

LEMONT POLICE DEPARTMENT



CHIEF OF POLICE

Executive Recruitment



CHIEF OF POLICE RECRUITMENT

The **Village of Lemont** is seeking an experienced, visionary leader to serve as its next Chief of Police. This is an extraordinary opportunity for a forward-thinking professional to shape the future of policing in one of Illinois' most historic and thriving communities.

Why Lemont?

This is more than just a job—it's a calling. Lemont offers a tight-knit, engaged community that values public service, safety, and innovation in law enforcement. We seek a strategic, community-oriented leader who embraces and enhances our 21st Century Policing philosophy, emphasizing community partnerships, collaboration, transparency, accountability, and trust-building.

As Chief of Police, you will:

- Lead a 24/7, professional, accredited law enforcement agency known for progressive policing, quality service, and community engagement.
- Enhance public trust through ethical leadership, accountability, transparency, communication, collaborative problem-solving, and modern policing strategies.
- Inspire and support department personnel, fostering a culture of teamwork, morale, and professional development.
- Develop and implement policies that align with best practices in law enforcement.
- Serve as a key advisor to village leadership on matters of public safety, policy, and community relations.



LEMONT AT - A - GLANCE

- Lemont Population: 17,629
- Form of Government: Village President-Trustee
- FY 2025-2026 Village Budget - \$39M Revenue/\$37M Expenditures
- Land Area: 8.74 square miles
- County: Cook (95%), DuPage, and Will Counties
- Households: 6,235
- Median Household Income: \$128,694
- Median House Value: \$479,438
- Median Age: 43.7



ABOUT LEMONT

Nestled in the heart of northeastern Illinois, Lemont is a vibrant community that blends rich history, small-town charm, and modern living. Established in 1836 and incorporated in 1873, Lemont is one of the oldest and most unique villages in the Chicagoland area.

In 2016, Lemont's historic downtown was recognized on the National Register of Historic Places, a testament to the village's dedication to preserving its heritage. Located just 25 miles southwest of downtown Chicago, Lemont offers the perfect balance of suburban tranquility and urban accessibility. Commuters enjoy Metra's Heritage Corridor Line, while major highways like I-55 and I-355 provide seamless travel options. The local economy thrives with a diverse mix of small businesses, industrial enterprises, and retail establishments, while Argonne National Laboratory stands as a hub for innovation and research.

Lemont takes public safety seriously, with a low crime rate and a dedicated police and fire service fostering a welcoming environment. The Lemont Police Department is committed to community policing, ensuring strong relationships between law enforcement and residents.

Lemont – a place to live, work, and thrive – where history meets opportunity, and community spirit is at the heart of it all.



ABOUT LEMONT PD

The Lemont Police Department is a progressive, community-focused law enforcement agency dedicated to transparency, accountability, and public safety. Operating from a state-of-the-art facility, the department provides professional law enforcement services that prioritize the well-being of residents and visitors alike.

Mission & Vision

The department's mission is to protect life and property, prevent crime, and enhance community safety while fostering meaningful partnerships that improve residents' quality of life. With a vision of becoming a model law enforcement agency, the department strives to earn the trust and respect of both citizens and peers.

Commitment to Excellence

Advanced Training: Lemont Police Department is committed to providing officers with ongoing and continuous training to include but not limited to de-escalation training, mental health awareness, crisis intervention, implicit bias, and officer wellness.

Modern Technology: The department utilizes body-worn cameras, automated license plate readers, and comprehensive surveillance systems to enhance both public safety and accountability.

Community Policing: Through proactive outreach and community engagement, the department has built strong community partnerships that enhance trust and collaborative problem-solving.

Professional Standards & Staffing

The Lemont Police Department is proud to have earned Tier 1 Accreditation from the Illinois Law Enforcement Accreditation Program (ILEAP), a recognition of its high professional standards. The department is structured as follows:

- Sworn Personnel: (29) full-time officers and (2) part-time officers
- Civilian Personnel: (8) full-time support staff
- Emergency Management Staff

Leadership Structure:

- Chief of Police
- Two Commanders (Operations and Admin.)
- Five Sergeants
- Three Detectives
- 21 Patrol Officers

Governance & Oversight

Recruitment and promotions within the department are overseen by the Village's Board of Fire and Police Commissioners. The current collective bargaining agreement is in effect until April 30, 2028. Lemont operates under a mayor and a six-member Board of Trustees, with day-to-day administration handled by the Village Administrator. Various boards and commissions encourage citizen participation and community oversight, ensuring that local governance remains transparent and responsive.



