



**CHIEF OF POLICE  
MIDDLETON,  
WISCONSIN**

**MGT**

# CHIEF OF POLICE CITY OF MIDDLETON, WISCONSIN

## THE POSITION IN BRIEF

The Chief of Police is Middleton's duly sworn law enforcement executive in charge of overseeing the City's Police Department. The Chief works closely with the City's Police Commission, Mayor, Common Council, City Administrator, and other community stakeholders to ensure that state and City laws and ordinances are enforced in the pursuit of public peace and safety. The Chief manages a workforce of 54 personnel, which includes 13 non-sworn employees, and a budget of approximately \$7.1 million. The current Police Chief is retiring at the end of the calendar year, after serving with the department for the last 25 years and almost five years as Chief.

The [State-accredited](#) police department has 41 sworn officers, including the Chief, two Captains, four Lieutenants, and four Sergeants. Non-sworn staff includes three Records and Office personnel, nine Communications/Dispatch personnel, and one individual assigned to Court Services. In 2023, Dispatch processed 25,461 telephone calls which resulted in 11,559 calls for service assigned to officers.



## THE COMMUNITY

The City of Middleton, located in Dane County, Wisconsin, is a vibrant and growing community recognized for its high quality of life, thriving economy, and commitment to environmental sustainability. With a population of approximately 24,000, Middleton offers a unique blend of urban amenities and small-town charm. Middleton is frequently ranked among Wisconsin's best places to live nationally, reflecting its dedication to creating a welcoming, prosperous community for all.

Middleton is defined by its recreation, greenspace, and natural amenities, including the Pheasant Branch Conservancy. These assets contribute to Middleton's high quality of life. Approximately 25 percent of the land within the city limits is open space, which includes over 25 parks and conservancy areas encompassing 1,100 acres. Middleton's proximity to Lake Mendota and the University of Wisconsin-Madison adds to the appeal, offering cultural and educational resources within easy reach. The quality of life in Middleton, often called the Good Neighbor City, was nationally recognized in 2005 when Money® magazine named it the seventh of "The 100 Best Places to Live" in the U.S.A.



## **SUSTAINABILITY AND ENVIRONMENTAL STEWARDSHIP**

Middleton is a leader in environmental sustainability, with a long-standing commitment to green initiatives and energy efficiency. The city has implemented innovative stormwater management practices, promotes the adoption of renewable energy, and supports programs that enhance biodiversity and reduce carbon emissions.

In 2019, Middleton became one of the first municipalities in Wisconsin to adopt a 100% renewable energy goal, aiming to power all municipal operations with clean energy by 2040. Middleton is the only municipality in Wisconsin to achieve LEED Gold status, a testament to its leadership in sustainable infrastructure. These efforts reflect the city's dedication to creating a resilient and sustainable future, making it a desirable location for environmentally conscious professionals and businesses.

## **COMMUNITY ENGAGEMENT AND INCLUSIVITY**

Middleton fosters a sense of community through its welcoming atmosphere and commitment to inclusivity. The city actively encourages civic participation, offering numerous opportunities for residents to engage in local governance and community initiatives. Programs like the Good Neighbor Festival, farmers markets, and local arts events help create a vibrant cultural scene and promote strong social connections.

The city has also taken steps to ensure diversity, equity, and inclusion are embedded in its policies and practices. This commitment is seen in initiatives aimed at addressing affordable housing, improving transportation accessibility, and supporting local businesses owned by women and minorities.

## **CHALLENGES AND OPPORTUNITIES**

While Middleton enjoys a high quality of life and robust economic growth, the city faces challenges typical of growing communities. Affordable housing is a pressing issue, with rising property values making it difficult for some residents to find suitable housing options. Additionally, as the city continues to grow, managing infrastructure demands, preserving green spaces, and maintaining fiscal sustainability will require innovative leadership.

Through strategic planning, community involvement, and a continued focus on innovation, Middleton is well-positioned to tackle these challenges and continue as one of Wisconsin's premier cities.

## COMMUNITY HISTORY AND BACKGROUND

With its rolling landscape and ample waterways, the Middleton area was a frequent camping ground for the Algonquin tribe long before white settlers arrived. The Algonquins were known as "mound builders," and the product of their labors can still be seen at locations throughout the region. Later, the Ho-Chunk became the dominant tribe in this region. A fur-trading post was established on the northwest shore of Lake Mendota in 1832 (now Mendota County Park). The trading post was operated by Michael St. Cyr, the area's first carpenter.

