

# The Riseling Group



Shorewood WI



## **Village of Shorewood**

Chief of Police

Recruitment and  
Selection

## Police Chief Job Announcement, Village of Shorewood, Wisconsin

The Village of Shorewood is seeking a Police Chief with a unique combination of leadership and supervisory skills, professional knowledge, and a progressive management style to provide innovative leadership to the Shorewood Police Department. The police department is a full-time, full-service agency consisting of a police chief, 2 captains, 5 sergeants, 2 detectives, 15 police officers, an administrative services manager, a public safety clerk, and 2 community service officers.

The Village abuts the north side of the City of Milwaukee on the east and the University of Wisconsin-Milwaukee on the west. It is located along the shore of Lake Michigan. The most current population estimate for the Village is a little over 13,000. The Village is small geographically, just a mile by a mile-and-a-half. The Village is walkable, bike-friendly, attractive architecturally, and close to everything – the Lake, Milwaukee, a major university, educational, cultural and sports offerings, including the Milwaukee Brewers and the Milwaukee Bucks. The Village has an excellent school system, a thriving business community, bike trails, and parks. The citizens are friendly and involved in the affairs and welfare of the community; many volunteer their time and talents in Village Government.

Shorewood is a full-service municipality with Police, Public Works, Planning and Development, Library, Senior Resources Center and Administration. The Dispatch Center, Fire Department, and Health Department are shared resources with the seven communities in the North Shore area of Milwaukee County.

The Police Department has a newly renovated, spacious, and centrally located building.



Shorewood prides itself on providing a high level of personalized, efficient service, and strives for community involvement.

The Police Chief must be capable of providing strong leadership and professionalism and of cultivating a culture of inclusion within the police department and the community. He or she must be open to input and able to communicate well with elected officials, department and Village staff, and all members of the public. The duties, responsibilities, and qualifications are listed in the job description.

The compensation package for the Police Chief includes a starting annual salary ranging from \$112,950 to \$123,505. The final level of compensation will be dependent on education, experience, and qualifications. The benefit package includes participation in the Wisconsin Retirement System, health, dental, and vision insurance, flexible spending account, employee assistance and other benefits available through AFLAC. Paid vacation, sick time, personal days, and holidays are also provided.

To apply, you may download the application packet from the Village of Shorewood website, <https://www.villageofshorewood.org/Jobs.aspx> and submit it electronically to Debra Hettrick, The Riseling Group, at [hettrickdebra@gmail.com](mailto:hettrickdebra@gmail.com).

Your completed application packet must include a Cover Letter, Resume, answers to the three Pre-Interview Questions provided, a completed Village of Shorewood application, and Form DJ-LE-330. Do not answer the questions in Section 6 of the DJ-LE-330. Applications which are incomplete will not be considered.

**The deadline for receipt of applications is 5:00 p.m., Friday, February 4, 2022, no exceptions.**

The Village is an Equal Opportunity Employer. The Village does not discriminate in employment on the basis of sex, race, religion, creed, color, origin, age, disability, sexual orientation, ancestry, marital status, arrest or conviction record, military service, or any other legally protected status.

## **SHOREWOOD POLICE DEPARTMENT**

### **CHIEF OF POLICE JOB DESCRIPTION**

**PURPOSE:** The purpose of this order is to define the duties and responsibilities of the Chief of Police.

The Chief of Police is responsible for the planning and implementation of actions which preserve the public peace and safety within the Village subject to the provisions of State Statute and the Ordinances of the Village. He/she will prepare policies, procedures, general orders, and directives conducive to the efficient operation and administration of the department and, in cooperation with the Village Manager, prepare rules of conduct governing the of members of the department.

The Chief of Police reports to the Village Manager, is FLSA Exempt and is non-represented.

This order consists of the following numbered sections.

