

Executive Recruitment for CHIEF OF POLICE MIDDLETON, WISCONSIN



GovHRUSA, LLC announces the recruitment and selection process for **Chief of Police** for the City of **Middleton Wisconsin**. This brochure provides background information on the City of Middleton and Middleton Police Department. Qualified professionals may submit a resume, cover letter and 5 professional references by November 15, 2019 to consultants Joe De Lopez and Lee McCann at: www.govhrusa.com/current-positions/recruitment.

Contact Joe De Lopez or Lee McCann at 847-380-3240 or email any questions about this position. Thank you for your interest in this outstanding professional opportunity!

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EXECUTIVE RECRUITMENT

Middleton, Wisconsin



officer by Middleton Ordinances. The Chief of Police is appointed by the Middleton Police Commission and reports to the Police Commission, the Mayor at a general policy level and the City Administrator for management matters. The Mayor serves as the presiding officer of the City Council and is a voting member of the Council. The City Council determines the policies that affect the City's present and future well-being and provides leadership for planning and community development. There are various citizen boards and commissions, including the Police Commission, that help make the City of Middleton a better place to live.

The City of Middleton experiences a very low rate of criminal activity and is an excellent and safe place to live and work. The Department responded to 331 Part 1 Crimes in 2018, the largest number of which, 271, were property crimes.

GovHR USA is pleased to announce that the City of Middleton Wisconsin, resident population of approximately 21,000, seeks experienced police leaders as applicants to serve as this community's next Chief of Police.

Middleton is a modern city of about 21,000 residents, located on the western edge of Lake Mendota and adjacent to the capital city of Madison, in Dane County, Wisconsin. Middleton offers some of the top schools in the State of Wisconsin, low taxes, safe streets, efficient local governments, a modern library, attractive parks, conservancies and trails, an educated and increasingly diverse population, a municipal golf course and airport, and many corporate, high-tech, and commercial enterprises.

The Middleton Police Department consists of 53 employees, including 39 sworn positions. The staff includes a Chief of Police, two Captains, eight Sergeants, four Detectives, two School Liaison Officers, a Community Awareness Officer, a K-9 Officer and twenty Patrol Officers. The Department has a modern full-service 911/ Communications Center and patrol vehicles outfitted with state-of-the-art information technology. The Department moved into a modern newly constructed police headquarters in 2010. With a budget of over \$5.8 million, the Department handles 28,000 calls for service annually. The Department is committed to a neighborhood-based community policing philosophy. We work together to preserve and enhance Middleton's unique quality of life through active partnerships and problem solving built on mutual trust and respect. The Middleton Police Department is accredited by the Wisconsin Law Enforcement Accreditation Group (WILEAG).

Middleton is governed by an elected Mayor and 8 member City Council. The Mayor is the chief executive officer of City government. Day to day City operations and management of resources is delegated to the City Administrator, who serves as the chief administrative



CHIEF OF POLICE



THE IDEAL CANDIDATE

The City is seeking a dynamic and collaborative professional with proven law enforcement leadership and managerial experience and strong interpersonal and customer service skills.

The ideal background and qualifications for the Chief of Police position include:

- A minimum of seven years of law enforcement experience, including three years of supervisory experience is required as well as at least five years of progressively responsible experience in executive/command level law enforcement.
- Certification by the Wisconsin Law Enforcement Training and Standards Board or eligibility for such certification.
- Outgoing, positive and approachable personality to encourage accessibility with residents, business and governmental leaders.
- Open and available to Police Department staff and City employees by using an effective communicating philosophy, seeking input, and being welcoming of, encouraging and engaging of racial, ethnic and gender diversity.
- Commitment to continued training, professional development and community engagement.
- Demonstrated experience building successful partnerships with community stakeholders.
- Proven history of practicing the principles of community policing and building community problem solving partnerships.
- Demonstrated experience receiving positive outcomes applying problem solving approaches within the community.
- Labor relations experience.