The Township of Middleton separated from the Township of Madison on March 11, 1848, just months before Wisconsin became a state. Harry Barnes, the first postmaster in the new township, suggested the name Middleton after a community in his home state of Vermont. Mr. Whittlesey was the first chairman of the Township of Middleton. With an influx of settlers, the township grew. The two most prominent and populated communities in the township were Pheasant Branch and East Middleton (later known as Middleton Junction, located east of Pine Bluff along the present-day Mineral Point Road).

Pheasant Branch's and East Middleton's future hinged on a single fateful decision: the placement of a new railroad line from Madison to Mississippi River shipping docks in Prairie du Chien. Much to the dismay of both communities, the tracks were built in 1856 directly between East Middleton and Pheasant Branch through a sparsely populated area now the City of Middleton.

The railroad afforded an array of economic opportunities. Businesses and people constructed stores and homes near the first railroad depot, which Mr. Slaughter built. The original depot was located across Parmenter Street from the current depot building. A sign named Middleton Station was erected on top of the depot to identify the rail stop. Middleton Station was surveyed, and the plat (map) was registered on November 3, 1856. Because registering the first plat is a critical legal step in forming a community, 1856 has traditionally been recognized as the year Middleton was established. When they filed for incorporation as a village in 1905, the residents maintained the name "Middleton" but dropped the "Station."

Throughout the early 20th century, Middleton was a work in progress, like much of the Madison metropolitan area. Middleton became a city on April 9, 1963, creating the foundation for modernization and progress. In the 1980s, the grain elevators and other blighted remnants of the old railroad days were replaced with a downtown renovation project.

Residential developments in Fox Ridge, Stonefield, Orchid Heights, and other city areas added thousands of new citizens. In the 1990s, residential development continued with the addition of North Lake and Middleton Hills, which feature Frank Lloyd Wright-inspired architecture. In the new millennium, Middleton has sustained its well-planned growth with continued downtown renovations and the addition of the Greenway Station retail center and commercial offices just east of the city-owned Pleasant View Golf Course.



## COMMUNITY EVENTS

The City of Middleton has a variety of annual community events that include:

- Winter festival
  - Bockfest
  - Art Walk Middleton
  - Greenway Station Farmers Market
  - National Mustard Day
  - Good Neighbor Festival
  - Strollin' Jazz
  - Trivia Night
  - Boombox Bingo
- And so much more!

## COMMUNITY RECOGNITION

The City of Middleton has received the following recognitions:

- 18 on the 2024 Fortune Magazine's Best Places to Live for Families
- Received in 2024 – LEED Gold Status – only municipality in WI to meet this level.
- Money/CNN Best Places to Live—7th (2005); 1st (2007) for communities under 50,000 population; 3rd (2009); 4th (2011)
- National Recreation & Park Association Finalist for Small City Park & Recreation System of the Year (2013, 2014, 2015 & 2016)—top 4 systems nationally
- State Accreditation for Middleton Police Department (2014, 2017, 2020, 2023) by Wisconsin Law Enforcement Group (WILEAG)
- Best Golf Course (Pleasant View) in Madison Area (Gold—2016, 2018, 2019, 2020, 2022; Silver 2021, 2014, 2015, 2021, 2023; Bronze 2017) by Madison Magazine
- American Planning Association—Wisconsin (2017) Great Places in Wisconsin for Pheasant Branch Conservancy
- Hometown Hero Award for Police Chief Chuck Foulke (2019) from the Wisconsin State Legislature
- Best Running/Biking Trail (Pheasant Branch Conservancy) in Madison area (Gold—2021) by Madison Magazine

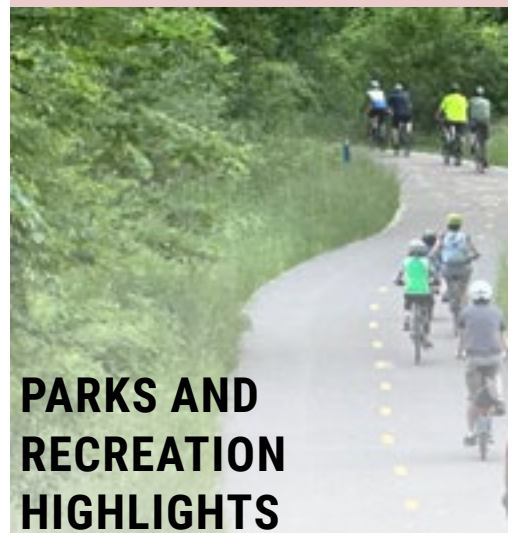
Over a dozen other recognitions!



