



Police Chief

Village of Oak Park, Illinois



The Village of Oak Park, Illinois is seeking an experienced, knowledgeable and community-engaged professional to lead the men and women of the Oak Park Police Department.



Community

Oak Park, Illinois is a thriving community of about 52,000 residents located immediately west of the City of Chicago. Known for its architectural heritage and engaged citizenry, Oak Park boasts one the region's most diverse mixes of cultures, races, ethnicities, professions, lifestyles, religions, ages and incomes. Within its 4.5 square miles, the homes of about 11,500 residents per square mile are in a roughly 50/50 mix of single-family and multi-family homes along the community's tree-lined streets. Served by an unrivaled choice of public transportation options, Oak Park also has a growing bikeway system, multiple, thriving business districts filled with restaurants and entertainment options, and a sense of history within a distinctive urban/suburban setting.

Oak Park has been home to many individuals whose influences have reached far beyond the borders of the Village. Renowned architect Frank Lloyd Wright, Pulitzer Prize winning novelist Ernest Hemingway, Tarzan creator Edgar Rice

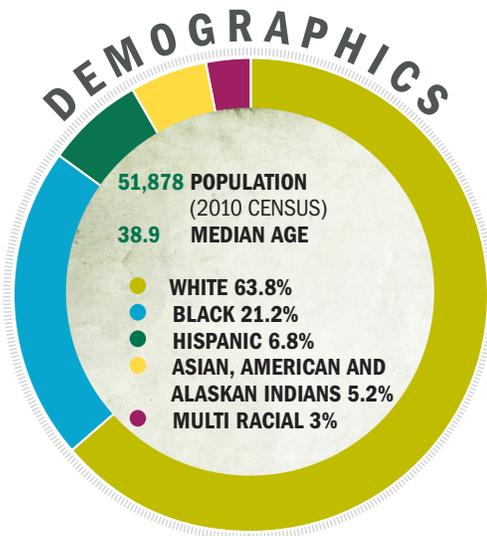


Burroughs, chemist Percy Julian and the mother of modern dance, Doris Humphrey, all called Oak Park home. Even Homer Simpson was born and raised here — or more accurately, the source of his voice, Dan Castellaneta. Oak Parkers are engaged and active. They have championed fair housing, integration and equal treatment of all regardless of their differences. They have embraced historic preservation and environmental sustainability, including recycling, green energy and water conservation. And they are willing partners whose eyes and ears are an important asset to the Oak Park Police Department's community policing model.

Governance

“Dedicated to consistent, accountable, equitable and effective management techniques and systems...”

Village of Oak Park
Guiding Principles and Values



TRANSPORTATION SCORES

Walking **78**
Transit **62**
Biking **65**

PLACES OF WORSHIP

45 PROTESTANT & NON-DENOMINATIONAL CHURCHES (23 DENOMINATIONS)

5 ROMAN CATHOLIC PARISHES

4 JEWISH CONGEGATIONS (1 TEMPLE & 3 MEET IN HOMES)

4 BUDDHIST COMMUNITIES

TAXES AND FINANCES

COMMUNITY
PROPERTY TAX RATE 12.191

VILLAGE OF OAK PARK
PROPERTY TAX RATE 1.996

BOND RATINGS
MOODY'S A1; S&P AA

The Village of Oak Park is a home rule municipality that has operated under the council-manager form of government since 1952. In this form of government, an elected, part-time president and board of trustees set policy, and professional staff under the direction of a professional manager administers and deliver services day to day. In addition to overseeing the activities of all municipal employees and operations, the Village Manager also is responsible for the organization's budget. The Village Manager is appointed by the Village Board for an indefinite term.

The Village Board is comprised of seven members — a president and six trustees who are elected at large to four-year terms. With overlapping election terms, one-half of the Trustees are elected every two years, which ensures experience and background on the Board at all times. The Village President also is elected at-large, but separately from the trustees. The Village President, by ordinance, may be referred to as Mayor of the Village.

Police Department

The Oak Park Police Department is a full-service law enforcement agency that provides high-quality services accessible to all members of the community. A cornerstone of the Department is a fundamental belief in the dignity of all people. The Department has adopted a community-based policing approach that includes citizen involvement, assigning officers to specific neighborhoods, stationing resource officers in the middle and high schools, problem solving, ethical behavior, situational leadership and employee value.

The Oak Park Police Department enforces laws, maintains order and protects Constitutional rights. The Department investigates reported criminal incidents, apprehends violators of the law, preserves the peace, controls traffic and is involved in crime prevention.

