



Executive Recruitment **CHIEF OF POLICE**



QUINCY
ILLINOIS

CHIEF OF POLICE RECRUITMENT

The City of Quincy is seeking an experienced, ethical, and forward-thinking law enforcement professional to serve as its next Chief of Police. The ideal candidate should have the ability to serve as a visible and positive advocate for the police department.

Quincy offers the next Chief an exceptional opportunity to lead a dedicated police department and become an integral part of a community that values public safety, strong relationships, and quality of life.

The Quincy Police Department is comprised of committed professionals who take pride in serving those they protect. The next Chief will build upon that strong foundation while providing the vision, leadership, and collaboration necessary to position the department for continued success. The ideal candidate will bring character and experience, vision grounded in practicality, and the ability to lead with both decisiveness and humility.

ABOUT QUINCY

Nestled along the scenic bluffs of the Mississippi River, Quincy, Illinois, is a vibrant community where rich history meets modern opportunity. With its welcoming neighborhoods, historic charm, strong civic pride, and commitment to progress, Quincy offers an exceptional quality of life and an opportunity for leaders to make a meaningful and lasting impact.

As a regional center for education, healthcare, retail, and business, Quincy offers the amenities and opportunities of a larger community while maintaining the character and connectedness of a Midwestern city. The community is home to Quincy University, John Wood Community College, and Blessing-Rieman College of Nursing. Quincy boasts an excellent school system (public and private), a thriving business community, vibrant cultural attractions, beautiful parks, and a growing economy. From its historic downtown and riverfront to its community events, recreational opportunities, and neighborhood traditions, Quincy is a community built on Midwestern values, civic pride, and strong partnerships.

Quincy provides a unique environment in which the Chief of Police can build meaningful relationships, strengthen public safety, and support the department's employees.

Quincy is a city with heart, history, and a clear vision for the future.

QUINCY AT A GLANCE

- **Population:** 39,463
- **Households:** 17,620
- **Median Family Income:** \$56,480
- **Form of Government:** City Council/Mayor
- **Land Area:** 15.76 Square Miles
- **Median Resident Age:** 40
- **Median House Value:** \$153,200
- **FY26/27 City Operating Budget:** \$60.6 Million

WHY LEAD QUINCY POLICE DEPARTMENT?

- **73 Full-Time Officers**
- **14 Civilian Personnel**
- **Tier II ILEAP Accreditation**

- **Operating Budget: \$17.6 million**
- **Service Area: 16 square miles**
- **Calls for Service Last Year: Approx. 30,000**

The Quincy Police Department is a professional and progressive law enforcement agency dedicated to providing exceptional police services and protecting the people who live, work, and visit the City of Quincy. The Department is committed to treating every individual with dignity, fairness, and respect while upholding the constitutional rights of all members of the community.



The Quincy Police Department offers an opportunity to lead a respected agency with a proud tradition of service and strong connections throughout the community. The next Chief of Police will build upon that foundation while providing the vision, leadership, and collaboration needed to guide the Department into its next chapter.

