



City of Bloomington, IL

POLICE CHIEF

Seeking an experienced Police Command professional to be in a key leadership position

Bloomington, IL – A vibrant community seeks an experienced Police Command professional due to the retirement of a 26-year veteran with the department, to be a key leadership position in our Police Department which consists of 128 FTE's with a \$22 million annual budget.

The City seeks candidates with a record of accomplishment in a full-service community. A Bachelor's degree (B.A. / B.S.) from four-year college or university, with emphasis on law enforcement preferred; at least ten years of progressive police experience. Equivalent combination of education and experience may be accepted. Minimum five years successful experience in law enforcement command role. Strong general management, fiscal and personnel management, leadership skills and a servant leadership oriented, consensus building attitude is critical. Outstanding interpersonal and communication skills to promote community partnership and engagement throughout the City and the department are a must. The community supports their police department as seen repeatedly but also expects to be involved in the improvement of policing or conversation on improved police/community relations. Reports to the City Manager. Starting salary \$140,000 to \$150,000 DOQ.

Candidates should apply online by 07/05/2021 with cover letter, resume and contact information for five professional references at www.cityblm.org/jobs. Questions regarding the application process should be directed to Nicole Albertson, HR Director, at 309.434.2216 or by email at nalbertson@cityblm.org. Equal Employment Opportunity.





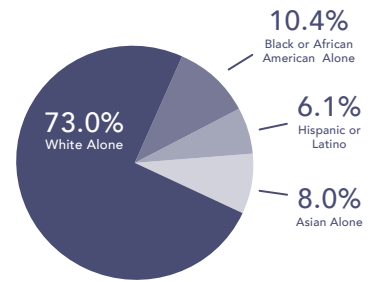
COMMUNITY BACKGROUND & HISTORY

Bloomington is a home rule unit of government located in the heart of Central Illinois, approximately 125 miles southwest of Chicago, 155 miles northeast of St. Louis, and 64 miles northeast of Springfield, the State Capital. Bloomington is the County Seat of McLean County, the largest county in Illinois (approximately 762,240 acres). Bloomington (2021 projected population of 81,000) is the larger of the Twin Cities with the Town of Normal and is served by three interstates, Amtrak and by regional and national airlines through Central Illinois Regional Airport.

The economic strength of the Bloomington-Normal metropolitan area is well diversified with no single dominating industry, although there are many substantial medium-sized businesses and institutions. Diverse and stable employment sources include State Farm, Illinois State University, Illinois Wesleyan University, Country Insurance & Financial Services and most recently Rivian Motors. The Twin Cities is home to two medical centers and multiple mid-size and small companies have insulated the Bloomington-Normal economy from severe economic swings that other communities have experienced, and this has allowed the community to maintain steady, balanced growth. Bloomington is located in one of the most productive agricultural areas in the nation, but the economy is diverse and well-balanced.

The Twin Cities offers a variety of entertainment opportunities with our Parks, Trails, Golf Courses, Museums and a variety of entertainment venues. For a complete listing of venues, events and shopping information, please visit the Bloomington-Normal Area Convention and Visitor's Bureau website: www.visitbn.org.

POPULATION ESTIMATE
2019 CENSUS ESTIMATE
77,330




MEDIAN HOUSEHOLD INCOME
\$67,507



MEDIAN HOME VALUE
\$168,300

SCHOOL DISTRICTS
BLOOMINGTON SCHOOL DISTRICT 87
MCLEAN CO. UNIT DIST. 5
BOTH ARE COVERING
34 SCHOOLS
18,761 STUDENTS
9 REGIONAL PRIVATE SCHOOLS

AREA UNIVERSITIES

Illinois Wesleyan University
Illinois State University
Heartland Community College
Lincoln College at Normal

3

INTERSTATES

4

RAIL LINES

1

REGIONAL AIRPORT

1

AMTRAK SERVICE

HEADQUARTERS TO

State Farm
Country Financial
Beer Nuts
Illinois High School Association



OUR POLICE DEPARTMENT



The mission of the Bloomington Police Department is:

“To work in partnership with the citizens of Bloomington to enforce the laws and to enhance the quality of life in our community.”

With that mission as a starting point, the Bloomington Police Department is committed to operating under a community policing philosophy. Further, we operate under a Community Oriented Government philosophy, engaging available City resources to identify and resolve community problems.

