0.00%	0.00
Extortion/Blackmail	1	0	NA	0	0.00%	2.33%	23.78
Bribery	0	0	NA	0	0.00%	0.00%	0.00
Stolen Property Offenses	0	0	NA	0	0.00%	0.00%	0.00
<b>Crimes Against Property Total</b>	<b>43</b>	<b>60</b>	<b>-28.33%</b>	<b>2</b>	<b>4.65%</b>	<b>78.18%</b>	<b>1022.59</b>
Drug/Narcotic Violations	1	1	0.00%	1	100.00%	50.00%	23.78
Drug Equipment Violations	0	0	NA	0	0.00%	0.00%	0.00
Gambling Offenses	0	0	NA	0	0.00%	0.00%	0.00
Pornography/Obscene Material	0	0	NA	0	0.00%	0.00%	0.00
Prostitution	0	0	NA	0	0.00%	0.00%	0.00
Weapons Law Violation	1	0	NA	1	100.00%	50.00%	23.78
Animal Cruelty	0	0	NA	0	0.00%	0.00%	0.00
<b>Crimes Against Society Total</b>	<b>2</b>	<b>1</b>	<b>100%</b>	<b>2</b>	<b>100%</b>	<b>3.64%</b>	<b>47.56</b>
<b>Total Group "A" Offenses</b>	<b>55</b>	<b>74</b>	<b>-25.68%</b>	<b>12</b>	<b>21.82%</b>	<b>100%</b>	<b>1307.97</b>



## CHALLENGES, OPPORTUNITIES AND EXPECTATIONS

The new Chief of Police will need to be a person with demonstrated leadership and outstanding communication skills. The Chief should honor and respect community history and expectations; 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 Barrington Hills 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, 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 a strategic thinker, anticipating issues or trends and will be open to new approaches and technologies while understanding the needs of the Village of Barrington Hills as a whole and the region's public safety community. The Chief will have experience with a 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 employees' physical and mental health and overall wellness.

The Department was recently reaccredited through CALEA (Commission on Police Accreditation for Law Enforcement Agencies). 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 to be emulated by the members of the Barrington Hills Police Department.

### 2023 QUICK FACTS

Calls for Service: 3,425

Felony Adult Arrests: 7

Felony Juvenile Arrests: 0

Misdemeanor Adult Arrests: 98

Misdemeanor Juvenile Arrests: 0

Total Arrests: 105

Police Budget (FY 2024): \$3,240,340



## DESIRABLE CHARACTERISTICS

The Village 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/have:

- Adept at combining a hands-on management style with authentic leadership, and an ability to work with a variety of stakeholders.
- Able to thoughtfully represent the interests of the department and the Village, with a high level of community engagement.
- Demonstrate an inclusive leadership and management style.
- Open and available to Police Department staff and Village employees by using an effective communicating philosophy, seeking input, and welcoming differing perspectives.
- Committed 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.
- 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.
- Well-developed financial management skills, knowledge of capital planning and organizational management and a clear understanding of resource and budgetary limitations while avoiding micromanagement.
- Be knowledgeable of law enforcement accreditation standards.
- 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.

## EDUCATION, TRAINING AND EXPERIENCE

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

- 15 years of service in law enforcement, including five years of supervisory and/or administrative service experience in a full-time, paid police department.
- A bachelor's degree is required; criminal justice or a related field ideal. 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 Illinois driver's license. They will be certified by the Illinois Law Enforcement Training and Standards Board or be eligible for such certification.

# COMPENSATION, BENEFITS AND THE ORGANIZATION'S CULTURE

The starting salary range is \$150,000. The Village of Barrington Hills also offers an attractive benefits package and a pension.

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

The President and Board of Trustees possess a strong respect for Village staff's work. Among themselves, elected officials are collegial and respectful of differing perspectives and points of view.

Barrington Hills is an Equal Opportunity Employer. The Chief is nominated by the Village's President and approved by the Board of Trustees. The organization seeks to attract the most talented people from a diverse candidate pool, and strongly encourages all qualified candidates including women, people of color, LGBTQ+ individuals, people with disabilities, and veterans to apply.

## HOW TO APPLY

Candidates should apply by May 8, 2024 with resume, cover letter and contact information for five work-related references to [www.GovHRjobs.com](http://www.GovHRjobs.com) to the attention of Marc Hornstein, and Jon Fehlman at GovHR USA, 630 Dundee Road, #225, Northbrook, IL 60062. Tel: 847-380-3240.