IDEAL CANDIDATE

The ideal candidate must possess the following qualities:

- Be an ethical leader who leads by example, embraces best practices, is capable of making sound decisions under pressure, and can motivate and develop staff while maintaining an inclusive culture of teamwork, accountability, and professionalism.
- Candidates must exhibit proficiency in interpreting and applying laws, regulations, policies, and procedures related to law enforcement, ensuring department operations are in compliance with all federal, state, and local laws.
- Candidate must be a clear and persuasive communicator, both written and oral, capable of engaging with diverse audiences, stakeholders, and governing bodies.
- Innovative thinking, with a focus on leveraging current technology, programs, and procedures to improve service delivery and support department staff.
- Proven ability to be an inclusive and collaborative leader with experience in community engagement, department administration, and strategic planning.
- The ability to build and maintain positive relationships with the residential, business, and educational communities and to lead the department through active community engagement. Practice good active listening skills and be approachable to all people.
- Possess the drive to be actively engaged with the larger community of law enforcement leaders and maintain professional relationships with peers in the area.
- Commitment to modern policing strategies, including crime prevention, crime reduction, investigative techniques, and patrol operations, while continuously evaluating new technologies and tactics.
- Proficiency in budget management, resource allocation, personnel leadership, and staff development.
- Must exhibit outstanding leadership abilities and a comprehensive understanding of police department operations.
- Capable of developing, implementing, and enforcing policies and procedures that govern day-to-day operations.
- Ability to effectively evaluate and motivate personnel to ensure high performance and professional growth.
- Show strong strategic thinking in managing the development and implementation of department goals and objectives.
- Must be able to thoroughly assess workloads, administrative systems, and internal relationships to identify areas for improvement and implement the necessary changes.
- Dedication to prioritizing professional development, continuously seeking opportunities for growth to enhance competence through associations, education, and official functions.
- Maintain personal and professional integrity in all interactions with the public, elected officials, and city personnel. Must model the organization's value.



CANDIDATE QUALIFICATIONS

EDUCATION:

- A **bachelor's degree** in criminal justice, business, public administration, or a related discipline is a prerequisite, with a master's degree preferred.
- Graduation from an advanced leadership and senior management training program such as the FBI National Academy, Northwestern's School of Police Staff and Command, Southern Police Institute's Administrative Officer Course, or PERF Senior Management Institute for Police is highly desirable.

EXPERIENCE:

- **At least 20 years of law enforcement experience as a full-time sworn officer.**
- **A minimum of ten (10) years of progressive supervisory experience** in law enforcement with **at least five (5) years of senior command-level experience** as a Chief, Assistant Chief, Deputy Chief, or similar senior administrative rank in a comparable law enforcement agency.
- A proven track record of successful community engagement is critical. The candidate should excel in fostering collaborative relationships and implementing effective problem-solving strategies.
- A keen understanding of the principles and practices of police administration, organization, management, and supervision is essential for driving successful initiatives.

SPECIAL REQUIREMENTS:

- The position requires a valid Illinois Driver's License and certification from the Illinois Law Enforcement Training and Standards Board, or the ability to obtain certification within six months of appointment.

COMPENSATION & BENEFITS

- Salary Range: **\$160,000-165,000 DOQ** (Placement based on experience and qualifications)
- Comprehensive Benefits Package Includes:
 - Health, Dental, Vision, and Life Insurance
 - Employee Assistance Program (EAP) and "We Never Walk Alone" Membership
 - Downstate Police Pension, If Eligible
 - Generous Paid Time Off (Vacation, Personal, and Sick Leave)
 - 11 Paid Holidays Annually
 - Professional Development and Training Opportunities
 - Tuition Reimbursement



HOW TO APPLY

Interested candidates should apply by **April 27, 2025** by sending:

- Resume
- Cover letter
- Contact information for five (5) professional references

Send items listed above via email to kenny@ilchiefs.org, aj@ilchiefs.org, and please courtesy copy christine@ilchiefs.org

Please include the following subject line:
Chief of Police Recruitment - Lemont PD

Questions regarding this opportunity should be directed to:
Illinois Association of Chiefs of Police Executive Director Kenny Winslow by emailing kenny@ilchiefs.org or calling 217-523-3765.

The Illinois Association of Chiefs of Police is assisting with this search.

The Village of Lemont is an Equal Opportunity Employer.

