



WARRENVILLE, ILLINOIS **CHIEF OF POLICE**



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EXECUTIVE RECRUITMENT

WARRENVILLE, ILLINOIS CHIEF OF POLICE

GovHR USA LLC announces the recruitment and selection process for the Chief of Police of the City of Warrenville, Illinois. This brochure details the qualifications, experience, and qualities desired of the next Chief of the Warrenville Police Department.

THE POSITION IN BRIEF

The City of Warrenville, Illinois (Pop. 13,550) is seeking an experienced, collaborative leader for the position of Police Chief. The current Chief is retiring after 16 years of service as Warrenville’s Chief of Police. The City desires candidates who can engage with an active and involved community and who are excited by the opportunity to lead and innovate on issues of public safety. The successful candidate is expected to live close enough to be able to respond to Warrenville not only for Police-related incidents but also to attend community events. It is important that the next Chief be visible and active in the community. Candidates should demonstrate a commitment to 21st Century Policing, a vision of equity and inclusion – within the Police Department and beyond – and the ability to cultivate a positive work climate that is reflective of the City’s Core Values.

COMMUNITY BACKGROUND

The City of Warrenville, located 30 miles west of the City of Chicago, is recognized as a small, hometown refuge nestled in the center of the dynamic and nationally recognized research and development corridor that runs through DuPage County, Illinois. It is a town where families can enjoy a safe, clean, aesthetic way of life and businesses benefit from a community that is open for business. Warrenville’s location at the Winfield Road interchange on I-88 connects to a network of County roads, which provide easy access to both homes and businesses. Warrenville is 5.5 square miles, with 42% residential land, 1% industrial land, 2% agricultural, 4% institutional land, 19% transportation/other, 13% open space, and 6% undeveloped area.

The City is governed by a Council Manager form of government with a City Council that consists of a Mayor and eight (8) Aldermen.

The Community of Warrenville was established in 1833 by Julius Warren, and was incorporated as a city in 1967. Warrenville is primarily served by Community Unit School District 200. The City of Warrenville is dedicated to nurturing an inclusive and vibrant community providing the highest quality of service and protecting the health, dignity, safety, and well-being of all individuals who live, work, visit, and conduct business in the community.



CITY OF WARRENVILLE QUICK FACTS

Average Home Price:	\$285,704
Average household income:	\$101,109
Median residential age:	37.8 years

DEMOGRAPHICS

According to the most recent census information from the World Population Review, the racial composition of Warrenville was:

White (non-Hispanic)	67%
Hispanic	19%
Black or African American	4.6%
Asian	6.8%
Other Races	1.9%



THE WARRENVILLE POLICE DEPARTMENT

Staffed by 32 sworn Police Officers and 17 non-sworn civilian employees, the members of the Warrenville Police Department are proud of the relationship they have with their community. Officers are educated, well-trained professionals dedicated to working in partnership with residents to provide a safe place to live, work, and conduct business.

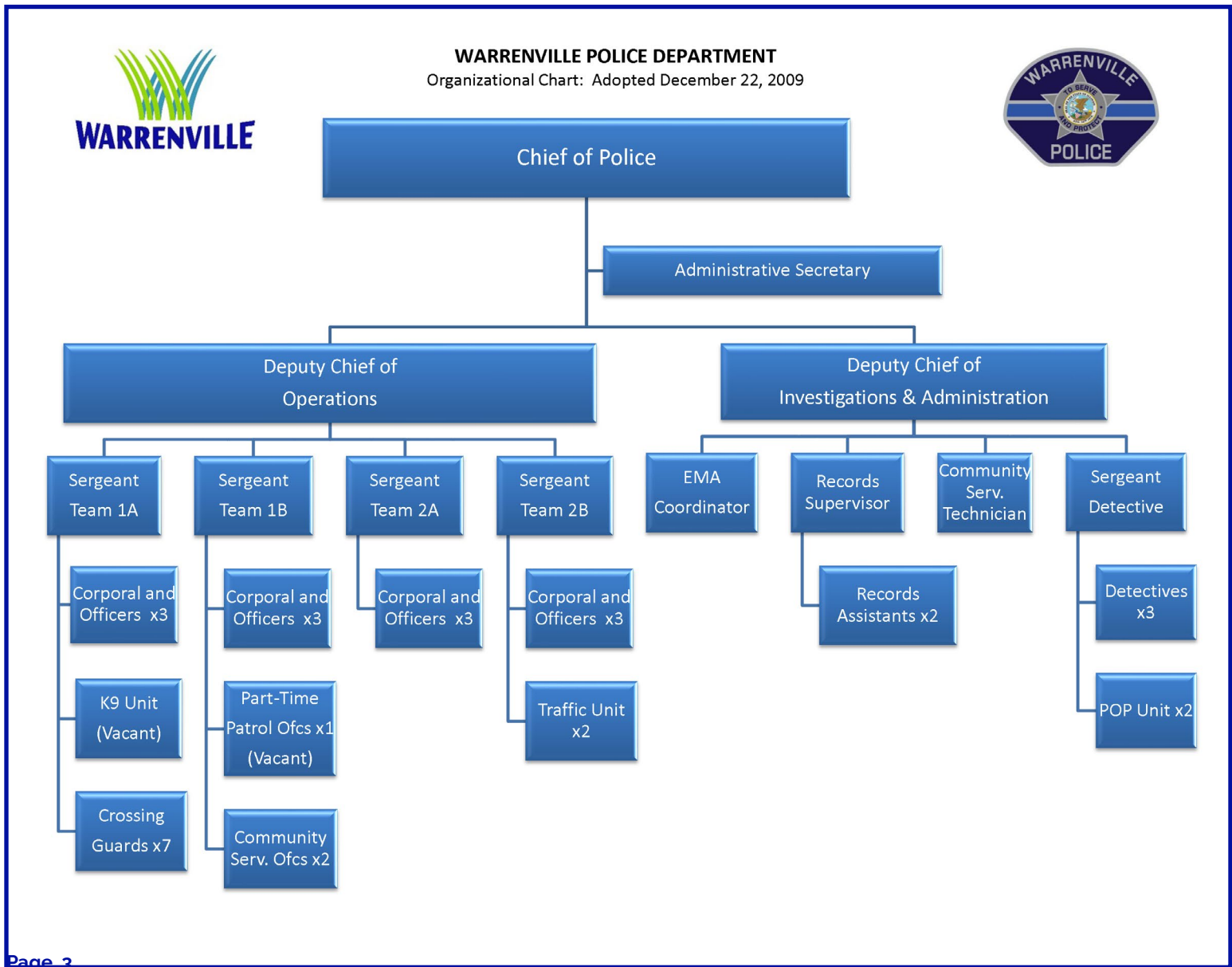
The Warrenville Police Department is organized into two Divisions, each commanded by a Deputy Chief. The Operations Division consists of four (4) teams. Each team is led by a Police Sergeant, assisted by a Police Corporal. The Investigations and Administration Division consists of the Emergency Management, Records, Community Service and Detective Units.

