

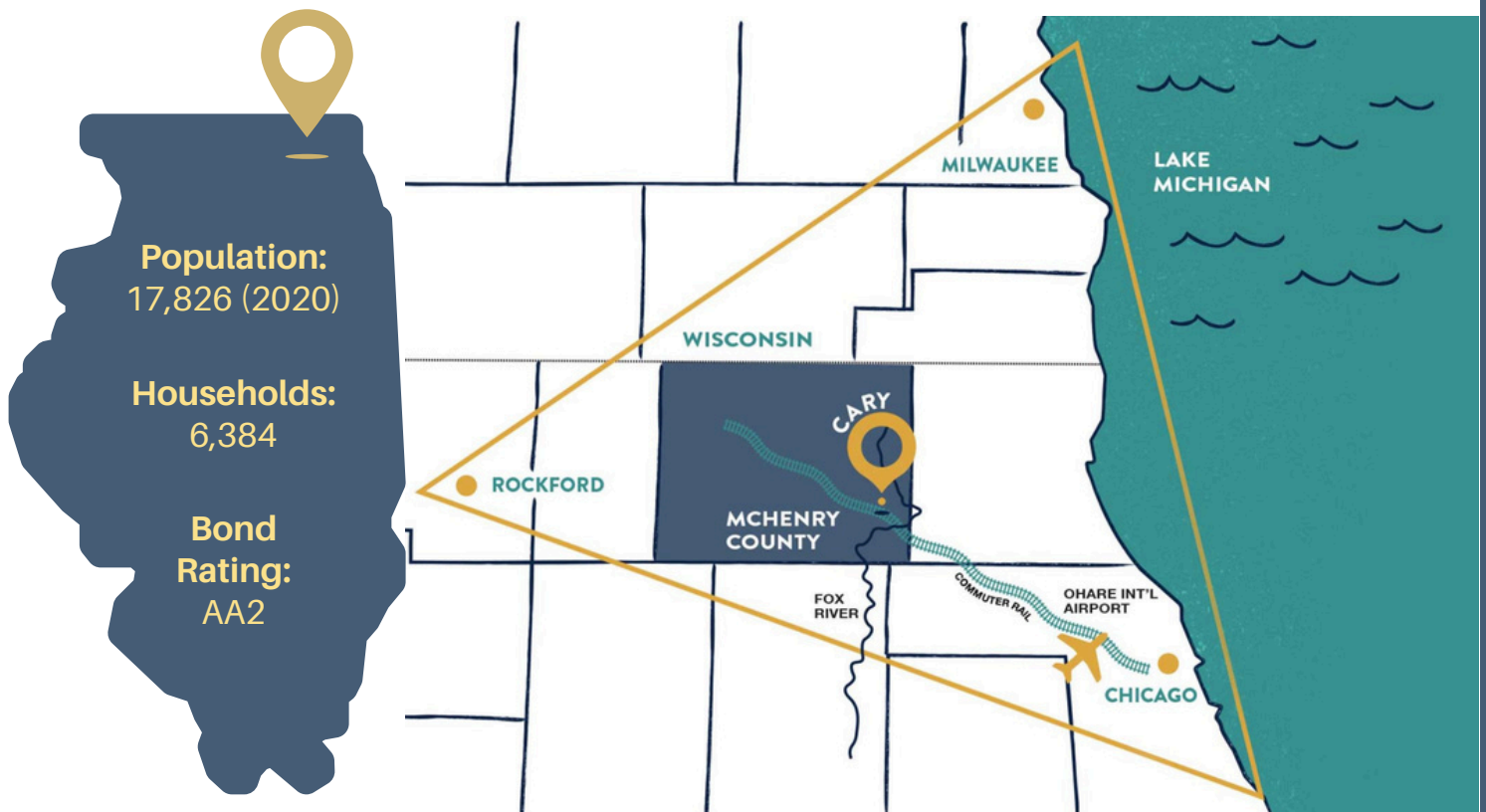


# CHIEF OF POLICE

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Village of Cary, Illinois

October 2025



Incorporated in 1893, the Village of Cary is a suburban community in McHenry County located 50 miles northwest of Downtown Chicago and 30 miles northwest from O'Hare International Airport. Covering 6.6 square miles, the Village is bordered by the Village of Oakwood Hills on the north, the City of Crystal Lake on the northwest, the Village of Fox River Grove to the east, the Village of Algonquin to the south and the Village of Lake in the Hills to the west. The scenic Fox River flows along the Village's southeastern border. As of 2020, an estimated 17,826 people call Cary home.