Oak Park's emergency dispatching services are provided via an intergovernmental agreement with the communities of River Forest, Elmwood Park, Forest Park and Park Ridge. The West Suburban Consolidated Dispatch Center is located in neighboring River Forest. In 2017, Oak Park Police responded to 65,588 calls for service, including emergency calls, traffic stops, vacation property checks and alarm/security checks.



The department has both sworn police officers and civilian personnel with a total of 147 budgeted full-time equivalents (FTEs). These employees are represented by four labor units – the Fraternal Order of Police (FOP) Patrol Officers, FOP Sergeants and Lieutenants, FOP Community Services Officers and Service Employees International Union (SEIU). The Fiscal Year 2018 Oak Park General Fund budget appropriated \$23 million for the Police Department with the following associated personnel:

Administration

Police Chief	1.0
Deputy Chief	2.0
Police Officers (Research/Planning)	1.0
Training Coordinator & Emergency Preparedness/Response Manager	1.0
Financial/Payroll Analyst	1.0
Court & Community Liaison	1.0
CSO (Evidence Detention Custodian)	1.0
Executive Secretary	1.0
Subtotal	9.0

Field

Commander	4.0
Sergeant	14.0
Police Officer	68.0
Community Service Officer	6.0
Parking Enforcement Officer	10.0
Subtotal	102.0

Support

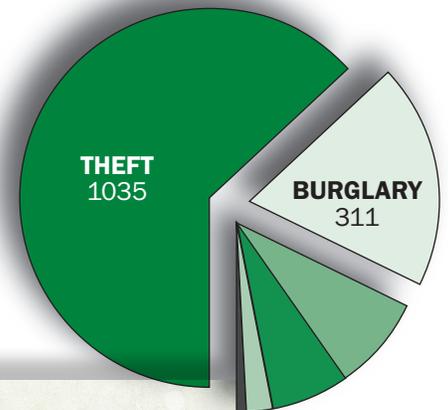
Commander	1.0
Sergeant	3.0
Police Officer	10.0
Police Officer (School Resource Officer)	3.0
Police Officer (Resident Beat Officer)	6.0
Police Officer (Neighborhood Resource Officer)	2.0
Police Officer (Walking Beat)	3.0
Crime Analyst	1.0
Police Records Supervisor	1.0
Parking Advocate	2.0
Senior Police Records Clerk	2.0
Police Records Clerk	2.0
Subtotal	36.0

Total Sworn	118.0
Total Civilian	29.0
Department Total	147.0

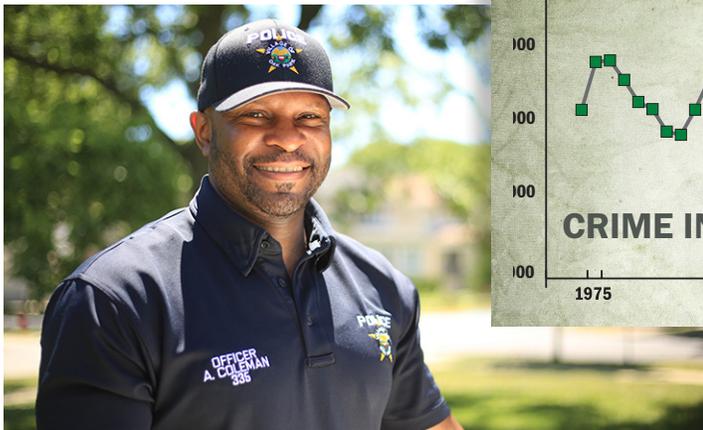




CRIMES REPORTED



OTHER 13
ASSAULTS 35
VEHICLE THEFT 107
ROBBERY 134



Crime in Oak Park

Most crime in Oak Park is against property. Historically, burglaries and thefts represent more than 80 percent of all crime data compiled by the Police Department for the FBI's Uniform Crime Reporting Program that studies patterns and trends over time.

The overall crime rate in Oak Park increased a modest 2 percent in 2017. The increase was driven in part by an uptick in robberies, the category that includes incidents of vehicle hijackings that spiked throughout the region. Burglaries and thefts remained the biggest categories, but decreased in 2017, a drop Police attributed to residents who are locking doors and windows and properly securing their belongings.

