



PEORIA, ILLINOIS CHIEF OF POLICE

Peoria, IL (population 110,417). GovHR USA is pleased to announce that Peoria, Illinois, resident population of 110,417, seeks an experienced and assertive police leader to serve as this community's next Chief of Police. The current Chief is retiring after 26 years in the police service, 3 years as the agency's Chief of Police. This City of Peoria, IL, is located midway between Chicago and St. Louis in Central Illinois on the Illinois River. Greater Peoria strikes the perfect balance between big-city life and small-town atmosphere. The neighborhoods are safe, ethnically, culturally and racially diverse. The City has a strong base of residential, commercial and educational properties. A four-time All-America City, Peoria and the surrounding metro area are among the top regions in the country for cost of living-about 13 percent below the national average. Greater Peoria is attractive to all ages and demographics. According to a 2016 survey, the Peoria metropolitan area ranked 26th out of 190 communities surveyed around the country, the highest ranking of any Illinois region on the list. By cultivating and embracing a culture of well-being, Peoria's leaders of government, business, education, healthcare, faith, and the arts embrace the philosophy that improving the well-being for its people is an important aspect of serving the community.

The City of Peoria is a home rule municipality and operates under the Council-Manager form of government. The City Council is composed of the Mayor (elected at large) and ten council members who are elected for four-year terms. The City Manager is appointed by the City Council and serves as the chief administrative officer of the City. All Department Heads, including the Chief of Police, are appointed by and directly report to the City Manager.

The City of Peoria offers ample options for recreation for families. There is no shortage of ways to have fun. With outstanding park districts and unique art activities, it is not difficult to find something for every age and interest.

The Peoria Police Department's authorized strength is 222 full-time Sworn Police Personnel and their current staffing level is 207 full-time Sworn Police Personnel. The department's staff also consists of 21 non-sworn personnel, and 5 part-time cadets. The Department's current Budget is \$26.85M. Department sworn personnel are represented by the Peoria Police Benevolent Association for collective bargaining. Non-sworn civilian personnel are represented by the American Federation of State, County and Municipal Employees (AFSCME) union.

The Ideal Candidate

The City is seeking an innovative and collaborative professional with proven law enforcement managerial experience and strong interpersonal and customer service skills.

The ideal professional background and qualifications for the Chief of Police position include:

- Minimum of a Bachelor's degree and/or 10 years of progressively responsible supervisory and leadership experience in a comparable law enforcement agency (size/diversity within staff and community), at the Commander level or higher. Experience at the Deputy Chief level or higher is preferred.
- Outgoing, positive and approachable personality to encourage accessibility with

residents, business and governmental leaders.

- Open and available to Police Department staff and City employees by using an effective communicating philosophy, seeking input, and being welcoming of and encouraging racial and gender diversity.
- Commitment to continued training, professional development, and community engagement (i.e., equity and empowerment, mental health, homelessness, restorative justice, racial bias, and youth training), as well as embracing the benefits and techniques of community policing in a collaborative and inclusive manner.
- Proven history of practicing the principles of community policing and building community problem solving partnerships.
- Labor relations experience.
- 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.
- Knowledge of current best practices and policies in policing.
- 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 have 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. Understand the importance of restorative justice initiatives.
- Excellent financial management skills, knowledge of capital planning and organizational management and a clear understanding of resource and budgetary limitations while avoiding micromanagement.
- Well-developed writing and public speaking skills.
- Excellent reputation and demonstrate a high level of honesty and integrity.

Successful candidates will possess a Bachelor's Degree in Criminal Justice, Public or Business Administration, or related fields. A Master's Degree is strongly preferred. Advanced leadership training such as the F.B.I. National Academy, Northwestern University's School of Police Staff and Command, Northwestern University's Executive Management Program, Southern Police Institute, Senior Management Institute for Police or similar programs is highly desirable. Illinois Law Enforcement Training and Standards Board Certified or able to be certified within 6 months of hire. Must possess, or be able to obtain, a valid Illinois driver's license and have a safe driving record.

The starting annual salary for this position is \$136,567. The City of Peoria offers an attractive benefits package. Residency within city limits is required within 1 year of appointment.

Interested professionals may apply online at www.govHRJobs.com with resume, cover letter and contact information for 5 professional references by March 12, 2021, to the attention of GovHR USA consultants Joe De Lopez and Lou Rossi. **Electronic submissions are required.** Telephone inquiries: GovHR USA (847) 380-3240.

PEORIA IS AN EQUAL OPPORTUNITY EMPLOYER