#### **I. FUNCTIONS**

#### **II. PHYSICAL ABILITY**

#### **III. WORK ENVIRONMENT**

#### **IV. EQUIPMENT USED**

#### **V. EDUCATION/LICENSE AND CERTIFICATION**

#### **VI. KNOWLEDGE AND SKILLS**

#### **VII. MEDICAL AND BACKGROUND REQUIREMENTS**

### **I. FUNCTIONS**

- A. Promote excellent community relations with particular attention to public contacts by public safety personnel, and by rule, training, instruction, or direction ensure positive interaction between such personnel and members of the public. The Chief will be present as a visible public figure and approachable. He/she will promote community engagement as a core function of the police department. A focus will be maintained on programming and education for the public and department personnel to promote equity, diversity, cultural competency, and the awareness of systemic racism.
- B. Manage personnel through evaluation, appointment, and recommendation of appointment, promotion, and discipline in accordance with state law and procedures set forth by the Police Commission and Police Department. This includes all members of the department, sworn and civilian.
- C. Represent the Police Department and speak on behalf of the public safety concerns of the Village's citizens before the Village Board and/or its constituent committees.
- D. Meet with other public safety agencies, citizens, business groups, other Village departments, school representatives, state and federal units, and other interested individuals or groups as necessary to promote public safety, engagement, and collaboration.

- E. Initiate, plan, and implement activities pertaining to public safety, education, or information. Public engagement should include the Chief's and police officers' presence at public events and an effort to know the people of the community by personal contact.
- F. Administer, on behalf of the Village, the current labor contracts between the Village and public safety department members, and coordinate with the Village Manager and Attorney on labor issues arising by virtue of such contracts.
- G. Recommend and/or review Village ordinances pertaining to public safety matters or issues reflecting public safety concerns. This includes, but is not limited to, overseeing the organization and implementation of crime prevention programs and presentations, community policing strategies and security surveys for businesses, schools, churches, or other entities that may request them.
- H. Be responsible for the fiscal and budgetary procedures promulgated by proper Village authority as they pertain to the police department and develop the yearly budget for presentation to the Village Manager. Assure effective and efficient use of budgeted funds, personnel, materials, facilities, and time.
- I. Develop and implement documents that track statistics relating to public safety activities and trends, including those required by local, state, or federal authority. Respond to requests for data when appropriate in a timely manner, reflecting accountability, best practices, and the principles of open government.
- J. Serve as Emergency Management Director for the Village. Take immediate command, upon arrival, of any resource available to the Village in the event of major civil or natural disaster and notify and recommend further action to the Village President and Village Manager as soon as possible. Be trained and well informed on the principles of the Incident Command System, as defined by the Department of Homeland Security. Be aware that emergency preparedness is a continuous cycle of planning, organizing, training, equipping, exercising, evaluating, and taking corrective action to ensure effective coordination during incident response. Develop and establish emergency preparedness protocols and plans; educate the police department and public regarding these. When a major civil or natural disaster or other incident occurs, be prepared to be part of, or delegate a representative to be part of, an Emergency Operations Center (EOC).
- K. Work cooperatively with the Village Manager and department heads to ensure uniform, coordinated, and efficient delivery of services for citizens. Work collaboratively and cooperatively with other law enforcement agencies.
- L. Work directly with the Police Captains in developing, directing, and sustaining the day-to-day activities, schedules, and responsibilities of the Police Department.
- M. Abide by all laws and ordinances and other duties as assigned.
- N. Keep such books and records as necessary or required by law. Be familiar with public records law and, as official custodian of the department's records, respond or direct the response to public records requests in a timely manner.

- O. Have control of, and provide for, the purchase, maintenance, and replacement of all public safety premises, vehicles, uniforms, and other items and equipment as may be necessary.
- P. Be a leader; be aware of, and promote, the welfare and morale of members of the police department. Share accomplishments of the police department with the public.
- Q. Enforce, or cause to be enforced, the laws and ordinances within the Village.
- R. Develop and implement strategic and tactical plans for the Police Department.
- S. Process and investigate or direct to be investigated, citizen inquiries and complaints relating to police services, following best practices in policing. In certain circumstances, the investigation must be done by an outside agency. Be transparent in releasing the results of the investigations, within the parameters of public records laws.