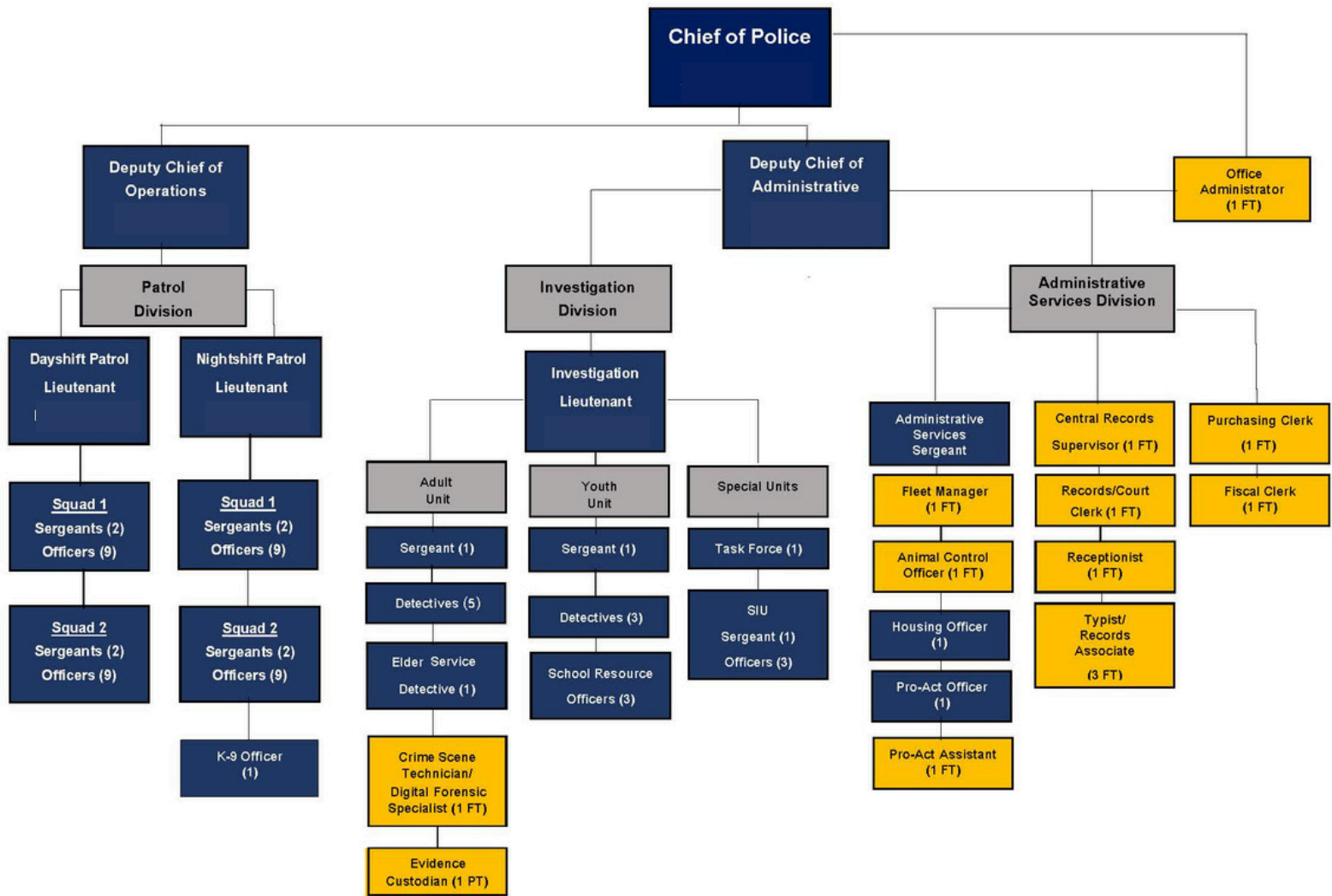
For a leader committed to making a lasting difference, Quincy offers more than a career; it offers an opportunity to serve, lead, and help shape the future of a vibrant and engaged community.

QUINCY POLICE MISSION STATEMENT

As members of the Quincy Police Department, it is our mission and duty to serve the citizens of our community, and to protect all life and property, to apply the law fairly, ethically, and equally to all, and to work in concert with the citizens of our community to improve quality of life.



ORGANIZATIONAL CHART



KEY RESPONSIBILITIES

The Chief of Police serves as an important member of the city's management team and as the chief executive officer and operational leader of the police department. The Chief is responsible for the effective management of the organization along with the administration and delivery of police services to the community.

Key responsibilities and duties include:

- Lead and oversee all Department operations, personnel, divisions, and special assignments, ensuring effective deployment of resources and personnel.
- Develop and establish the Department's vision, goals, policies, and operational priorities and implement strategies to continually improve police services and organizational effectiveness.
- Embrace modern policing principles, law enforcement best practices, and responsible use of technology.
- Supervise and develop Department personnel, including performance management, training, career pathing, and leadership development.
- Responsible for Labor-Management relations, contract negotiations, and disciplinary process and procedures.
- Manage the Department's fiscal and operational resources, including budget development, expenditures, financial reporting, purchasing, and accountability for departmental property and equipment.
- Ensure compliance with applicable laws, ordinances, policies, and professional standards, including responsibilities established by Quincy Municipal Code and state and federal law.
- Foster effective partnerships and interagency cooperation with federal, state, and local law enforcement agencies, governmental organizations, and community partners.
- Promote professionalism, accountability, teamwork, and continuous improvement throughout the Department while maintaining high standards of service to the community.
- Maintain ultimate responsibility and accountability for the Department's management, conduct, and performance.