Recognizing that no single strategy will suffice as an operating basis for a modern police department, we employ a variety of response strategies including intelligence-based policing, problem-based policing, and professional policing.



5 YEAR AVERAGE



SHOOTINGS
LOWER THAN SURROUNDING AREAS



HOMICIDE



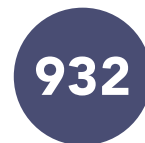
ROBBERY



AGGRAVATED
BATTERY



BURGLARY



THEFT



ARSON



MOTOR VEHICLE
THEFT

A DROP OF
14%
IN OVERALL CRIME FROM
2019
TO
2020

IN THE
LAST 5 YEARS
USUALLY TOP 10 IN THE
STATE FOR DUI ARRESTS

**LARGE SOCIAL MEDIA
FOLLOWING & COMMUNITY
ENGAGEMENT ESTABLISHED**



THE ROLE OF THE POLICE CHIEF

Improving the Quality of Life in Our Community

The primary responsibilities of the Police Chief include:

- Plans, organizes, and directs the programs and activities of the Police operation. Creates a long-term strategy for department employees to follow.
- Oversees administration of departmental policies, procedures, operational reporting/metrics and Collective Bargaining Agreements, as applicable. Reports on departmental initiatives/results to the City Manager and other Department Heads.
- Engages in active community policing practices. Participates in the activities of civic clubs, churches, and other public and private groups to promote the activities and functions of the Police Department and to establish support within these groups. Reviews, approves and monitors large-scale project implementations/efforts.
- Provides leadership to and manages the overall efforts of employees to ensure appropriate support, as needed. Ensures that services provided by the department either meet or exceed established strategic goals and objectives. Formulates and directs, through subordinate supervising Officers, regulations governing activities of the Police employees. Supervises the enforcement of traffic and safety regulations and programs of crime prevention and detection.
- Advises subordinates in highly complex criminal matters, formulates and prescribes work methods and procedures for the Department, consistently evaluates operations of the Department, and takes necessary steps to improve Police functions. Advises and assists Police Officers in non-routine criminal investigations or other complex activities that require technical or administrative assistance, as needed.
- Hires and retains a diverse staff. Provides career coaching, growth, and personal development for those within the department. Facilitates succession planning across the department. Authorizes Police training programs.
- Maintains discipline, integrity and professionalism of employees by reviewing allegations of misconduct and designating the appropriate disciplinary action. Handles employee performance and labor relations issues when they arise, including recommendations for termination as applicable. Supervises and evaluates the Assistant Chiefs of Administration and Operations.
- Develops, owns and administers the annual departmental budget. Provides input and direction, as changes dictate. Seeks to streamline and find cost control opportunities, when available.
- Cooperates with county, state and federal officers, as well as officers of other municipal departments. Partners with the Bloomington Public Safety and Community Relations Board and other similar boards, commissions, and committees as applicable.
- Proactively engages with the community to build trust while breaking down barriers and to encourage open and ongoing dialogue.
- Understands the need to actively listen.

QUALIFICATIONS

- To perform this job successfully, an individual must be able to perform each essential duty satisfactorily.
- The requirements listed are representative of the knowledge, skill, and/or ability required.
- Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

EDUCATION | EXPERIENCE

- Bachelor's Degree required with emphasis in law enforcement or related field.
- 10 years of progressive Police experience with minimum 5 years of experience in law enforcement command position.

CERTIFICATES & LICENSES

- Illinois Driver's License required
- Illinois Police Training Board Certificate – ability to acquire within 6 months of assuming position

RESIDENCY

- Residency is desired with a high level of community involvement expected.

ISSUES, CHALLENGES & OPPORTUNITIES

The following is a list of statements which embody some of the issues, challenges, and opportunities for which the successful candidate will be responsible. They are not listed in order of priority or importance but are set forth to give candidates a sense of the type and scope of issues the Police Chief will be addressing.

- Confronting new challenges and opportunities for law enforcement with changes to the criminal justice system, technology and increased accountability for Police.
- Strengthening Community Policing initiatives to reduce and eliminate the immediate conditions that give rise to crime.
- Recruitment and retention of a qualified diverse applicant pool to address staffing needs, as well as increase diversity and inclusion within the department.
- To nurture and develop an engaged workforce that demonstrates the servant leadership model and to promote a positive and productive relationship with the Union Board.
- Requiring leadership development of employees and updating the promotional process to evaluate employee's ability to be a leader.
- Overall health and wellness of the department employees.