## **II. PHYSICAL ABILITY**

- A. Be capable of performing any of the physical activities required of any active police officer.
- B. Be capable of performing regular patrol and answering calls for service when required or necessary.

## **III WORK ENVIRONMENT**

In addition to performing daily tasks in an indoor business office environment of a usually moderate noise level, the Chief of Police may be exposed to the following work conditions:

- A. Working in a confined environment above or below ground under claustrophobic circumstances.
- B. Exposure to extreme hot or cold temperatures.
- C. Contact with water or other liquids.
- D. Loud noises of 90 or greater decibels associated with sirens or audible warning alarms.
- E. Vibrations related to the use of tools, equipment, or machinery.
- F. Hazardous conditions such as exposure to smoke or fire, electricity, chemicals, CN, CS, or OC gas, explosives, extreme heights, physical attack.
- G. Exposure to atmospheric conditions such as fumes, gases, toxic or caustic chemicals, noxious odors, dust, lead, and other airborne particles.
- H. Contact with blood borne pathogens through blood/saliva found at accidents, crime scenes, EMS services, jail facilities, or caused by human bites.

#### **IV. EQUIPMENT USED**

- A. The Chief of Police needs to be reasonably competent in the use of:
  - 1. All vehicles used for patrol.
  - 2. Prisoner/patient restraints, OC spray, expandable baton, department issued handgun and rifle, and electronic control device (ECD), full duty belt.
  - 3. Telephone, two-way radio, computer terminals, body cameras, and squad cameras.
  - 4. Ballistic vest, riot helmet, ear and eye protection.

#### **V. EDUCATION, LICENSE AND CERTIFICATION REQUIREMENTS**

- A. Certification by the Wisconsin Law Enforcement Standards Board, or the ability to be certified in Wisconsin within six (6) months.
- B. A current, valid Wisconsin driver's license, or a current, valid driver's license from another state and the ability to obtain a Wisconsin driver's license upon appointment.
- C. A Bachelor's degree. The fields of Criminal Justice, Management, Public Administration, or a closely related field are preferred, but not required.
- D. Completion of an Advanced Police Management School (FBI Academy, Northwestern University School of Police Staff and Command, or Southern Police Institute) or Advanced Degree. A combination of related experience and education may be substituted for these requirements at the sole discretion of the Police Commission.
- E. Ten (10) years as a full-time law enforcement officer with a minimum of five (5) years of progressively responsible supervisory/management (command level) experience.
- F. Continuing education to maintain knowledge and competency in police skills.

#### **VI. KNOWLEDGE AND SKILLS REQUIRED FOR POSITION**

- A. The Chief of Police must possess:
  - 1. Analytical skills: the ability to think strategically and set department goals and objectives; the ability to identify problems and opportunities, to review possible courses of action before selecting one, and to utilize information and resources, including best practices in policing, when making decisions.
  - 2. Communication, reading and writing ability: ability to coordinate and organize written and oral reports and presentations; public speaking ability; familiarity and use of social media to share police department information with the public.

3. Knowledge of relevant federal, state, and local laws or codes including, but not limited to, current labor practices, civil liability, arrest, search and seizure.
4. Understanding of the rules of evidence and ability to provide courtroom testimony.
5. Knowledge of and experience in designing and using crime prevention techniques including Crime Prevention Through Environmental Design (CPTD), and community policing practices and strategies.
6. Skills in management, planning, and budgeting. Ability to develop long-range plans to solve complex problems and/or take advantage of opportunities for improvement.
7. Skills in basic fingerprinting, photography, diagram and/or reconstruction of crime scenes, collection and preservation of evidence.
8. Skills and knowledge in use of firearms, handcuffs, baton, OC Spray, ECD, emergency vehicle operation, basic first aid, communicable diseases, de-escalation techniques, and the most current defensive and arrest tactics.
9. Time management skills: the ability to set priorities to meet assignment deadlines.
10. Ability to work in stressful situations, to work under extreme pressure, possibly in life-or-death situations.

