

LINDENHURST, ILLINOIS CHIEF OF POLICE



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THE POSITION IN BRIEF

The Chief of Police is Lindenhurst's duly sworn law enforcement executive in charge of overseeing the Village's police department. The Chief works closely with the Village Administrator, Mayor, Board of Trustees, and other community stakeholders to ensure that state laws and local ordinances are enforced in the pursuit of public peace and safety. The Chief manages a workforce of 19 personnel, which includes part-time sworn officers, one civilian, and a budget of approximately \$2.8M. The incumbent is retiring with 30 years of police service, the last ten years as Chief of Police.

The police department has 15 full-time sworn officers, including the Chief, one Commander, four Sergeants, and one full-time Records Assistant. The police department supplements its staffing with sworn, part-time police officers. Police officers are organized into one bargaining unit represented by the Fraternal Order of Police. Dispatch services are provided by Glenview Public Safety Dispatch, a regional public safety answering point.

The Chief of Police is appointed by the Mayor and Board of Trustees on the recommendation of the Village Administrator. The Chief reports to and works with the Village Administrator and other personnel. The next Chief will be successful by supporting the Village's ongoing public safety mission to provide vision, stewardship, and valued services, above and beyond the norm while fostering a vibrant community culture to preserve and protect the quality of life for both residents and visitors.



THE COMMUNITY

Lindenhurst, a non-home rule community with a population of 14,406 is located 50 miles north of Chicago and just south of the Wisconsin border. The Village is 4.53 square miles and situated in Lake County. Lindenhurst is a family-oriented community with beautiful neighborhoods, high quality schools and an excellent park system offering a variety of recreational options. Lindenhurst has a track record of being a leader in innovation and has been the beneficiary of a high performing government operation utilizing a forward-thinking approach.

COMMUNITY HISTORY AND BACKGROUND

Nestled in the heart of northern Lake County, Illinois, Lindenhurst is a thriving community that blends the charm of small-town living with the energy and growth of modern suburban life. Originally settled in the late 1800s, Lindenhurst was a peaceful rural area that, over the years, has blossomed into a vibrant town of approximately 14,406 residents.

The town's history is deeply rooted in its connection to the land, with early settlers drawn to its lush landscapes, beautiful lakes, and natural resources. Over time, the area's rich farmland and its proximity to Chicago allowed Lindenhurst to grow and evolve, while still preserving its close-knit, friendly atmosphere. As the community expanded in the 20th century, its commitment to safety, family, and quality of life became pillars of the village's identity.

Most households consist of married couples and their families living in owner-occupied homes. While residential growth outstripped business and commercial growth, the village made commercial growth a centerpiece of more recent development efforts. In the 1990s the Village's largest employer, Victory Lakes Continuing Care Center, a retirement health complex, was constructed along Grand Avenue.

Today, Lindenhurst is experiencing an increase in residential and commercial development, with the addition of the over 225 single-family, age restricted subdivision – Briargate – now moving into its third and final phase. Additionally, the Village will be adding 100 new residential townhome units as Heritage Park reaches its completion in spring 2025, with other residential development possibilities in conceptual phases. Village leaders have also worked with new ownership of the rebranded Lindenhurst Center to redevelop a decaying in-line retail building in the center of town into a vibrant, commercial town center. That work transformed a dilapidated property with occupancy below 40% to one that will have occupancy above 85%, anchored by a new, 21,000 square foot Ace Hardware. The Village Board desires to continue the transformation of Grand Avenue by adding streetscape elements along the corridor and encourage new development in areas which are underserved.



Lindenhurst is a community that places great emphasis on law enforcement's role in enhancing its quality of life. The village enjoys a strong relationship between its police department and the residents it serves, focusing on proactive policing, community engagement, and safety initiatives. The Lindenhurst Police Department is dedicated to providing exceptional service and fostering an environment where residents feel secure and connected. As the community grows, so does the commitment to maintaining a safe, welcoming environment where residents can thrive.

Lindenhurst offers a unique opportunity for a new Chief of Police to lead a forward-thinking and community-focused department. The town's strong sense of pride, safety, and community collaboration offers a dynamic environment for law enforcement professionals seeking to make a lasting impact.

AREA EDUCATION

Lindenhurst residents are served by the following schools based on their location of residence: District 41 – Lake Villa Schools, District 34 – Antioch Schools, and District 24 Millburn Community Consolidated School District. Residents also attend District 117 Lakes High School and District 127 Grayslake North High School.