CANDIDATE QUALIFICATIONS

Education:

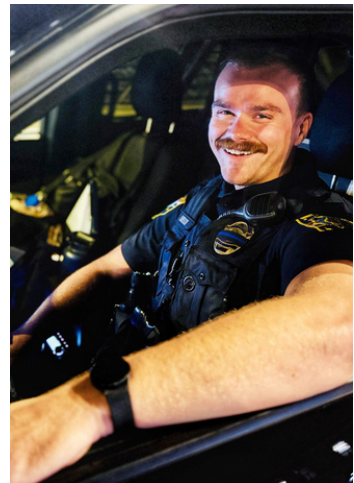
- Associate's degree or higher is **preferred**
- Completion of an advanced leadership and senior management training program such as the FBI National Academy, Northwestern's School of Police Staff and Command, Southern Police Institute's Administrative Officers Course, or PERF Senior Management Institute for Police is highly desirable.

Experience:

- 15 years of law enforcement experience and a minimum of three years of supervisory experience
- Requires extensive administrative skills, a high degree of responsibility, the ability to deal tactfully and formally with the public and subordinate officers, the ability to prepare and effectively present written and oral informational material, the ability to establish and maintain effective working relationships and the ability to provide effective leadership and supervision of subordinates.
- Experience with budgeting, HR functions, grant writing, and organizational leadership

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 a 40-mile radius of Quincy City Hall within six months of the effective date of employment; **residency within the city preferred**
- Ability to work outside of normal business hours including evenings, weekends, holidays, and callbacks as required



IDEAL CANDIDATE

The ideal candidate will be a progressive, experienced, and community-focused law enforcement leader who brings the character, vision, professional expertise, and management skills necessary to lead the Quincy Police Department into its next chapter.

The successful candidate should demonstrate the following qualities and capabilities:

Leadership, Character, and Vision

- Integrity, fairness, and transparency, with the ability to lead by example, establish clear expectations, promote accountability, and maintain high professional standards.
- Strategic and forward-thinking leadership, with the ability to establish and communicate a clear vision, lead through change, embrace best practices, and balance immediate operational needs with long-term organizational priorities.
- Proven law enforcement leadership experience, including a comprehensive understanding of modern policing, police administration, organizational management, and demonstrated success leading through periods of change or transformation.

Community and Organizational Leadership

- Commitment to community-oriented and proactive policing, with a strong emphasis on strengthening public trust and community partnerships.
- Strong organizational and operational management skills, with the ability to effectively oversee department operations, solve problems collaboratively, manage crises, and foster a culture of professionalism, teamwork, accountability, innovation, and continuous improvement.
- Commitment to employee development and organizational success, including recruitment and retention, training, mentoring, leadership development, succession planning, wellness, and employee engagement.
- Strong labor-relations experience, including collective bargaining, contract administration, grievances, mediation, arbitration, and maintaining productive relationships within a unionized public-sector environment.

Administrative and Professional Management

- Strong fiscal and resource-management skills, including developing and overseeing a municipal police budget and effectively managing personnel, equipment, and other departmental resources.
- Sound knowledge of applicable law and employment requirements, including federal and Illinois laws affecting municipal law enforcement, personnel, policies, and operations.

Ultimately, Quincy is seeking a Chief who combines character with experience, vision with practicality, and decisiveness with humility.

COMPENSATION & BENEFITS

Salary: \$130,000 - \$142,000

Benefits Package Includes:

- Blue Cross Blue Shield Medical, Dental, and Vision
- Downstate Police Pension
- Deferred Compensation Plan 457(b)
- Vacation & Paid Time Off
- Professional Development and Continuing Education Opportunities
- Equipment, Uniforms, and Company Vehicle Provided



HOW TO APPLY

Interested candidates should apply by **4 p.m. on September 18, 2026**, by sending:

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

Send all of the items listed above via email to [**kenny@ilchiefs.org**](mailto:kenny@ilchiefs.org), [**aj@ilchiefs.org**](mailto:aj@ilchiefs.org), with a courtesy copy to [**christine@ilchiefs.org**](mailto:christine@ilchiefs.org)

Please include the following subject line:

Chief of Police Recruitment - Quincy PD

Questions regarding this opportunity should be directed to:

Illinois Association of Chiefs of Police Executive Director Kenny Winslow by emailing [**kenny@ilchiefs.org**](mailto:kenny@ilchiefs.org) or calling 217-523-3765.

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

The City of Quincy is an Equal Opportunity Employer.