## **VII.MEDICAL AND BACKGROUND REQUIREMENTS**

- A. The final Chief of Police candidate will be made a conditional offer of employment subject to successful completion of:
  1. A comprehensive background investigation.
  2. A medical examination, a psychological evaluation, and drug screening.

Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions of this position.

This description has been prepared to assist in evaluating various classes of responsibilities, skills, and working conditions. It indicates the kinds of tasks and levels of work difficulty required of positions given this classification. It is not intended as a complete list of specific duties and responsibilities. Nor is it intended to limit or modify the right of any supervisor to assign, direct, and control the work of employees under supervision. Nothing contained herein is intended or shall be construed to create or constitute a contract of employment between any employee or group of employees and the Village of Shorewood. The Village retains and reserves any and all rights to change, modify, amend, add to, or delete from any section of this document as it deems, in its judgment, to be proper.

Revised 12/2021



# Village of Shorewood

AN EQUAL OPPORTUNITY EMPLOYER

SHOREWOOD POLICE DEPARTMENT  
 4057 N. Wilson Drive.  
 SHOREWOOD, WI 53211  
 (414) 847-2610

## APPLICATION FOR EMPLOYMENT AS POLICE CHIEF

This information is for official use only and will not be released to unauthorized persons nor will it be used to discriminate against any applicant.

**NOTICE:** Application must be typewritten or clearly printed in ink. All questions must be answered, if applicable. If not, indicate NA (not applicable).  
Applications, which are incomplete or illegible, will not be considered. If space provided is insufficient for complete answers or you wish to furnish additional information, attach sheets of the same size as this application and number answers to correspond with questions.

1. APPLICANT		
Name in Full (Last, First, Middle)		Today's Date
Present e-mail address  <b>All correspondence will be done via e-mail.</b>		
List all other names you have used including nickname. Have you ever used any other surname? If so, during what period and under what circumstances were these names used? If you have ever legally changed your name, give date, place and court.		
Birth Date	Are you at least 18 years of age?	Social Security Number
Driver's License Number	State	

2. RESIDENCES					
Present Residence Address (Apartment, Street, P. O. Box)			Residence Telephone Number ( )		
City	State	Zip Code	Business Telephone Number ( )		
Complete address to which you wish mail sent (include zip code and telephone number if different from above).					
List chronologically ALL your residences during the past seven years. (Include addresses while attending school if away from home and all military addresses including any off-military base).					
Dates		Apt. No.	Street Address	City	State
From	To				



## 5. EMPLOYMENT

List chronologically all employment, including summer and part-time employment while attending school. All time must be accounted for. If unemployed for a period, indicate, setting forth dates of unemployment. If you wish to furnish additional employment information, attach sheets of the same size as this application.

Name and Address of Employer	Dates	Position and Kind of Work	Reason for Leaving
Name _____ Street _____ City, State _____	<u>Dates</u> From _____ To _____ Full-time <input type="checkbox"/> Part-time <input type="checkbox"/>		
Name _____ Street _____ City, State _____	<u>Dates</u> From _____ To _____ Full-time <input type="checkbox"/> Part-time <input type="checkbox"/>		
Name _____ Street _____ City, State _____	<u>Dates</u> From _____ To _____ Full-time <input type="checkbox"/> Part-time <input type="checkbox"/>		
Name _____ Street _____ City, State _____	<u>Dates</u> From _____ To _____ Full-time <input type="checkbox"/> Part-time <input type="checkbox"/>		
Name _____ Street _____ City, State _____	<u>Dates</u> From _____ To _____ Full-time <input type="checkbox"/> Part-time <input type="checkbox"/>		

## 6. MILITARY RECORD

Have you ever served in the armed forces, National Guard, or military reserves?

