

ILACP Vice Presidential Candidate Questionnaire

- **Name and job title.**

Jeremy M. Gaughan

Chief of Police

Village of Gurnee Police Department

- **How long have you been in law enforcement? How long have you served as Chief of Police?**

I have served in law enforcement for more than 26 years, beginning my career in 1999 and progressing through patrol, investigations, command staff, and executive leadership roles. I was appointed Chief of Police for the Village of Gurnee in December 2025, following service as Deputy Chief and other senior leadership assignments.

In parallel, I completed a 22-year career in the U.S. Army Reserve, retiring as a Sergeant Major. That experience reinforced a strong foundation in leadership continuity, accountability, mentorship, and deliberate succession planning principles that directly inform my approach to leading a modern police organization.

- **What position are you running for and why?**

I am running for **Third Vice President of the Illinois Association of Chiefs of Police** because I believe ILACP must continue to evolve, remain relevant, and deliver tangible value to chiefs at every stage of their careers.

Chiefs today face unprecedented challenges, from staffing shortages, legislative pressure, rising community expectations, wellness concerns, and constant organizational change. I believe ILACP leadership must be forward-thinking, operationally grounded, and focused on practical solutions that support chiefs not only in theory, but in day-to-day execution. I am seeking this role to help ensure the Association continues to be a strong advocate while also equipping chiefs to succeed in an increasingly complex environment.

- **How have you benefited from being an ILACP member?**

ILACP has been instrumental in my professional development, particularly as I transitioned into executive leadership. The Association provides trusted peer networks, timely and relevant training, legislative advocacy, and executive-level resources that are difficult to replicate elsewhere. Equally important, ILACP creates a space where chiefs can candidly share challenges, solutions, and lessons learned, something that is invaluable in today's policing environment.

- **If elected, what would be your top 3 priorities for ILACP?**

Wellness as an Operational Priority

Advocate for sustainable, actionable wellness initiatives that support chiefs, command staff, and officers alike. Leadership wellness directly impacts organizational culture, decision-making, retention, and effectiveness, particularly for chiefs managing high expectations with limited resources. ILACP should continue to normalize wellness as a core operational responsibility.

Membership Growth, Engagement, and Developing the Next Generation of Leaders

Strengthen ILACP by expanding membership and increasing meaningful engagement, especially among younger and newly appointed chiefs. This includes mentorship opportunities, committee involvement, regional participation, and leadership development pathways. An engaged and growing membership strengthens advocacy, fosters collaboration, and ensures a leadership pipeline that will sustain ILACP well into the future.

Strengthening Leadership Continuity and Succession Across Illinois

Support chiefs in planning for leadership continuity through intentional succession planning, mentorship, and knowledge transfer. Agencies across Illinois are navigating retirements, promotions, and leadership transitions, and ILACP can play a key role in helping chiefs prepare the next generation of leaders. Strong continuity protects organizational culture, officer morale, and consistent public service regardless of change.

- **What do you see as the biggest challenge facing the ILACP?**

The greatest challenge facing ILACP is remaining nimble, relevant, and indispensable during a period of constant change. Chiefs are being asked to do more with fewer resources, adapt quickly to legislative and societal shifts, and lead organizations through uncertainty. ILACP must continue to be a unified voice while also delivering practical

guidance, peer support, and leadership tools that help chiefs succeed every day, not just during crises.

- **What unique perspective or contribution would you bring to the board that sets you apart?**

I bring a future focused, execution driven perspective grounded in the active leadership of a modern police organization. My experience includes workforce planning, budget forecasting, officer wellness initiatives, technology implementation, and succession management, areas where chiefs are increasingly seeking practical, real-world guidance.

I also bring a strong appreciation for agencies of all sizes. While departments may differ in scale, the leadership challenges are often the same. I am committed to ensuring ILACP remains inclusive, accessible, and responsive to the needs of chiefs across Illinois, regardless of agency size or geography.

- **Anything else you'd like members to know about you?**

I hold a Bachelor of Science in Liberal Arts with a concentration in Administrative and Management Studies and a Master of Public Administration, and I am a graduate of the U.S. Army's Sergeants Major Course. My education and professional experience have shaped a leadership philosophy grounded in service, preparation, accountability, and follow-through.

I am seeking to serve Illinois chiefs and strengthen an Association that plays a vital role in our profession. If elected, I will bring energy, reliability, and a strong work ethic to the Board in support of ILACP's mission and its members.