

Village of Flossmoor, Illinois
Position: Chief of Police
www.flossmoor.org



CHIEF OF POLICE

Flossmoor, IL

[The Village of Flossmoor, IL](#) is seeking an experienced and dynamic police leader to be their next Chief of Police. The Village desires a visionary, progressive, forward-thinking leader who embraces the best practices of 21st Century Policing, along with a demonstrated commitment to community engagement and collaborative team building. The candidate must also have a history of ethical decision-making and effective management of complex organizations. The Flossmoor Police Department is a full-service department with an authorized strength of twenty-one sworn officers and twenty-two civilian employees.

The Village of Flossmoor is governed by a Village President (usually referred to as Mayor) and a 6-member Board of Trustees. The Mayor and Trustees are responsible for setting all policies for the Village as well as enacting municipal laws that govern the Village of Flossmoor. The Mayor and Board employ a Village Manager who is responsible for implementing the Board's policies and the day-to-day management of the Village.

COMMUNITY BACKGROUND: The Village of Flossmoor, Illinois (population 9,704) is a progressive, mature full-service community located 28 miles south of the City of Chicago. Flossmoor's 3.65 square miles is primarily residential with some commercial and office. According to the 2020 Census, the Village's median population was 45 years old and included 31% Caucasian, 59% African American and nearly 5% Hispanic. Other races make up less than 4% of the population, and residents of two or more races are approximately 6%. Flossmoor boasts a median household income of \$107,271 (the median family income of \$119,836) and a current average housing sale price of \$337,137. School age children attend School District 161 for grades K-8 or local private school options include Flossmoor Montessori and Infant Jesus of Prague. Homewood Flossmoor High School is located in Flossmoor with a school population of over 3,000 and receives students from Homewood, Flossmoor, Glenwood, Olympia Fields, Chicago Heights and Hazel Crest. Flossmoor residents are well-educated with 64% having not only a bachelor's degree but additional college level education.

Residents choose Flossmoor for beautiful homes and neighborhoods, good schools and easy access to Chicago, and for a diverse and inclusive community in a family-friendly small town. The quality of life in Flossmoor is supported by a fiscally responsible Village government that delivers first-class services, improves infrastructure, assures public safety and attracts homeowners and businesses.

REQUIREMENTS: The Village of Flossmoor is seeking an innovative and collaborative professional with proven leadership and managerial skills in all aspects of police administration including staffing and labor relations, budgeting, policy development, and community relations. A successful candidate will have strong communication and interpersonal skills and demonstrate success building internal and external partnerships and engaging the community through effective community policing programs. Further, a successful candidate will have had diversity, equity and inclusion training and experience leading a department in a multi-racial community. The successful candidates will have a bachelor's degree or equivalent experience. In addition, the successful candidates will have ten (10) years of experience in

police work as a certified officer with a minimum of five (5) years of law enforcement supervisory experience at a senior command level.

Other desirable training includes the FBI National Academy, Northwestern University's School of Police Staff and Command, PERF Senior Management Institute for Police, the Police Executive Role in the 21st Century (PER21C) program at Western Illinois University, designation as a Certified Police Chief by the Illinois Association of Chiefs of Police, or similar programs, as well as a master's degree.

The candidate must be available for an all-day assessment in the Village of Flossmoor on Saturday, January 28, 2023. Candidates will be notified on or near December 12, 2022, if they are chosen as one of the finalists to attend the assessment center. The Illinois Association of Chiefs of Police is assisting with this search.

RESPONSIBILITIES: The Chief of Police oversees and directs all activities of the Police Department for the Village of Flossmoor. Responsibilities include planning for the use of resources, coordinating the activities of the Department and ensuring that services provided are of the highest quality. Police Department operational leadership responsibilities include ensuring department employees are trained and deployed appropriately to protect the public, overseeing the labor-management relationship and preparing the department to respond to emerging trends and issues in the community and law enforcement as a whole. The Chief of Police is expected to have excellent budgeting and long-range planning skills, well-developed computer and public speaking skills, and the utmost integrity. Maintaining and building upon the public's trust and confidence is a must. The Police Chief is a member of the Village's leadership staff and represents the Village's law enforcement in interagency relationships including regional, state and federal functions.

The Chief of Police is appointed by the Mayor with the advice and consent of the Board of Trustees and shall report directly to the Village Manager.

COMPENSATION AND BENEFITS: This is a full-time, FLSA exempt position. Salary range for this position is \$120,370 - \$150,463 depending upon the successful candidate's qualifications. **Residency is not required but welcomed.** The Village offers a competitive benefits package including a PPO/HMO health plan, dental, vision, and life insurance, paid time off for vacation, sick leave, wellness program, pension, membership in professional organizations, registration and travel for professional conferences, and reimbursement for related educational expenses.

HOW TO APPLY: Email cover letter, résumé, and contact information for five (5) work related references by **December 2, 2022** to ILACP Executive Director Kenny Winslow at: kenny@ilchiefs.org and courtesy copy Christine Richards at Christine@ilchiefs.org with Flossmoor Police Chief in the subject line. The Village of Flossmoor is an Equal Opportunity Employer.

All application documents must be sent as Word or PDF file.

Questions can be directed to:

Kenny Winslow

Executive Director of the Illinois Association of Chiefs of Police

217.523.3765