No  Yes, highest rank attained \_\_\_\_\_

Do you claim veteran's preference?  No  Yes

- Active duty between 8/27/40 and 7/25/47  Eligible for armed forces expeditionary medal  
 Active duty between 6/27/50 and 1/31/55  Called into active duty pursuant to S.1, Executive Order 10977 - Berlin Crisis 1961 call-up  
 Active duty 8/5/64 to 7/1/75 except service for training purposes

(Attach FORM DD214)

Branch of Military Service	Serial Number	Dates of Active Duty: From _____ To _____ Mo. Day Year Mo. Day Year
Type of Discharge	Basis for Discharge	
Member of reserve? <input type="checkbox"/> No <input type="checkbox"/> Yes <input type="checkbox"/> Ready <input type="checkbox"/> Standby	Service Branch	
Was any type of disciplinary action taken against you in service that remains a part of your permanent record? <input type="checkbox"/> No <input type="checkbox"/> Yes, of what nature: _____		

**7. COURT RECORD**

Have you ever been convicted of any violation including traffic, but not parking?

No  Yes, list all violations below (attach additional sheets of the same size if necessary)

Date	Place (City, State)	Charge	Final Disposition
Details			Final Disposition
Date	Place (City, State)	Charge	Final Disposition
Details			Final Disposition
Date	Place (City, State)	Charge	Final Disposition
Details			Final Disposition
Date	Place (City, State)	Charge	Final Disposition
Details			Final Disposition

**8. E-MAIL and WEB USE**

Please list all e-mail addresses you have utilized for the previous two years:

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**9. ORGANIZATION MEMBERSHIP**

1. Have you ever organized or helped to organize or become a member of any organization or group of persons which, during the period of your membership or association, you knew was advocating or teaching that the government of the U.S. or any state or any political subdivision thereof should be overthrown or overturned by force, violence, or any other unlawful means? If the answer to this is yes, explain fully.  No  Yes

Explanation:

2. If your answer to question 1 is yes, did you during the period of such membership or association have the specific intent to further the aims of such organization, association, or group of persons to overthrow or overturn the government of the U.S. or any state or any political subdivision thereof by force, violence or any other unlawful means?  No  Yes

**10. Certification**

Are you a US Citizen?  No  Yes

Are you Certified as a LE officer in WI?  No  Yes

If yes, what school/date \_\_\_\_\_

I understand and agree that any offer of employment is contingent on satisfactorily passing a comprehensive background investigation, physical examination including drug screening, and psychological evaluation.

I certify that the undersigned is the person named in this application; I have read and made a complete answer to each question; my answers in each instance are true and correct, and contain no misrepresentations, omissions, or falsifications. I understand that if any of the information contained in any of the foregoing answers contains any misrepresentations or falsifications or if any material information has been omitted, the same shall be deemed and agreed to be sufficient cause for non-selection or dismissal if selection has occurred.

SIGNATURE OF APPLICANT	DATE
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**PLEASE READ CAREFULLY AND SIGN BELOW**

Information provided and statements made as part of this application may be grounds for not employing you or for dismissing you after you begin work. All information provided and statements made are subject to verification.

**CERTIFICATION**

All information provided and statements made by me as part of this application, or as part of any additional information provided in support of this application, are complete, correct, and true to the best of my knowledge.

