



POSITION ANNOUNCEMENT

**City of Bloomington, Illinois
Chief of Police**

Bloomington, IL (population 76,610) A vibrant community seeks a Chief of Police to lead a department comprised of 128 sworn employees, \$20 million operating budget, communication center operation, and an additional 37 non-sworn, full-time and seasonal employees. The Bloomington Police department is recognized as having a premier Crime and Intelligence Analyst unit. The City of Bloomington employs 650 FTEs with a \$225+ million annual budget. Bloomington is located in the heart of Central Illinois, approximately 125 miles southwest of Chicago, 155 miles northeast of St. Louis, and 64 miles northeast of Springfield. Bloomington is the County Seat of McLean County. The City is a home-rule municipality. The Chief of Police reports to the City Manager, is the leader of the police department, a key leader within the community as a whole, as well as a critical member of the City Manager's Executive Leadership team. The City seeks candidates with a record of accomplishment in a full-service community. A Bachelor's degree (B.A. /B.S.) from a four-year college or university, with emphasis on law enforcement preferred with at least ten years of police experience. The equivalent combination of education and experience will be considered, with a minimum five years successful experience in a law enforcement command role. Strong general management, fiscal and personnel management, leadership skills and a partnership-oriented, consensus building attitude is critical. Outstanding interpersonal and communication skills to promote community partnership and engagement throughout the City and the department are a must. Residency is encouraged within the first year of employment. Retiring police chief's current salary is \$155,940. All candidates should submit packet to Nicole Albertson, Director of Human Resources via email to nalbertson@cityblm.org by July 7th, 2019. Packet should include cover letter, resume, and contact information for five professional references.

COMMUNITY BACKGROUND

The City of Bloomington, incorporated in 1856, is a home rule unit of government under the 1970 Illinois Constitution. The City of Bloomington is located in the heart of Central Illinois, approximately 125 miles southwest of Chicago, 155 miles northeast of St. Louis, and 64 miles northeast of Springfield, the State Capital. Bloomington is the County Seat of McLean County, the largest county in Illinois (approximately 762,240 acres). Bloomington (pop. 76,610) is a twin City with the Town of Normal (pop. 52,497). Interstates 39, 55 and 74 converge on Bloomington-Normal, as well as US Route 51 and State Route 9. The twin cities are also serviced by two major railroad lines and Amtrak, as well as air transportation at the Central Illinois Regional Airport, is a vibrant airport which services commuter, corporate, and private aircraft.

ROLE OF THE CHIEF OF POLICE

The Police Chief is a key member of the City Manager's Executive Leadership team serving as the subject matter expert on policing in the 21st century. This role is also responsible for

leading a team of professionals with delivering quality professional services including protecting lives and property through emergency and non-emergency services.

Essential Functions include the following. Other duties may be assigned. These examples may not include all of the tasks and/or knowledge which may be expected of the employee, nor do they cover all the specific duties which may be required. To perform this job successfully, an individual must be able to perform all essential functions satisfactorily. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Provides oversight, plans, directs and coordinates the overall activities of the Bloomington Police Department.

Maintains a sound plan of department organization, establishing procedures to ensure adequate management development and to provide for capable management succession.

Establishes operating policies consistent with the City Manager's and City Council's broad policies and objectives and ensures their execution.

Develops and implements procedures and controls to promote communication and adequate information flow within the organization.

Develops department rules, regulations, and work methods that comply with federal, state, and local laws and administers and monitors police activities, personnel, and programs.

Directs the preparation of short-term and long-term plans and budgets based on broad City goals and growth objectives in response to assessment of community needs and ensures that department expenses remain within the limits of approved budgets.

Coordinates response during emergencies.

Provides consultation and staff assistance to City Manager, City Council, and other governmental officials on law enforcement issues, and provides input in legislative process on matters related to law enforcement and public safety.

Coordinates law enforcement activities with those of other departments and law enforcement agencies.

Represents City as member of professional organizations and on a variety of boards, commissions, and committees.

Supervisory Functions:

Supervises three assistant chiefs, monitoring and evaluating their performance against both operational and developmental goals.

Advises and coaches subordinate command officers and administrative managers on both supervisory and technical issues including criminal and traffic matters.

Promote Community and Problem Oriented Policing philosophies and practices to supervisors and staff.

Oversees the selection, supervision, training, development, and discipline of department personnel and establishes, within policy guidelines, appropriate service and staffing levels.

Oversees investigation of citizen complaints regarding department personnel misconduct or other alleged wrongdoing.

Makes final decisions involving formal staff discipline within the department, in consultation with subordinate superintendents and Human Resources Director.

Monitors contractual obligations between department and other agencies, including staff bargaining units. Works collaboratively with representatives of bargaining units to maintain positive working relationships between City and staff.

Oversees compliance with operational standards for police and works to minimize human and financial loss resulting from department operations.

Qualifications: To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Education/Experience: Bachelor's degree (B.A. /B.S.) from four-year college or university, with emphasis on law enforcement preferred; at least ten years of police experience; equivalent combination of education and experience may be accepted. Minimum five years successful experience in law enforcement command role.

Certificates and Licenses:

Physical Requirements/Working Conditions: Work is performed mainly in an office environment. Work requires travel throughout the City to its various locations and work sites which may be outdoors and could involve traversing unfinished surfaces and experiencing extreme weather conditions. Work regularly includes attending meetings outside of normal work hours.

Residency: As a leader in the City of Bloomington, the desire of the City Manager is that the Chief of Police reside in the City of Bloomington within a year of starting the position.