

Executive Recruitment

CHIEF OF POLICE



Lisle Police Department
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Chief of Police Recruitment

The Village of Lisle is seeking an exceptional police leader to be its next Chief of Police. The Chief of Police oversees and directs all activities of the police department and ensures that the services provided are of the highest quality. The Village is seeking an adaptable professional with an ability to provide strategic and modern approach to policing. Be a visionary, progressive, forward-thinking leader who focuses on tomorrow rather than the past. The next Chief of Police should possess the willingness to challenge the status quo and make changes when needed. The Police Chief is a highly visible position requiring strong leadership skills to embrace the best practices of 21st century policing.

Community and Village



Lisle, Illinois (Pop. 24,223) - The Village of Lisle is a highly desirable community located 26 miles west of Chicago in prosperous DuPage County. Lisle's location, access to an educated work force, exceptional school districts, and superb amenities are closely tied to a high quality of life that residents and businesses enjoy. The village has a total area of 7 square miles and neighbors the prestigious Morton Arboretum, a 1,700 acre world-class arboretum that draws visitors from around the globe. Lisle offers a vibrant downtown filled with small independent retailers, but also a wide variety of big city amenities while holding onto it's small town charm. Lisle also serves as the home to Navistar's corporate headquarters and nationally recognized education institutions, such as Benedictine and National-Louis University, where excellence is the norm.

Lisle at a Glance:

Population: 24,223
Land area: 7 square miles
County: DuPage County
Average cost of homes: \$372,681
Medium Household income: \$96,000
Average Household Size: 3.09
Households: 9,787

The Village of Lisle was incorporated in 1956, however, the history of the Lisle area dates back to the early 19th Century. Today, Lisle is a family-friendly community with an array of recreational and housing options, excellent schools, transportation access, and strong community values. The village is located in the center of a major transportation network that includes three airports, interstate highways, and rail and bus service. O'Hare and Midway airports are just a short 30-minute drive away and corporate air service is offered at the DuPage County airport. Lisle is located at the crossroads of I-355 and I-88, and has daily commuter and express train service provided by the BNSF railway.



Lisle Police Department

The Lisle Police Department is committed to transparency and accountability, continuously seeking to build trust and cooperation within the community it serves. Officers are trained in de-escalation techniques, mental health awareness, crisis intervention, and will be equipped with body worn cameras within the next year. Through strategic use of technology such as automated license plate readers, camera systems, and continuous engagement, Lisle PD maintains a proactive stance on crime prevention, community engagement, and maintaining high standards of public safety. The department's approach to community policing is supported by ongoing training and professional development opportunities for their officers, ensuring they remain at the forefront of best practices in law enforcement. The police department prides itself on being progressive and professional and has received Tier 1 accreditation from the Illinois Law Enforcement Accreditation Program.

The Lisle Police Department is a full-service professional law enforcement agency providing public safety services to the community through an authorized workforce of 38 sworn personnel and eight civilian employees. The Chief manages and directs all activities of the department and is assisted by two deputy chiefs who oversee and supervise the Operations Division and the Administration Division. The department consists of 5 Sergeants, 3 detectives, and 27 Patrol Officers who serve in various assignments. Patrol Officers are hired and promoted through the Village's Board of Fire and Police Commissioners and are represented by the Metropolitan Alliance of Police (MAP). The current collective bargaining agreement expires April 30, 2025. Public safety communication services are provided by DU-COMM, a large consolidated public safety communications center serving police and fire agencies within DuPage County.

The Lisle Police Department is a valued facet of the community; department leadership and employees spearhead the Volunteers 4 Lisle Program providing support for special events and emergency responses. The department's high visibility ensures an opportunity to affirmatively promote, preserve, and deliver quality services and provide a safe community to all citizens.



Department Mission Statement

The members of the Lisle Police Department are committed to providing high quality, professional police services that promote a safe and secure community. It is our mission as a police department to form a partnership with the community to ensure the safety of the citizens through crime prevention, the equal enforcement of laws, and the protection of life and property. We recognize our diverse community and provide police services without regard to sex, race, religion, national origin, social status, or sexual orientation.

Department Quick Facts

- 38 sworn personnel
- 8 civilian employees
- Tier 1 Accreditation from ILEAP
- Responded to 22,648 calls for service in 2023
- Service Area of 6 miles
- Population 24,223
- Operating budget of \$9.9 million

Government Background

Lisle is governed by a mayor and a six-member Board of Trustees, and is professionally managed by a village manager. The Mayor, with advice and consent of the Board of Trustees, appoints the Village Manager and Chief of Police. The Village actively engages the community through mayor-appointed boards and commissions. With a dedicated workforce of 88 employees, Lisle offers comprehensive services spanning community and economic development, finance, police, human resources, public works, customer service, and village administration. Fire Services, parks, and library, however, are managed separately by an independent district.