\_\_\_\_\_  
Applicant's Signature

\_\_\_\_\_  
Date Signed

# VILLAGE OF SHOREWOOD

## AUTHORIZATION FOR RELEASE OF INFORMATION *(For official use only; not to be released to unauthorized persons)*

I hereby empower an employee of the Village of Shorewood or other authorized representative thereof bearing this release to, within one year of its date, obtain information and records pertaining to me from any or all the following sources:

1. Municipal, State or Federal law enforcement agencies
2. Selective Service system
3. Any banking institution
4. Any place of business (for purposes of obtaining credit or employment data)
5. Credit rating bureaus or institutions maintaining individual credit rating files
6. Any previous employer
7. Present employer
8. Any school, college, university, or other educational institution
9. Any law enforcement or jail officer

### Exceptions to this blanket authorization (for example present employer unless you are a semi-finalist):

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

This release is executed to authorize the Village of Shorewood, as a prospective employer, to obtain the above information. It is understood that said information will be used only in consideration of my employment and will not be further disseminated for any purpose.

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature (full name)

\_\_\_\_\_  
Date of Birth

\_\_\_\_\_  
Address

\_\_\_\_\_  
City, State, Zip

\_\_\_\_\_  
Witness

\_\_\_\_\_  
Print Name w/ Middle Initial



## APPLICATION FOR EMPLOYMENT

### LAW ENFORCEMENT, JAIL OR SECURE JUVENILE DETENTION OFFICER

**NOTICE:** All questions must be answered. Incomplete or illegible applications will not be considered. If the space provided is insufficient for complete answers or you wish to furnish additional information, please attach additional pages.

#### 1. PERSONAL INFORMATION

Name (Last, First, Middle)

Address (Apartment, Street, P.O. Box)			Home Telephone Number
City	State	Zip Code	Work Telephone Number
Email Address			Cell Phone Number

Have you successfully completed the basic training required for certification (i.e. 720-hour law enforcement academy)? Yes  No

If yes, what type(s) of basic training have you successfully completed? Law Enforcement  Jail  Secure Juvenile Detention

If applicable, include the name of the school where you completed basic training and the date that training was completed:

\_\_\_\_\_

Are you at least 18 years old? Yes  No

Are you a United States citizen? Yes  No

Do you have a high school diploma, GED or HSED? Yes  No

Do you have an Associate Degree or 60 associate degree level credits or higher from an accredited college or university? Yes  No

If No, were you employed as a law enforcement officer prior to February 1, 1993? Yes  No

The college credit requirement as written in Wisconsin Administrative Code § LES 2.01(1)(e), pertains to law enforcement and tribal law enforcement officers first employed on or after February 1, 1993.

Have you ever been convicted of a felony? Yes  No

Have you ever been convicted of a misdemeanor crime of domestic violence? Yes  No

Are you prohibited by state or federal law from possessing a firearm? Yes  No

Do you possess a valid Wisconsin driver's license or a valid driver's license from another state? Yes  No

#### 2. EDUCATION

Name of School(s)	Dates		Degree, Diploma, or Credits Earned
	From (mm/yyyy)	To (mm/yyyy)	
<i>High School(s)</i>			
<i>College(s)</i>			

### 3. EMPLOYMENT

Begin with current or most recent employer. List chronologically all employment, including summer and part-time employment while attending school. To furnish additional employment information, attach sheets of the same size and format as this application.

Name and Address of Employer	Dates of Employment	
	From (mm/yyyy)	To (mm/yyyy)
Name of Employer:		
Address:	<i>Full-Time</i> <input type="checkbox"/> <i>Part-Time</i> <input type="checkbox"/>	<i>Annual Salary/Wages:</i>
City:	State:	Zip Code:
Supervisor's Name / Telephone Number:	May we contact the employer / supervisor? Yes <input type="checkbox"/> No <input type="checkbox"/>	
Position and kind of work:	Reason for Leaving:	

Name and Address of Employer	Dates of Employment	
	From (mm/yyyy)	To (mm/yyyy)
Name of Employer:		
Address:	<i>Full-Time</i> <input type="checkbox"/> <i>Part-Time</i> <input type="checkbox"/>	<i>Annual Salary/Wages:</i>
City:	State:	Zip Code:
Supervisor's Name / Telephone Number:	May we contact the employer / supervisor? Yes <input type="checkbox"/> No <input type="checkbox"/>	
Position and kind of work:	Reason for Leaving:	