## SLOGAN

### *Good Neighbor City:*

The City has a community-focused culture as the **Good Neighbor City** that is seen and felt by its residents and visitors.



## PARKS AND RECREATION HIGHLIGHTS

- Over 30 parks and natural areas
- 27 miles of natural use trails
- Dog friendly areas and parks
- Park rentals that include shelters, gazebos and meeting rooms



## COMMUNITY DEMOGRAPHICS

Population: approximately **24,000**  
 Median Age: **38.3** (2022 ACS)  
 Households: **10,230** (2022 ACS)  
 Median Household Income: **\$87,333** (2022 ACS)  
 Median Value – Occupied Housing: **\$438,700** (2022 ACS)

### Race:

White **79%** Asian **6%**  
 Black or Two or More Races **4%**  
 African American **3%** Hispanic or Latino **8%**

(2022 Census)

## LOCATION

The City of Middleton, approximately **9.2** square miles, is located along **Wisconsin State Highways 12** and **14**, and is only five miles from **Interstate 90**. Middleton is easily accessible from Madison and is approximately a one-and-a-half-hour drive from Milwaukee.

## PROXIMITY TO AIRPORTS

Dane County Regional Airport	11 miles
Chicago Rockford International Airport	89 miles
General Mitchell Airport	98 miles
O’Hare International Airport	141 miles

## ECONOMIC VITALITY

Middleton has earned a reputation as a regional economic hub. Its diverse mix of industries includes healthcare, manufacturing, education, technology, and retail. The city is home to numerous national and international companies, such as PPD Laboratories, Electronic Theatre Controls, and Spectrum Brands, which contribute to its robust employment base and economic stability.

The city also boasts the Greenway Station shopping district and a variety of local businesses that serve as a community. Middleton’s strategic location near the state capital of Madison and its access to key transportation routes make it an attractive place for businesses to establish or expand operations.

## TOP EMPLOYERS WITHIN MIDDLETON

- PPD
- Thermo Fisher
- Electronic Theatre Controls, Inc.
- UW Medical Foundation
- Spectrum Brands
- Springs Window Fashions
- Hy Cite
- Middleton-Cross Plains Area School District
- American Girl
- North Central Group
- Humana
- Fiskars Brands Inc.

## AREA EDUCATION

Middleton – Cross Plains Area School District: The Middleton-Cross Plains Area School District is highly regarded for its academic excellence and commitment to student success, making the city desirable for faculty. The district consists of seven elementary schools, two middle schools, a high school and a charter high school. Enrollment is estimated to be 7,169 students (2024-2025) with approximately 1,200 permanent employees.

Higher education opportunities located within a 15-mile radius include: University of Wisconsin in Madison, Cardinal Stritch University, Edgewood College, Herzing College, Lakeland College, Madison Area Technical College, Madison Media Institute, and Upper Iowa University.

## CITY GOVERNMENT

Middleton operates under a Mayor-Council form of government. The Common Council, composed of elected representatives from the city's eight districts, plays a crucial role in enacting policies and overseeing municipal operations. Middleton's government is known for its forward-thinking leadership and collaborative approach to community issues.



## DEPARTMENTS

The city's administrative team includes a City Administrator, department heads, and a skilled workforce spanning various sectors, including public works, planning, parks and recreation, and emergency services. Middleton strongly emphasizes innovation, fiscal responsibility, and transparency, ensuring public services meet residents' needs while fostering sustainable growth.

Many City departments have been recognized statewide for their accomplishments. Notably, the Police Department has maintained accreditation from the Wisconsin Law Enforcement Accreditation Group (WILEAG) since 2014. The Finance Department has earned the Government Finance Officers Association (GFOA) Certificate of Achievement for Excellence in Financial Reporting for over two decades, while the Fire Department has been recognized for its exemplary fire prevention and safety initiatives. These accolades underscore Middleton's commitment to excellence across all aspects of municipal services.