Operating on a budget totaling \$44,429,594 for the fiscal year 2024-2025, the village has consistently demonstrated strong fiscal management, earning the 'Triple Crown' by GFOA (Government Finance Officers Association) for excellence in financial reporting and distinguished budget presentation.

Vision: Lisle is a welcoming, community-oriented village where residents and businesses thrive. Strategic performance areas include:

- Fostering economic investment
- Fiscal sustainability
- Safe and welcoming community
- Innovative service delivery

Mission: The Village of Lisle leverages its skilled and innovative workforce to deliver efficient, high quality, customer-centric municipal services.



Ideal Candidate

- Promote community policing through increased engagement and visibility. Be proactive in building strong relationships, inspiring trust, and encouraging collaboration with internal and external stakeholders to create a safe and welcoming community.
- Develop a cohesive and positive work environment that fosters teamwork, respect, and open communication among personnel, while cultivating a culture of accountability that encourages forward-thinking and empowers employees to act responsibly. Be a collaborative and inclusive leader with well-developed cultural competency skills, who leads by example, and is a person of high moral values and ethics.
- 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
- Be able to quickly gain credibility and respect of employees. Possess well developed leadership skills that demonstrate the ability to make difficult, sometimes unpopular decisions. Be fair, impartial, and consistent dealing with all employees in terms of assignments, enforcement of rules, and discipline.
- Be a champion communicator enabling clear and open exchanges with the public and village representatives. Be able to represent the department and Village with a high level of community engagement.
- Have experience working with elected officials and village management in a team-oriented approach ensuring department operational concerns are shared with village management in a tactful, and timely manner while advocating for the department when necessary to ensure a balanced approach to operating issues and concerns. Be an active member of the Village Management Team.
- Approach the demands and challenges facing law enforcement with confidence and humility, while supporting the mental and physical wellness of employees in an ever-changing environment.
- Embrace and implement modern policing strategies and practices to include the use of data and technology, along with efficient resource deployment.
- Be able to strategically develop and implement plans that align with village objectives and respond to future challenges, all while managing a budget and other resources effectively.
- History of intergovernmental cooperation and relationship building, collaborating with other law enforcement agencies and mutual aid groups.
- Experience with collective bargaining issues and labor contract administration.

Qualifications

Education: Candidates must possess a bachelor's degree in criminal justice, public administration, or a closely related field; a master's degree is preferred. Completion of an advanced leadership and management training program such as Northwestern University's School of Police Staff and Command, Southern Police Institute's Administrative Officers Course, or FBI National Academy is required.

Experience: Minimum of 10 years of law enforcement experience showing progressive responsibility with five years of senior command level experience at a comparable law enforcement agency. A history of successful community engagement, business acumen, and collaborative problem-solving skills.

Special Requirements: Position requires an Illinois Driver's License and Illinois Law Enforcement Training and Standards Board certification or the ability to attain within six months. Illinois residency within 50 miles of Lisle is required.

Compensation and Benefits

The starting salary range for the Chief of Police is **\$149,323 - \$174,210**. Placement will be based on qualifications and professional experience. The village provides a comprehensive and generous benefits package to include, but not limited to:

- Health Insurance-medical (BCBSIL), dental (Delta Dental), vision (VSP)
- Life Insurance
- Paid Time Off
- Paid Holidays
- Downstate Police Pension, if eligible
- Participation in Village of Lisle's 457 Deferred Compensation Plan
- Employee Assistance Program
- Professional Development Opportunities
- Vehicle

How To Apply

Interested candidates should apply by **9 a.m. on October 1, 2024** by emailing a resume, cover letter, and contact information for five professional references to [**ilacp@ilchiefs.org**](mailto:ilacp@ilchiefs.org) and courtesy copy [**carmen@ilchiefs.org**](mailto:carmen@ilchiefs.org)

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

Upon review of the applications, only a select group of qualified candidates will be invited to participate in the remainder of the selection process to include an Assessment Center as well as interviews. A job offer will follow to the chosen candidate, contingent on the remainder of the hiring process and the passing of a thorough background check. The candidate will join the Village of Lisle on a mutually agreed upon date.

*The Illinois Association of Chiefs of Police is assisting with this search.
The Village of Lisle is an Equal Opportunity Employer.*

Questions regarding this opportunity should be directed to the Illinois Association of Chiefs of Police at [**ilacp@ilchiefs.org**](mailto:ilacp@ilchiefs.org) or 217-523-3765.