Name and Address of Employer	Dates of Employment	
	From (mm/yyyy)	To (mm/yyyy)
Name of Employer:		
Address:	<i>Full-Time</i> <input type="checkbox"/> <i>Part-Time</i> <input type="checkbox"/>	<i>Annual Salary/Wages:</i>
City:	State:	Zip Code:
Supervisor's Name / Telephone Number:	May we contact the employer / supervisor? Yes <input type="checkbox"/> No <input type="checkbox"/>	
Position and kind of work:	Reason for Leaving:	



**4. MILITARY SERVICE**

Branch of Service	From (mm/yyyy)	To (mm/yyyy)	Active Duty or Reserve	Highest Grade	Skill Specialty or Primary Duty

Honorably Discharged from Military Service? Yes  No  Not Applicable

**5. REFERENCES**

Give three references (not relatives, or present employer; avoid listing members of the clergy).

Name:

Position/Title/Profession:

Number of Years Acquainted:

Address:

City/State/Zip:

Telephone Number:

Name:

Position/Title/Profession:

Number of Years Acquainted:

Address:

City/State/Zip:

Telephone Number:

Name:

Position/Title/Profession:

Number of Years Acquainted:

Address:

City/State/Zip:

Telephone Number:

**6. GENERAL**

**COMPLETE IF INSTRUCTED TO DO SO BY EMPLOYING AGENCY.**

**Attach no more than one additional page for each answer.**

- A. Why have you chosen to apply for this position?
- B. Discuss things you have done which have contributed to your life experience. Be sure to include information regarding volunteer work with civic, school, or professional organizations. Be specific about names and dates.
- C. Why do you believe you can relate to and/or work with people of different races, genders, cultures, ages, socio-economic groups, and educational levels?

**APPLICANT PLEASE READ CAREFULLY AND SIGN BELOW**

Information provided and statements made as part of this application may be grounds for not employing you or for dismissing you after you begin work. All information and statements made are subject to verification.

**CERTIFICATION**

ALL INFORMATION PROVIDED AND STATEMENTS MADE BY ME AS PART OF THIS APPLICATION, OR AS PART OF ANY ADDITIONAL INFORMATION PROVIDED IN SUPPORT OF THIS APPLICATION, ARE COMPLETE, CORRECT, AND TRUE TO THE BEST OF MY KNOWLEDGE.

I UNDERSTAND THAT IF I AM EMPLOYED, FALSE INFORMATION PROVIDED OR FALSE STATEMENTS MADE AS PART OF THIS APPLICATION MAY BE CONSIDERED AS CAUSE FOR DISMISSAL.

\_\_\_\_\_  
Applicants Signature

\_\_\_\_\_  
Date Signed

Under the provisions of § 19.36, Wis. Stats., I request that my identity as an applicant for this position not be revealed without my consent or until required under law.

\_\_\_\_\_  
Applicants Signature

\_\_\_\_\_  
Date Signed

Type <Ctrl – Enter> to add additional pages.

**VILLAGE OF SHOREWOOD**  
**CHIEF OF POLICE APPLICATION**  
**PRE-INTERVIEW QUESTIONS**

Please answer the following questions including all the information requested. Include your answers as part of your application packet. **It is not necessary to answer the questions in Section 6 of the DJ-LE-330.**

1). Describe your current agency. Include information on the number of full and part-time employees, budget, services offered, geographic area served, and any major issues which exist within the agency.

2). Describe the community in which you are currently employed. Include information on the population, size, demographics, community involvement with and perception of the police department, and the most pressing crime or quality of life issue the community currently faces.

3). Describe your philosophy, practices, technique, and experience in handling citizen complaints.