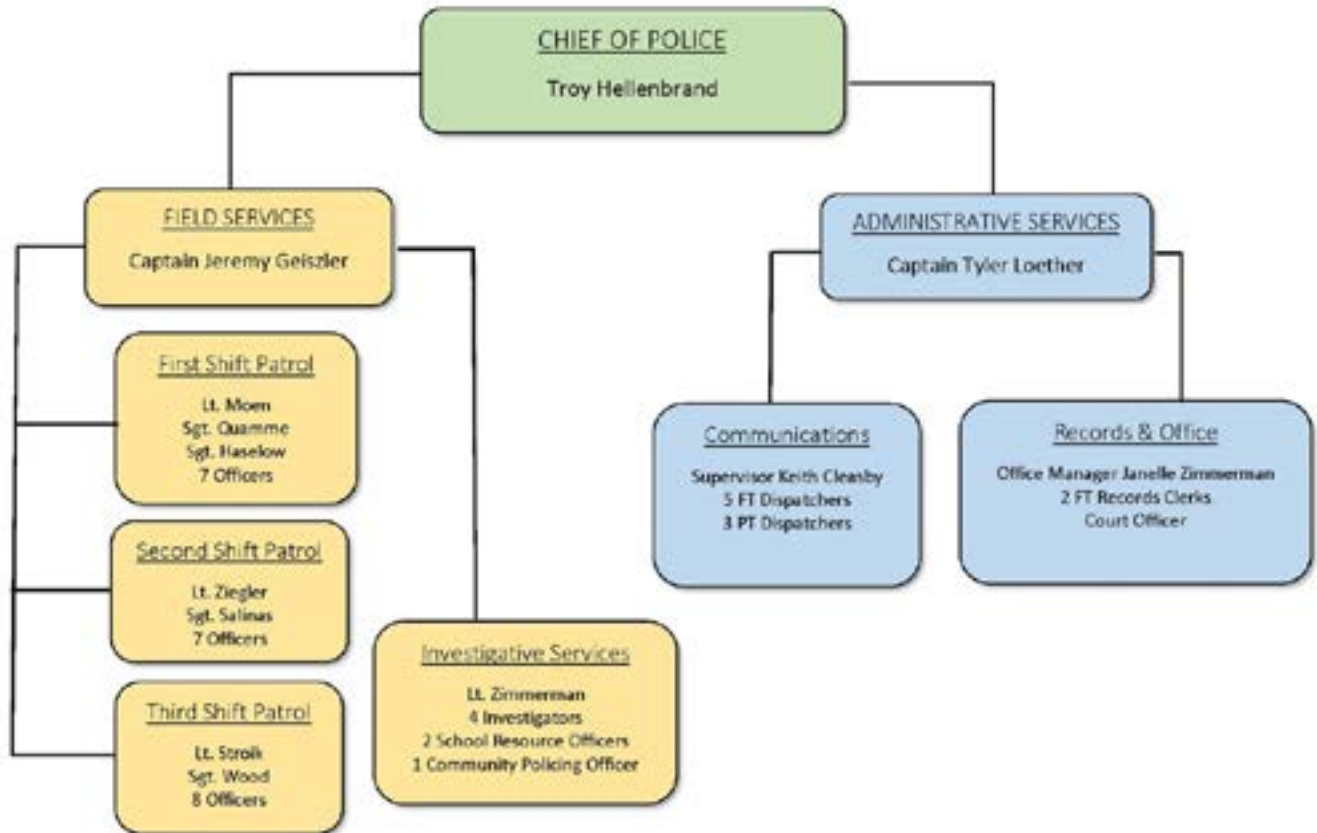


## THE POLICE DEPARTMENT

The Middleton Police Department is responsible for providing 24-hour police services and protection in the City of Middleton. The police department has 41 sworn officers, including the Chief, two Captains, four Lieutenants, four Sergeants. Non-sworn staff includes three Records and Office personnel, nine Communications/Dispatch personnel, and one individual assigned to Court Services.

The police department places a strong emphasis on community-oriented policing. Department members believe in the critical importance of partnering with the community to identify and solve community problems to maintain and enhance the quality of life in Middleton.

### POLICE DEPARTMENT ORGANIZATIONAL CHART







## MIDDLETON POLICE DEPARTMENT UCR OFFENSE DATA 2023

OFFENSE DESCRIPTION	REPORTED INCIDENTS
Human Trafficking	0
Simple Assault	79
Arson	0
Motor Vehicle Theft	9
Larceny Theft	164
Burglary	21
Aggravated Assault	22
Robbery	4
Rape – Revised 2017	1
Homicide	1

## 2023 Quick Facts

Dispatched Calls for Service	11,559
Adult Arrests	273
Juvenile Arrests	18
Total Arrests	291
Annual Operating Budget (FY 2024-25)	\$7,126,169



## CHALLENGES

Since 2010, the City of Middleton has experienced growth in population. Between 2010 and 2020 the population increased 2.5% annually, a total increase of 4,385 residents. Total population increased from approximately 22,328 residents in 2022 to approximately 24,000 residents to date.