- Knowledge, and experience with media relations, including experience and support of the use of social media as an opportunity to engage Police Department stakeholders and promote the mission and goals of the Department.
- History of intergovernmental cooperation and relationship building.
- Experience interacting and collaborating with other law enforcement agencies and mutual aid groups.
- Knowledge of current best practices and policies in policing.
- 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.
- Experience in addressing internal organizational and personnel issues present in most police agencies as well as having demonstrated ability in addressing these problems in a positive, professional, timely and impartial manner.
- Strategic thinker, anticipating issues or trends and must be open to new approaches and technologies while also thinking beyond the walls of the Police Department, understanding the needs of the City as a whole and of the region's public safety community.
- Well-developed financial management skills, knowledge of capital planning and organizational management and a clear understanding of resource and budgetary limitations while avoiding micromanagement.
- Excellent writing and public speaking skills and the ability to adjust one's approach based upon the audience.
- Excellent reputation and a high level of honesty and integrity.

Successful candidates will possess a bachelor's degree in criminal justice or related fields. A master's degree is desirable. Leadership training such as the F.B.I. National Academy, Northwestern University's School of Police Staff and Command, military officer training, or similar programs and at least five years of progressively responsible experience in executive/command level law enforcement (an equivalent combination of experience and on the job training may be substituted to fill some or all education requirements described above).

The starting annual salary for this position is not to exceed \$135,000 DOQ. The City of Middleton also offers an attractive benefits package.



COMMUNITY BACKGROUND

The City of Middleton is noted for its outstanding quality of life. Known as the “Good Neighbor City”, it is a dynamic hub of commercial activity, recreation, entertainment, dining, night life and environmental amenities on the western edge of Madison, the state capital of Wisconsin. Approximately 25 percent of the land within the city limits is open space, which includes 22 parks and 25 conservancy areas encompassing 1,100 acres. Middleton features the amenities and activity of much larger cities while maintaining its own unique small town charm with friendly and spirited people.

The City of Middleton was named the “Best Place to Live” in America in the August 2007 issue of Money Magazine. Since August of 2007, City of Middleton elected officials, committee members, staff, and residents have continued to provide amenities that make Middleton an outstanding place to live.



Community Demographics

Population:	approximately 21,000
Median Age:	38.8
Households:	8,574
Median Household Income:	\$67,729
Average Home Assessment:	\$401,488

Location

Strategically located in southwestern Wisconsin adjacent to Madison on the shores of Lake Mendota, Middleton is also close to the rolling hills and farmlands of rural Wisconsin. It is within minutes of Madison and within a short drive of many interesting surrounding cities and villages. The community of Middleton is located on Highways 12 and 14, making it easily accessible from a variety of locations.

Distance to: (From Middleton)

Madison	5 miles
Milwaukee	82 miles
Dubuque	94 miles
Chicago	150 miles
Green Bay	154 miles
Minneapolis	263 miles

Top Employers

MIDDLETON'S TOP TEN EMPLOYERS (2017)			
	COMPANY	FULL TIME EMPLOYEES	PART TIME EMPLOYEES
1	PPD	1,350	
2	Electronic Theatre Controls, Inc.	817	13
3	UW Health/Medical Foundation	800	
4	Middleton-Cross Plains Area School District	518	280
5	Spectrum Brands	648	22
6	Springs Window Fashions	550	
7	American Girl	437	90
8	North Central Group	317	126
9	Humana Inc.	330	
10	Fiskars Brands Inc.	265	6

Schools

The Middleton-Cross Plains Area School District provides quality education for approximately 6,700 students in six elementary schools, two middle schools, one high school and a charter high school.

District enrollment: 7,437 (2018-19)
Elementary: 2,565 (K-4)
Middle: 2,280 (5-8)
High School: 2,243 (9-12)
MCPASD 4K: 325
21st Century eSchool: 13
Estimated District population: 28,300
Size of District: approx. 68 sq. mi.