PARK DISTRICT

The Lindenhurst Park District offers a variety of unique spaces and programs including: two beaches, 15 playgrounds, and 25 parcels of open space, totaling 134.5 acres, which offer great active features combined with designated passive/natural areas. They operate a 31,000 sq. ft. Community Center with a full-size gymnasium, 3-lane suspended walking/jogging track, aerobic and dance studios, senior/active adult room, preschool, multi-purpose and activity rooms, offices, and more, all ADA accessible. (Source – Lindenhurst Park District)

LIBRARY SERVICES

Lake Villa District Library serves Lake Villa Township, including the communities of Lake Villa, Lindenhurst, portions of Round Lake Beach, Round Lake Heights, and Antioch. The population served is approximately 40,000. (Source – Lake Villa District Library)



VILLAGE GOVERNMENT

Village and Government Staff: Lindenhurst, a non-home rule community, is governed by a Village President (Mayor), six Trustees and a Village Clerk, who are elected at large with four-year staggered terms. Other positions (non-elective) are appointed by the Mayor or President with the advice and consent of the Board of Trustees.

The appointed positions include the following: Treasurer, Administrator, Collector, Director of Operations, and Chief of Police. By adoption of local ordinance, the Administrator is empowered to conduct certain day-to-day operations of the community and serves as administrative head of the public works, engineering, building, and zoning, police, and administration departments of the Village. The Village of Lindenhurst is served by the Lake Villa Fire Protection District for fire responses and emergency medical services. Presently, there are three (3) fire stations that are staffed 24 hours a day, including one fire station in the Village of Lindenhurst.



COMMUNITY DEMOGRAPHICS

Population (2020 Census):	approximately 14,406
Median Age (2022 ACS):	37.8
Households (2022 ACS):	5,071
Median Household Income (2022 ACS):	\$124,690
Average Home Value (Zillow):	\$317,191

Race: White (Non-Hispanic) 77.2%, Black or African American 2.87%, Asian 6.03%, Multi Racial Hispanic 3.87% Two or More Races 2.02%, White Hispanic 4.91%, Other Hispanic 2.13%, Other Non-Hispanic 0.34%, American Indian and Alaska Native Hispanic 0.42%, Black, or African American Hispanic 0.11%, Asian Hispanic .0625% (2022 Census).

LOCATION

The Village of Lindenhurst, approximately 4.53 square miles, is located 50 miles Northwest of Chicago and is approximately 11.5 miles west from Interstate 294.

PROXIMITY TO AIRPORTS

O'Hare International Airport	37 miles
Milwaukee Mitchell International Airport	44 miles
Waukegan National Airport	12 miles

EMPLOYMENT AND INDUSTRY INFORMATION

The top industry sectors in Lindenhurst per the 2021 U.S. Census Bureau include:

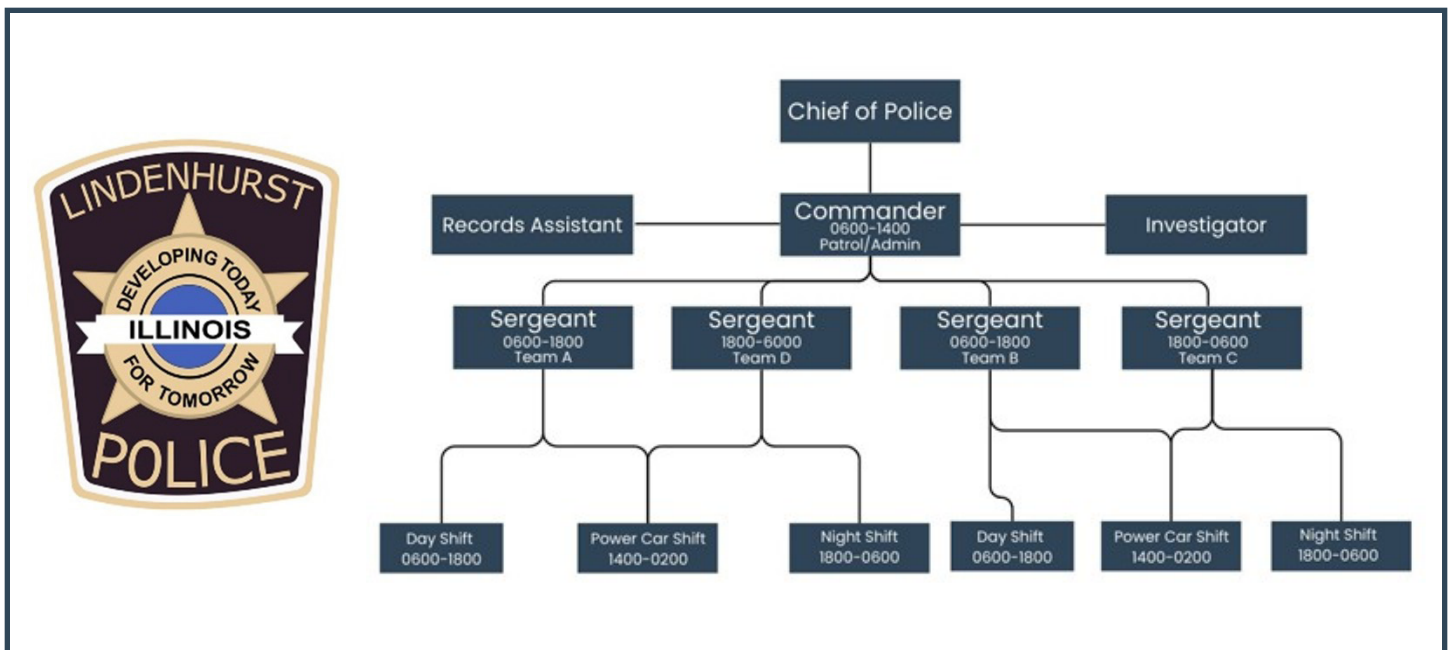
- Health Care
- Retail Trade
- Accommodation and Food Services
- Construction
- Professional

