



CHIEF OF POLICE

EXECUTIVE RECRUITMENT

VILLAGE OF MAYWOOD



Chief of Police Recruitment

The Village of Maywood, Illinois is seeking an experienced and transformational police leader to be its 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 accountability. The candidate must also have a history of ethical decision-making and effective management of complex organizations.

The ideal candidate will demonstrate a strong commitment to the mission of the Maywood Police Department and its policies. This role requires an individual who values transparency, integrity, and accountability, and who can drive forward the department's goals of increased efficiency, effectiveness, and service to the community. The Chief will be selected by the Village Manager with Village Board Approval.



Maywood PD Mission & Values

Mission Statement:

To improve the quality of life in the Village of Maywood by delivering professional and progressive law enforcement services in partnership with the community.

Core Values:

- **Transparency:** Transparent in the decisions, actions, and communication practices that thereby effect the community the Maywood Police Department Serves.
- **Accountability:** Individual police officers and law enforcement agencies will be held responsible for effectively delivering basic services of crime control and maintaining order, while treating individuals fairly, and within the boundaries of the law.
- **Ethical Conduct:** Maintaining trust and respect pertaining to the diverseness, dignity and rights of individuals and groups.
- **Selfless Service:** to perform and serve without expectation of an award or compensation for a job or task that is accomplished.

About Maywood

The Village of Eternal Light

Founded in 1869, Maywood sits along the western banks of the Des Plaines River, approximately 15 miles west of downtown Chicago. Incorporated as a village in 1881, Maywood developed a rich legacy of diversity, civic pride, and national service that is unique in Illinois.

Maywood's history is particularly distinguished by its residents who served their country, and its ties to the Underground Railroad. In recognition of the residents who served with the 192nd Tank Battalion during World War II, Congress designated Maywood as the "Village of Eternal Light." A local memorial now commemorates their sacrifice.

Ideal Location

The Village of Maywood offers the advantages of a close-knit suburban community while providing convenient access to Chicago and the surrounding metropolitan areas.

The Eisenhower Expressway (I-290) provides direct access to downtown Chicago, while Metra's Union Pacific West Line connects Maywood to downtown Chicago and several surrounding Western suburbs.

Beyond transportation, Maywood's location places residents within easy reach of the region's major employment centers, cultural attractions, shopping districts and recreational opportunities. Its proximity to Chicago, combined with its connections to the western suburbs, makes Maywood a well-positioned and accessible community within the greater Chicago metropolitan area.

Quality of Life

Maywood offers a variety of natural, recreational, and community activities, including forest preserves and Maywood Grove. Residents enjoy trails, open space, and opportunities for outdoor recreation with a network of local parks and programs. Diverse restaurants, locally owned businesses and commercial areas add to the community's character, while nearby cultural, educational and civic resources provide convenient access to libraries, arts, education and other opportunities.

Maywood at a Glance

Population:

23,512

Households:

7,417

Distance to downtown

Chicago:

15 miles

Total Area:

2.72 Square Miles

Median Household:

\$68,815

Median Home Value:

\$240,000

Median Resident Age:

34.6 years

Form of Government:

Village Manager/Board of Trustees

Total FY 27 Police Department

Budget:

\$14,775,701

Approximate Calls for

PD Service 2025:

23,375

Maywood Government

The Village of Maywood is an Illinois Home-Rule community that was organized on October 22, 1881. The Village is governed by a seven member Board that consists of a President/Mayor and six Trustees. The Village operates under the Village Manager form of government. The Village President/Mayor and Board of Trustees are elected and staggered to four year terms.

The Village employs approximately 175 full- and part-time employees.

Residents also play a vital role in the governance of the community through largely voluntary service on Committees and Commissions that provide advice and counsel to the Village Board regarding key aspects of life in Maywood.