Employees (full and part-time): 1,098
Full-time equivalent teaching staff: 592
Full-time employees: 764
Minority Enrollment: 29.6 percent
Students receiving free or reduced lunch: 17.1 percent
Students with Disabilities: 10.7 percent
English Language Learners: 6.1 percent

Quick Facts - Middleton Police Department—2018

Calls for Service—21,617
 911 Calls—2,862
 Officer Initiated—8,572
 Citizen Generated—10,183
 Part 1 Violent Crimes—55
 Part 1 Property Crimes—276
 Annual Operating Budget (FY 2019) \$5.8M



Candidate Qualifications and Traits (Not listed in order of importance)

The successful candidate will possess a bachelor's degree in criminal justice, law enforcement or related field from an accredited college or university. A master's degree is preferred.

Leadership training such as the F.B.I. National Academy, Northwestern University's School of Police Staff and Command, command training from the Southern Police Institute or similar programs is highly desirable.

A minimum of seven years of law enforcement experience, including three years of supervisory experience is required as well as at least five years of progressively responsible experience executive/command level law enforcement.

Successful candidates must have the experience necessary to review the department's organizational structure, staffing and personnel assignments and the ability to make changes where appropriate to ensure the department is capable to properly carry out its mission and responsibility.

He or she should have experience in labor/management interactions and succession planning, and a commitment to continued professional development of all members of the Police Department.

Successful candidates will possess or be able to obtain a valid Wisconsin driver's license. They will be certified by the Wisconsin Law Enforcement Training and Standards Board or be eligible for such certification.

Knowledge of and experience with news media relations and experience with and support of the use of social media is an important trait.

Understanding of current best policing practices and policies is essential, while having a forward-focused vision for the Department.

The next Chief should be a solutions oriented problem solver.

Successful candidates will have experience in addressing internal organizational and personnel issues that are present in most police agencies. They will have

demonstrated ability in addressing these matters in a positive, professional, impartial, and timely manner.

The next Chief of Police will have well-developed financial management skills along with knowledge of/experience with capital planning. A clear understanding of resource management and budgetary limitations are essential to his/her success.

Excellent writing and public speaking skills are necessary. The ability to communicate orally and in writing with residents, businesses, elected and appointed officials and representatives from other taxing bodies and stakeholders is essential.

The next Chief of Police will have an inclusive leadership and management style and not micromanage the Middleton Police Department.

Management and Leadership Style (Not listed in order of importance)

The next Middleton Chief of Police will have an excellent reputation and demonstrate a high level of personal and professional honesty and integrity. The Chief will be someone who is positively recognized in the law enforcement profession, and possess the highest moral character.

The Chief will be a strategic thinker, anticipating issues or trends and will be open to new approaches and technologies while thinking beyond the walls of the Police Department, understanding the needs of the City of Middleton as a whole and the region's public safety community. He or she will have experience with and/ or commitment to collaborating with other law enforcement agencies and mutual aid groups.

Successful candidates will have a history of collaboration, cooperation, relationship building and teamwork. They will have a proven history of practicing the principles of community policing and building community problem solving partnerships. They will be committed to training, professional development and community engagement.

The next Chief of Police will have an approachable and available management style encouraging effective communications among the staff of the Police Department, other municipal employees and the community at large. He or she will regularly demonstrate active listening skills and will seek information input and welcome and encourage diversity.

The next Chief will be a person who values employee physical and mental health and wellness.

Successful candidates should be very familiar with professional best practices. Experience with police accreditation is desirable.

The next Chief of Police should also possess the willingness to challenge the status quo and make changes if needed.

The ideal candidate should demonstrate leadership skills worthy of following and/or replicating by the members of the Middleton Police Department.



CHALLENGES AND OPPORTUNITIES

The new Chief of Police will need to be a person with demonstrated leadership skills. The Chief should honor and respect community history and expectations, while becoming aware of and addressing past problems as needed; however, the Chief of Police must be a visionary who focuses on tomorrow rather than the past.

The Chief of Police must lead by example, showing respect for everyone regardless of socio-economic status, race, creed, gender or sexual orientation. The Chief of Police, and the department as a whole must be part of, rather than apart from, the community. The Middleton Police Department has many notable problem-solving community policing initiatives in practice. These can be reinforced and expanded upon.

The City of Middleton is a growing community. The next Chief of Police must be able to plan for anticipated residential and commercial growth and that growth's impact in terms of police services to the community.