The City anticipates additional growth between 2024-2029. This will primarily be through the redevelopment of commercial properties converted into new construction multi-family units along with town homes and single-family homes. This accelerated growth has the potential to increase the total population by over 7,000 residents. Accordingly, the next Chief of Police must be able to plan for anticipated growth and that growth's impact in terms of police services to the community.

Wisconsin State Statute regulates tax levy limits based on net new construction each year. This means that while redevelopment of property in Middleton will lead to an increase in population, the City's ability to receive additional tax revenue may be limited based on the fact much of the redevelopment will be vertical and not horizontal expansion. The Chief will need to be thoughtful and intentional on how to best manage and deploy department resources.



## OPPORTUNITIES AND EXPECTATIONS

The next Chief will be a person who values employees' physical and mental health and wellness. The Chief will be actively engaged in the professional development, mentorship and overall investment in police personnel which are much more than the Department's most important resources; they are indeed their essence.

The next Middleton 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. The Chief will regularly demonstrate active listening skills and will seek information and input and welcome and encourage diversity. The Chief of Police must lead by example, showing respect for everyone regardless of socio-economic status, race, creed, gender, or sexual orientation.

Successful candidates will have a history of collaboration, cooperation, relationship building and teamwork. They will have a proven history of practicing the principles of 21st Century Community Policing and building community problem solving partnerships. They will be committed to training, professional development and community engagement.

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. The Chief will have experience with and/ or commitment to collaborating with other law enforcement agencies and mutual aid groups, including fire and EMS personnel.

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

The department is one of 44 cities and counties accredited in the state by WILEAG, representing less than ten percent of all law enforcement agencies in Wisconsin. Not only a source of pride, but accreditation also signals a significant effort to ensure contemporary policing and community-accountability standards are in place and honored. Successful candidates should be very familiar with professional best practices. Experience with police accreditation is desirable.

## DESIRABLE CHARACTERISTICS

The City is seeking an adaptable law enforcement professional with an ability to provide a contemporary approach to policing. The ideal candidate will have an inclusive managerial style, as well as clear, concise, and open communication skills. Candidates should also have an equivalent combination of education, training and experience which provides the required knowledge, skills, and abilities, as outlined below:

The successful candidate will:

- Possess and exhibit outstanding communication skills.
- Be able to thoughtfully represent the interests of the department and the city, with a high level of community engagement.
- Demonstrate an inclusive leadership and management style.
- 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 21st Century Community Policing and building community problem solving partnerships. Demonstrated experience receiving positive outcomes applying problem solving approaches within the community.
- 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.
- Successful candidates should be very familiar with professional best practices. Experience with police accreditation is desirable.
- 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.
- Well-developed financial management skills, knowledge of capital planning and organizational management and a clear understanding of resource and budgetary limitations while avoiding micromanagement.
- The Chief should have experience in labor/management interactions and succession planning, and a commitment to continued professional development of all members of the Police Department.
- 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.



Candidates should also have an equivalent combination of education, training and experience which provides the required knowledge, skills, and abilities, as outlined below:

- 15 years of service in law enforcement, including five years of supervisory and/or administrative experience above the rank of Sergeant in a full-time, paid police department.
- B.A. in police science, criminal justice, law enforcement, public administration, or related field; 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, Police Executive Research Forum Senior Management Institute For Police, Leadership In Police Organizations, or similar programs is required.
- 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.

## COMPENSATION, BENEFITS AND THE ORGANIZATION'S CULTURE

The salary for this position is commensurate with qualifications with a minimum starting range of \$112,997 to \$146,896. The City offers a competitive benefit package and is part of the [Wisconsin Retirement System](#). Candidates must meet the qualifications established by the Law Enforcement Standards Board (LESB) within the first six months of employment.

The organization prides itself on its commitment to customer service and teamwork. Staff has daily interaction with one another and report strong interdepartmental relations. The City's organization strives to be a workplace of choice, and City staff possesses a high-output work ethic.

The Mayor and Common Council possess a strong respect for City staff's work. Among themselves, elected officials are collegial and respectful of differing perspectives and points of view.

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## HOW TO APPLY

Interested candidates should apply online at [www.GovHRjobs.com](http://www.GovHRjobs.com) with a resume, cover letter and contact information for five professional references by October 21, 2024. Confidential inquiries may be directed to Jon Fehlman, MGT Senior Consultant, at Tel: 847-380-3240 x142 or Marc Hornstein, MGT Senior Consultant, at Tel: 847-380-3240 x178.

The City of Middleton, WI embraces diversity. The city is an Equal Opportunity Employer and does not discriminate based on race, age, sex, religion, national origin, disability, color, genetic information, marital status, or sexual orientation.