Straddling the Northwest Highway/US Route 14 corridor, Cary retains a small-town feel but is well connected to regional transportation networks with a Metra Union Pacific Northwest Line commuter rail stop located in Downtown Cary. Interstate 90 is located approximately 12 miles from the Village with access from IL Route 31. The Village is recognized for the quality and safety of its residential areas, the friendliness of residents, and excellent public services, particularly, fire and police protection, parks, and schools.

## Resources



[NaturallyMcHenryCounty.com](http://NaturallyMcHenryCounty.com)



[CaryIllinois.com](http://CaryIllinois.com)



[ChooseCary.com](http://ChooseCary.com)



## The Organization

The Village of Cary is a non-home rule community and operates under the Mayor / Trustee form of government. The Mayor is elected at-large to a four-year term. The six Village Trustees are also elected at-large for staggered four-year terms.

The Village Administrator is appointed by the Mayor with the advice and consent of the Board of Trustees and is responsible for overseeing the day-to-day operations of the Village government and its 66 full-time and 3 part-time employees. Services are provided by four operating departments:

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|---|---|
| 1). Village Administrator's Office:           | 2). Community Development Department      |
| ◦ Communications      ◦ Finance               | 3). Police Department                     |
| ◦ Human Resources    ◦ Information Technology | 4). Public Works & Engineering Department |

As a financial steward of Cary's resources, the Village takes pride in its strong AA2 bond rating. For FY2025/2026, a balanced budget was approved that included \$10.814,376 million in general fund expenditures.

The Village of Cary has earned a reputation as a leader in government collaboration. Cary is a founding member of the Southeast Emergency Communications (SEECOM) regional 9-1-1 dispatch center, the McHenry County Regional Police Training Center located in Cary, and the McHenry County Municipal Partnering Initiative (McMPI). Additionally, the Village is a partner in Naturally McHenry County, the regional destination marketing organization for tourism and destination-based economic development.

The Village of Cary is also very active with our regional partners; Mayor Kownick currently has leadership roles with the Illinois Municipal League, Metropolitan Mayors Caucus, and McHenry County Council of Governments.



## What's Happening in Cary?

The Village of Cary prides itself on providing its residents with big-city amenities and small-town charm. In support of this mission, the Chief of Police will participate in a variety of initiatives that include:

- Producing a Department Organization Assessment
- Pursue the Illinois Law Enforcement Accreditation Program (ILEAP)
- Community Survey
- Creation of a Department Strategic Plan



## Position Summary

Under the direction of the Village Administrator, the Chief of Police is responsible for providing a full spectrum of law enforcement services to the residents and guests of Cary. The Department has an annual budget of \$6,439,651 and is made up of thirty (30) full-time and one (1) part-time employees (of these, twenty-seven are sworn positions and four civilian). The Chief develops the best possible team of employees to accomplish the mission of the Village and the Department and will always seek to improve existing systems, methods and processes to provide for the most efficient and effective operation. The Chief is relied upon to provide highly responsible and complex administrative support to the Village Administrator and to provide responsive, courteous and efficient service to Village residents and the public.

In addition to leading the department, the Chief participates as a strategic partner with a number of external associations and community groups including the Illinois Risk Management Agency (IRMA) Police Chiefs Steering Committee, Southeast Emergency Communications (SEECOM), School District D155 School Resource Officer Program, Lexipol, Northwest Police Academy, McHenry County Regional Training Center and the McHenry Police Social Worker Program and the McHenry County Substances Awareness Coalition and many more.





## Education

- Bachelor's degree or higher from an accredited college or university
- Major course work in police science, public administration, business administration, or a related field, a master's degree is preferred

## Experience

- Minimum of seven (7) years of increasingly responsible law enforcement experience
- Minimum of (3) years in an administrative capacity

## Compensation

The salary range for the position is \$149,240 to \$201,490-. Anticipated hiring range is: \$160,000 to \$175,000 DOQ. A comprehensive benefits package includes participation in a pension, medical insurance, including health, dental, vision, and life insurance. The Village also offers paid vacation, holidays, and sick leave.

- 9 paid holidays plus 4 personal days
- 12 sick days per year
- Group medical (HMO or PPO), dental, vision, and group life insurance
- Flex spending program
- Employee assistance program
- Wellness program
- Access to voluntary deferred compensation plan for additional retirement savings

## How to Apply

This position is open until filled. Candidates should apply online at [www.govhrjobs.com](http://www.govhrjobs.com) by November 7, 2025 with resume, cover letter, and contact information for three work-related references to the attention of Ann Everhart, MGT Approved Executive Recruiter, MGT. Tel: 815-451-4559.

The Village of Cary is an Equal Opportunity Employer.