The top industry sectors for employment of Lindenhurst's residents per the 2021 U.S. Census Bureau include:

- Manufacturing
- Education
- Health Care
- Retail Trade
- Professional

THE POLICE DEPARTMENT

The Lindenhurst Police Department is responsible for providing 24-hour police services and protection in the Village of Lindenhurst. The authorized staff of the department is 15 full-time sworn officers, including the Chief, one Commander, four Sergeants, and one full-time Records Assistant. The police department supplements its staffing with sworn, part-time police officers. Dispatch services are provided by Glenview Public Safety Dispatch, a regional public safety answering point. The Glenview Public Safety Dispatch Center (GPSDC) currently dispatches for fourteen communities and has two dispatch centers (Glenview and Highland Park). The police department participates in a number of multi-regional mutual aid organizations including the Lake County Major Crimes Task Force and the Major Crash Assistance Team. The police department strongly believes in community policing, which is reflected in its culture and enforcement philosophy. 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 Lindenhurst.



Lindenhurst Police Department NIBRS Group A Offense Data – 2023

Offense	Reported in 2023	Reported in 2022	Percent Change	Offenses Cleared	Percent Cleared	Percent Of Category	Rate Per 100,000*
Murder	0	1	-100.00%	0	0.00%	0.00%	0.00
Negligent Manslaughter	0	0	NA	0	0.00%	0.00%	0.00
Justifiable Homicide	0	0	NA	0	0.00%	0.00%	0.00
Non-consensual Sex Offenses:							
Rape	2	2	0.00%	0	0.00%	7.41%	13.99
Sodomy	0	0	NA	0	0.00%	0.00%	0.00
Sexual Assault with Object	0	0	NA	0	0.00%	0.00%	0.00
Fondling	1	1	0.00%	0	0.00%	3.70%	6.99
Aggravated Assault	3	9	-66.67%	1	33.33%	11.11%	20.98
Simple Assault	19	25	-24.00%	4	21.05%	70.37%	132.90
Intimidation	1	1	0.00%	0	0.00%	3.70%	6.99
Kidnapping/Abduction	1	0	NA	1	100.00%	3.70%	6.99
Consensual Sex Offenses:							
Incest	0	0	NA	0	0.00%	0.00%	0.00
Statutory Rape	0	0	NA	0	0.00%	0.00%	0.00
Human Trafficking, Commercial Sex Acts	0	0	NA	0	0.00%	0.00%	0.00
Human Trafficking, Involuntary Servitude	0	0	NA	0	0.00%	0.00%	0.00
Crimes Against Persons Total	27	39	-30.77%	6	22.22%	17.65%	188.86
Robbery	0	0	NA	0	0.00%	0.00%	0.00
Burglary/Breaking & Entering	9	19	-52.63%	0	0.00%	7.26%	62.95
Larceny/Theft Offenses	30	19	57.89%	6	20.00%	24.19%	209.85
Motor Vehicle Theft	8	9	-11.11%	0	0.00%	6.45%	55.96
Arson	1	1	0.00%	0	0.00%	0.81%	6.99
Destruction Of Property	19	13	46.15%	1	5.26%	15.32%	132.90
Counterfeiting/Forgery	2	2	0.00%	0	0.00%	1.61%	13.99
Fraud Offense	54	41	31.71%	0	0.00%	43.55%	377.73
Embezzlement	0	0	NA	0	0.00%	0.00%	0.00
Extortion/Blackmail	0	0	NA	0	0.00%	0.00%	0.00
Bribery	0	0	NA	0	0.00%	0.00%	0.00
Stolen Property Offenses	1	0	NA	0	0.00%	0.81%	6.99
Crimes Against Property Total	124	104	19.23%	7	5.65%	81.05%	867.38
Drug/Narcotic Violations	2	0	NA	2	100.00%	100.00%	13.99
Drug Equipment Violations	0	0	NA	0	0.00%	0.00%	0.00
Gambling Offenses	0	0	NA	0	0.00%	0.00%	0.00
Pornography/Obscene Material	0	0	NA	0	0.00%	0.00%	0.00
Prostitution	0	0	NA	0	0.00%	0.00%	0.00
Weapons Law Violation	0	1	-100.00%	0	0.00%	0.00%	0.00
Animal Cruelty	0	0	NA	0	0.00%	0.00%	0.00
Crimes Against Society Total	2	1	100%	2	100%	1.31%	13.99
Total Group "A" Offenses	153	144	6.25%	15	9.8%	100%	1070.23