The Department provides highly specialized services, which include forensic evidence processing, major accident reconstruction, the Bike Unit, Traffic Safety Enforcement Unit (TSEU), and the Problem Oriented Policing Unit (POP). Additionally, department members serve on multi-jurisdictional task forces including DuPage Metropolitan Emergency Response and Investigations Team (MERIT), and the Metropolitan Auto Theft Task Force. Sergeants and Police Officers are represented by the Metropolitan Alliance of Police (MAP) Union. The Warrenville Police Department's Fiscal Year 2023 budget is approximately \$7 million.

WARRENVILLE POLICE DEPARTMENT MISSION STATEMENT

To remain dedicated to serving the community with uncompromising integrity and moral values.

With professionalism and compassion, the department strives to reduce crime, foster community partnership, and sustain public trust.



On August 17, 2020, the City adopted the 10 Shared Principles endorsed by the Illinois Association of Chiefs of Police and the NAACP Illinois Conference, which include the endorsement of community policing, development of ongoing relationships between law enforcement and communities of color to help eliminate racism, increasing diversity within police departments, and use of de-escalation training for officers.



The Police Department is involved with a variety of community events and fundraisers including:

- Shop with a cop
- Cop on a Rooftop
- National Night Out
- Special Olympics Polar Plunge
- Toys for Tots
- St. Jude Children's Research Hospital fundraiser
- Police Neighborhood Roll Calls



THE IDEAL CANDIDATE

The City is seeking a dynamic, collaborative professional with proven law enforcement leadership and management experience, a high level of integrity, and strong interpersonal skills. In addition to the qualifications noted in the Position Announcement, the ideal qualities, traits, and background for the next Warrenville Chief of Police include:

- An excellent reputation and a high level of honesty
- Demonstrate a high degree of emotional intelligence (self-aware, collaborative, empathetic)
- Must be an effective communicator with excellent listening skills
- Be committed to continued training, professional development, and community engagement for all members of the WPD
- Successful labor relations experience
- Well-developed writing and public speaking skills
- Excellent fiscal management skills
- Knowledge of current best practices and policies in policing
- A collaborator who embraces transparency
- A confident and positive leader who builds effective relationships
- Invested in the growth and success of officers at all levels
- Possess the experience required to analyze organizational structure, staffing, and personnel assignments
- Be a strategic thinker, anticipating issues or trends
- An innovator open to new approaches
- Have a proven history of practicing the principles of community policing, and building community relations





Appointed by the Mayor and reporting to the City Administrator, the Chief of Police must hold a Bachelor's Degree from an accredited college/university. A Master's Degree is desirable. Senior professional leadership training desired includes Northwestern University Center for Public Safety's School of Police Staff and Command, the Police Executive Research Forum's Senior Management Institute for Police, the International Association of Chiefs of Police Leadership and Police Organization program, the FBI National Academy, or comparable program. Successful candidates will hold the Illinois Law Enforcement Officer's certification or be qualified and obtain certification within 12 months of appointment. A valid Illinois Firearms Owners Identification Card (FOID) and an Illinois driver's license must be possessed, or the candidate must have the ability to obtain a FOID card and driver's license. Experience needed: Progressively responsible leadership experience in a comparable law enforcement agency, 6-10 years in police operations including considerable experience in a supervisory/command capacity, or any equivalent combination of training and experience that provides the knowledge, skills, and abilities to perform the job functions.

The salary for this position is \$117,184 - \$161,128 depending upon qualifications.

Interested professionals should submit a completed resume, cover letter, and contact information for 5 professional references by September 14, 2022 to Joe De Lopez and Lee McCann at:

www.GovHRjobs.com

**Electronic submissions are required. Telephone inquiries:
GovHR USA (847) 380-3240**

Joe De Lopez Ext. 115 & Lee McCann Ext. 119

THE CITY OF WARRENVILLE IS AN EQUAL OPPORTUNITY EMPLOYER