Oak Park Police investigated 1,635 crimes in 2017, up from the 1,605 crimes reported in 2016, but down from the 1,665 crimes reported in 2014. Police investigated 1,568 crimes in 2015. Police investigated 1,035 thefts and 311 burglaries in 2017, compared to 1,057 thefts and 360 burglaries in 2016. Other crimes investigated in 2017 included 134 robberies, up from the 68 robberies reported in 2016. Fifteen carjackings and four attempts were investigated in 2017, compared to four vehicle hijackings and one attempt reported in 2016. Police arrested 10 suspects in connection with the 2017 carjackings.

Arrests also were up in 2017. Oak Park Police arrested 188 suspects in connection with the most serious offense categories under the crime index reporting system. Another 43 individuals were arrested for driving under the influence in 2017 and 10 individuals were arrested for drug violations.

“The validity of the village as an ethnically, racially and religiously diverse Village in the State of Illinois, is built, in part, on the strength of its immigrant communities.”

Oak Park Welcoming Village Ordinance adopted February 6, 2017



About the Opportunity

Oak Park is strongly committed to its aggressive and long-standing programs to maintain neighborhood diversity and integration. A core value of the community is a police department with a staff that looks like the community.

In a recent survey, more than half of community members echoed support for a candidate who has the ability to cultivate diversity, inclusion and equity. Citizens say they want the new Chief of Police to discover the strengths of individuals in the department and help them use those strengths to increase both staff performance and morale to the benefit of the department and the community. The successful candidate also will need to demonstrate the ability to continue to support the Board of Fire and Police Commissioners in the recruitment of a diverse workforce.

Oak Park is a safe community with a low crime rate but is adjacent to an area with a very high crime rate. In a recent survey, nearly half of all respondents indicated they want potential candidates to know about the challenges of sharing a border with the City of Chicago.

The Oak Park Police Department and other agencies in the Village have pioneered a number of innovative and successful crime prevention and enforcement techniques and programs that contribute to keeping the crime rate low in Oak Park. Maintaining a safe community is a major community value, and survey respondents say they advise the new Police Chief to focus on crime prevention.

In addition, both sworn officers and community members noted the importance of active listening skills. They stated that the successful candidate must have the ability to pay attention to the details in a conversation, understand and comprehend the meanings, be empathetic or take action as necessary, and remember and use the information in later actions or behavior as appropriate.



OAK PARK POLICE DEPARTMENT

STAFF BY RACE

White Male	54%
African American Male	14%
White Female	10%
Latino/Hispanic Male	9%
African American Female	8%
Asian Male	1%
Two or More Ethnicities	1%
Asian Female	1%
Latina/Hispanic Female	1%

With this commitment to making the community strong, it is no wonder Oak Park was named one of the 100 best communities for young people by the America's Promise Alliance.



Ideal Candidate

Integrity and strong moral character have been consistently identified as the most important qualities a new Police Chief must possess. To be successful, the new Police Chief must be able to demonstrate that s/he holds honesty as an essential value in professional policing moral, decision making, management style and community involvement. The successful candidate also will need the ability to adapt to change and continually educate her/himself on a broad spectrum of technology and tools critical to the Department remaining relevant and improving services through modernization.

The top three priorities in 2019 for the Oak Park Police Department identified by officers are facility improvements within the police station/pursuit of a new facility, filling all vacant staff positions and improving training for sworn staff.

The Village Manager seeks a candidate who will bring a proven range of experiences and skills that will connect almost immediately with the community. The successful candidate must embody the following leadership qualities:

- Integrity
- Be proactive
- Bring deep experience selecting, supervising, training and evaluating a diverse workforce
- Demonstrated experience in operations, services and activities of a comprehensive municipal law enforcement program
- Specific successes in process improvement

The successful candidate also must be a strategic thinker with an eye for detail and strong customer service orientation and be accustomed to working in a growing metropolitan area with the perspective of core city rather than suburban values.

While the successful candidate may not have demonstrated experience as Police Chief in an agency comparable to the Oak Park Police Department, the complexity and intensity of the community will not allow for a steep learning curve. Candidates also must have a full understanding and appreciation for the council/manager form of government and honor its intrinsic role distinctions.

INSTRUCTIONS TO APPLICANTS

To begin the process, applicants can visit our website at www.oak-park.us/jobs. In order to be considered for this position, please submit your application, resume and cover letter by Monday, November 5, 2018 as follows:

By mail:

Human Resources
Village of Oak Park
123 Madison Street
Oak Park, IL 60302

By email:

chiefsearch@oak-park.us

By fax:

708.358.5107

The Village of Oak Park offers a highly competitive employee package that includes a retirement plan, deferred compensation program, social security, health and life insurance, vacation, sick leave and other benefits.