CHALLENGES, OPPORTUNITIES AND EXPECTATIONS

The new Chief of Police will need to be a person with demonstrated leadership and outstanding communication skills. The Chief should honor and respect community history and expectations; 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 next Lindenhurst Chief of Police will have an approachable and available management style encouraging effective communication among the staff of the police department, other municipal employees, and the community at large.

With an eye to the future, the Village recognizes the importance of providing the Police Department with state-of-the-art facilities to support their critical mission of serving and protecting the community. The current Strategic Plan for the Village includes a goal to develop plans and construct a new municipal complex (“Village Center”) meeting the needs of improved municipal services and public safety and establishing a centralized location for commerce and community (combined Village Hall and Public Safety building). The next Chief of Police may have the unique opportunity to lead the planning, design, and construction of a brand - new police station.

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 Chief will be a strategic thinker, anticipating issues or trends and will be open to new approaches and technologies while understanding the needs of the Village of Lindenhurst 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 personnel.

2023 QUICK FACTS

Calls for Service	18,000
Traffic Stops	2,133
Felony Adult Arrests	10
Felony Juvenile Arrests	7
Misdemeanor Adult Arrests	80
Misdemeanor Juvenile Arrests	11
Total Arrests	108
Annual Operating Budget (FY 2024/2025- Approximately)	\$2.8M

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 next Chief will be a person who values employees’ physical and mental health and wellness. The next Chief of Police should also possess the willingness to challenge the status quo and make changes if needed.



DESIRABLE CHARACTERISTICS

The Village 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.

The successful candidate will:

- Be an outstanding communicator with the ability to demonstrate adaptive leadership.
- Have a proven track record of implementing and sustaining Community Policing practices.
- Have knowledge of modern policing principles, practices, and theories, with particular attention to supervising police services and operations.
- Manage proactively, anticipate issues and trends, and deal effectively with the general public with specific knowledge of methods and techniques of public relations.
- Make themselves approachable and accessible to residents, business leaders, stakeholders, and employees.
- Be adept at combining hands-on management style with authentic leadership, and an ability to embrace strategic thinking beyond the walls of the police department.
- Foster an atmosphere of mutual respect and cooperation with police personnel and other department heads and staff members.
- Deftly leverage regional resources and partnerships to bolster the expertise of officers and enhance service delivery to residents.
- Apply a variety of management principles and practices that govern the supervision and deployment of personnel.
- Be a mentor and support professional development of police personnel.
- Embrace and implement innovative police practices and technologies.
- Be open minded and understand the needs of the Village and the region.
- Utilize well-developed financial management skills, knowledge of capital planning and organizational management and a clear understanding of resource and budgetary limitations while avoiding micromanagement.
- Oversee the recruiting and selection process of staff members with strategic emphasis on creating a diverse pool of candidates.
- Be able to thoughtfully represent the interests of the department and the Village, with a high level of community engagement.
- Demonstrate an inclusive leadership and management style.
- Demonstrate experience building successful partnerships with community stakeholders.
- Exhibit 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.
- Possess experience interacting and collaborating with other law enforcement agencies and mutual aid groups.
- Possess 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.
- Be experienced 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.
- Be proficient in in labor/management interactions and succession planning.
- Possess excellent writing and public speaking skills and the ability to adjust one's approach based upon the audience.
- Demonstrate an excellent reputation and a high level of honesty and integrity.



EDUCATION, TRAINING AND EXPERIENCE

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 service experience in a full-time, paid police department.
- A bachelor's degree is required, criminal justice or a related field ideal; 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 Illinois driver's license. They will be certified by the Illinois Law Enforcement Training and Standards Board or be eligible for such certification.

COMPENSATION, BENEFITS AND THE CULTURE OF ORGANIZATION

The starting salary range for the position is \$150,000 +/- DOQ. The Village of Lindenhurst also offers an excellent benefits package and a pension.

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

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

Lindenhurst is an Equal Opportunity Employer. The Chief of Police is appointed by the Mayor and Board of Trustees on the recommendation of the Village Administrator.

HOW TO APPLY

Apply online at www.GovHRjobs.com with a resume, cover letter, and contact information for five professional references by December 31, 2024. Confidential inquiries may be directed to Marc Hornstein, MGT Senior Consultant, at 847-380-3240, x178. The Village of Lindenhurst is an Equal Opportunity Employer.