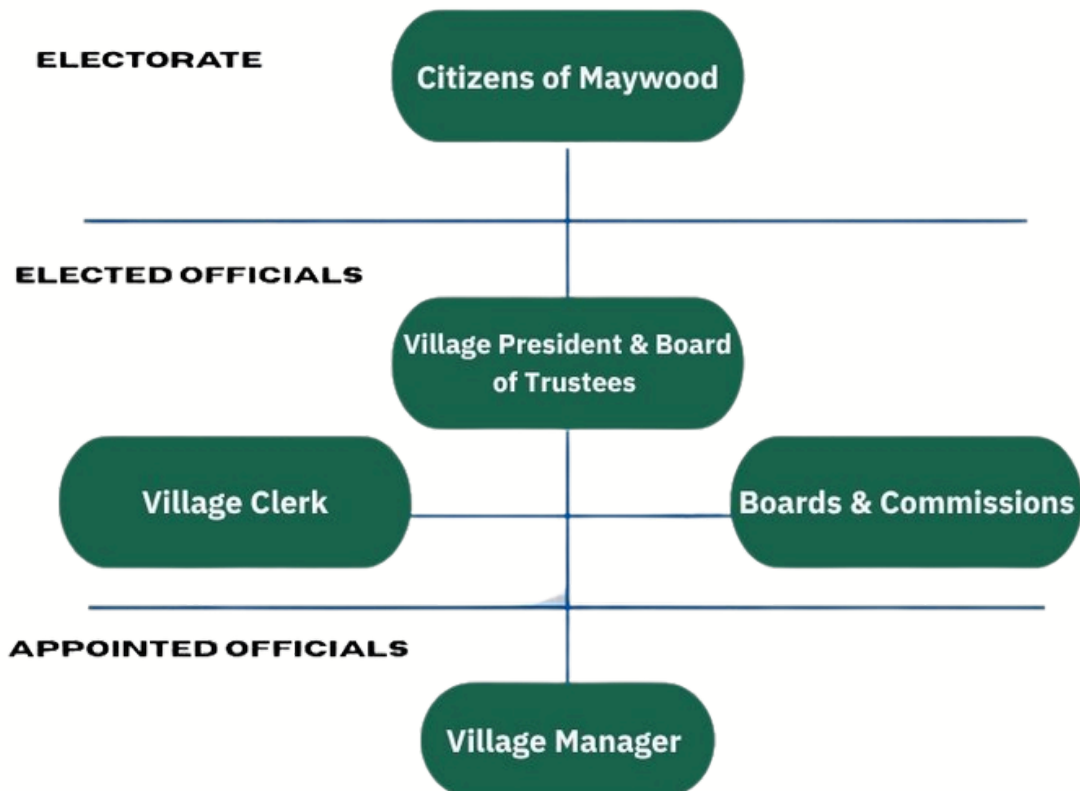
Vision:

To create the west suburban area's best community where a traditional atmosphere is preserved and quality of life is sustained by a sound and efficient government.

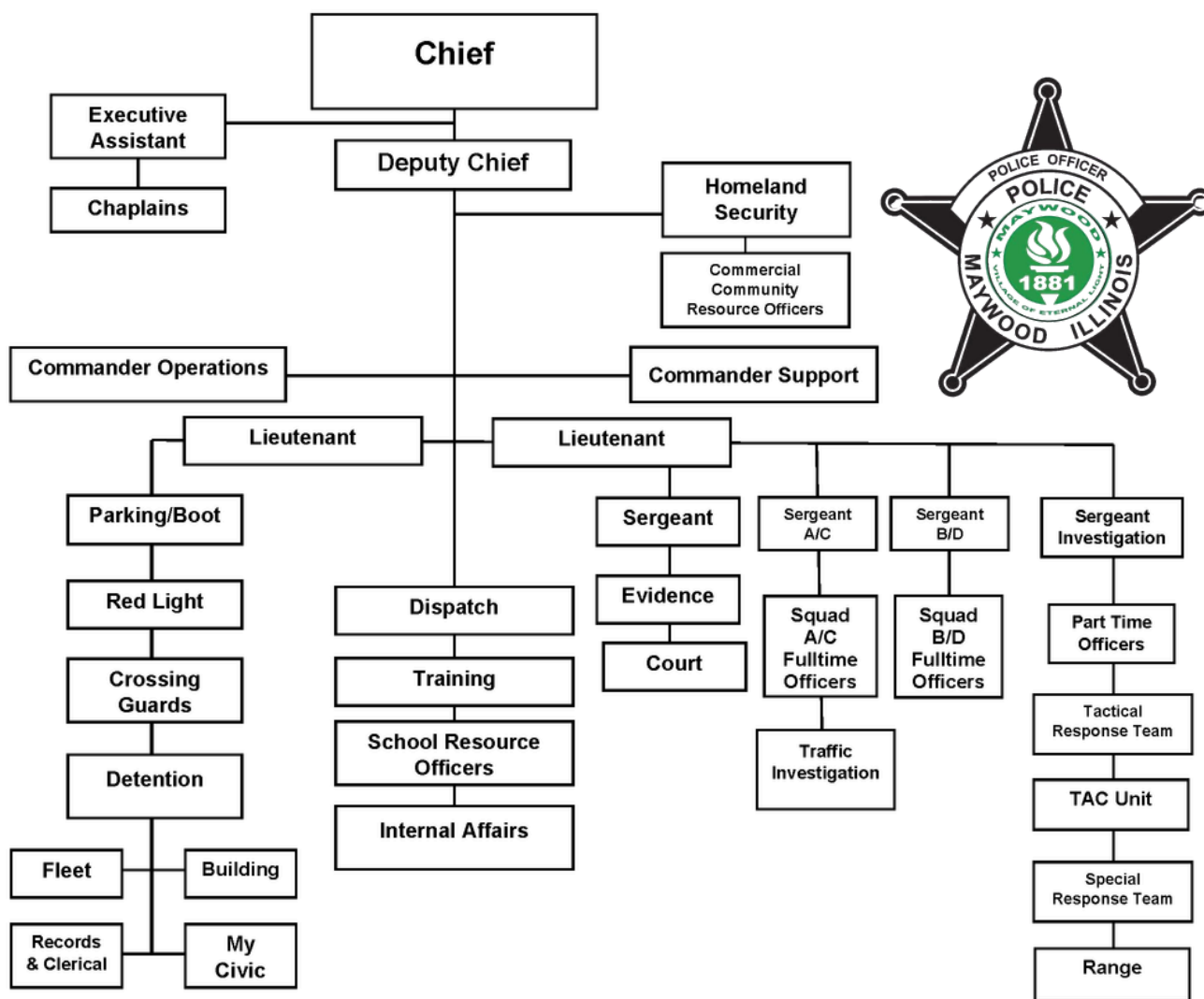
Mission Statement:

To meet the needs of the Village by providing and promoting excellence in service.

VILLAGE OF Maywood



Maywood Police Department Operations



***PD consists of 47 full-time sworn officers, including Chief, Deputy Chief, 2 Division Commanders, 2 Lieutenants, and 6 Sergeants.**
There are also 23 civilian employees.

Qualifications

Education:

- Master's degree, MBA, or other advanced degree required (in criminal justice, law enforcement, public administration, or closely related field); Bachelor's degree in same required as prerequisite
- Completion of 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 Officers Course, or PERF Senior Management Institute for Police is highly desirable

Experience:

- Minimum ten (10) years of progressive law enforcement experience with at least three (3) years of senior command experience at a comparable agency (i.e., captain, commander, deputy chief, assistant chief, chief)
- Demonstrated track record of advancing DEI initiatives, implementing de-escalation/procedural justice training, and evaluating or deploying AI and public-safety technology platforms

Requirements:

- Illinois Law Enforcement Training and Standards Board certification or be certified within 6 months of hire
- Possess a valid Illinois driver's license
- If selected, the candidate must pass an in-depth background check, psychological exam, functional capacity evaluation, medical examination, and drug screen
- Must reside within 15 miles of the Village of Maywood

Compensation & Benefits

- Salary \$145,000 - 165,000 DOQ
- Blue Cross Blue Shield Medical, Dental & Vision
- Paid time off for vacation, personal, executive, and sick leave
- Access to 457(b) Deferred Compensation Plan
- Downstate Police Pension, if eligible
- Reimbursement for professional development and continuing educational expenses

Ideal Candidate

The ideal candidate for Chief of Police in the Village of Maywood should demonstrate the following qualities and capabilities:

- Strong leadership skills, with the ability to plan, oversee, and manage the department's operations and activities effectively.
- In-depth knowledge of modern law enforcement principles, practices, and police administration, including organization and operational methods.
- Outstanding written and verbal communication skills, with the ability to deliver compelling public presentations and engage constructively with the media.
- Unimpeachable integrity, makes decisions based on ethical principles, professional standards, and the best interests of the Department and community.
- Fair and consistent, applies expectations and accountability uniformly throughout the organization.
- Transparent and accessible, communicates openly with employees, residents, Village officials, and other stakeholders.
- Respectful and people-centered, understands that employee morale, professional development, and organizational performance are interconnected.
- Ability to make difficult decisions under pressure while exercising sound judgment.
- Willingness to address organizational problems directly while maintaining appropriate relationships with departmental employees, village leadership, and community stakeholders.
- Visible and engaged, comfortable being present both inside the Department and throughout the community.
- Available and approachable. Understands that the chief of police is a highly visible position that requires dedication to various stakeholders and non-traditional hours. Someone who will be “rooted” in the community.
- A bridge-builder: able to strengthen relationships among employees, supervisors, Village leadership, residents, schools, businesses, and community organizations.





How to Apply

Interested candidates should apply by **12 p.m. on November 9, 2026**, by emailing a resume, cover letter, and contact information for five (5) professional references to kenny@ilchiefs.org and aj@ilchiefs.org, and courtesy copy christine@ilchiefs.org

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

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

Questions regarding this opportunity should be directed to the Illinois Association of Chiefs of Police at kenny@ilchiefs.org or 217-523-3765.

