



The Village of Rantoul, Illinois seeks qualified candidates for

CHIEF OF POLICE

Starting Salary \$110,000 - \$115,000 DOQ

Application Deadline – April 7, 2017

The Village of Rantoul is an Equal Opportunity Employer, committed to providing equal opportunity in recruitment, hiring, and all other employment practices and decisions.



COMMUNITY BACKGROUND

Located adjacent to the Village of Rantoul, Chanute Air Force Base opened in 1917 and closed in 1993. The military population on the base peaked at 25,000 in 1943 and averaged over 10,000 throughout its history. After training pilots during WWI, the Base's mission focused on training Air Force personnel as maintenance and operations specialists for aircraft and missiles, including a group of African-Americans later known as the Tuskegee Airmen. The many thousands of alumni are now dispersed throughout the world, having benefitted from their schooling at Chanute. It is a legacy that is still reflected in the Village's culture of pride, discipline and hard work.

The Village of Rantoul is experiencing a renaissance. Since the closing of the base twenty-four years ago, Rantoul is emerging as a progressive community that supports innovation with thriving manufacturing, food, agriculture, and research and high tech industries. Moving forward, Rantoul is celebrating, and building on, the diverse culture left behind from being a global military training base.

The Village offers housing opportunities that range from single family homes on unique tree-lined residential streets as well as multifamily dwellings of apartments or townhomes. The community has an outstanding school system and is part of a well-regarded library district.

Rantoul's existing industries are growing. Our community members are eager for new offerings and amenities that will reinforce the lifestyle that makes Rantoul a great place to live. We have development projects underway and in the planning stages as we speak, both with highway access and in the town's center.

The Village welcomes your interest in Rantoul. The municipality has taken productive steps to insure the highest level of services for its residents. Electric, gas, and water services are Village owned and the street and sanitary sewer divisions work diligently to provide service to our residents. In addition, the Village also has a number of beautifully maintained parks and a recreation department that is the envy of other central Illinois communities.

THE MUNICIPAL GOVERNMENT

Rantoul's local government consists of the Mayor, the six-member Board of Trustees, and the Village Administrator. Village Board meetings are held on the first and second Tuesday of the month. The Board approves the annual municipal budget, and decides on taxing levels to fund municipal services. In addition, the Board establishes policies, goals, and objectives to direct the Village's growth and development, and adopts ordinances, rules, and regulations as necessary for the general welfare of the community and its visitors.



The Mayor serves as the Village's Chief Elected Officer and performs other traditional statutory functions. The Village Administrator directs the day-to-day services and operations of the Village. The Administrator is responsible for executing the Village Board's policies, ordinances, resolutions and service objectives, and works with the Mayor, Board Members, Village staff and citizens to establish and implement long-range goals and objectives. The Chief of Police reports to the Village Administrator.

The Village has a proposed FY 2017/2018 budget of \$42 million. A total of 122 full-time employees assure the delivery of efficient and effective day-to-day municipal services. Rantoul provides the full range of traditional services such as Administration, Finance Department, Police Department, Public Works Department (including water, electric and sewer utilities), Building and Zoning, Environmental Quality, and Economic Development. Fire Service is provided by the Rantoul Fire Department. Recreation services are provided by the Rantoul Recreation Department.

Additionally, the Village of Rantoul is focusing heavily on the Rantoul Tomorrow Initiative. This initiative seeks to connect the community in order to promote healthy municipal revenues, improve the Village's reputation, and provide a better quality of life for Village residents. The initiative brought the community together to define three focus areas: neighborhoods, schools, and economic growth. As each area grows and improves, it will spur growth in the other focus areas, building a bright future for the Village of Rantoul. More information on this initiative can be found at www.rantoultomorrow.com.

THE RANTOUL POLICE DEPARTMENT

As an organization, our goal is to form a partnership with the community in order to best serve and protect our citizens as well as our visitors. We also provide a modern, full service department which is responsive to the community and its needs. We furthermore work toward making a major contribution to improving the quality of life in Rantoul.

The Rantoul Police Department is made up of 30 sworn officers, including a chief, two lieutenants, seven sergeants, two detectives, two school resource officers, one canine handler and fifteen patrol officers. The department has seven non-sworn positions, including an operations manager, community services officer, evidence custodian, and police services representative.



The Rantoul Police Department prides itself on community outreach by utilizing a school resource officer in the local high school and another in the middle school and grade schools. Officers enjoy jumping on bikes during the summer and patrolling the ball parks and community events. Other community outreach programs include Shop with a Cop, Rantoul Night Out, and the "Fill the Squad Car" and "Cop on Top" fundraisers.



The Rantoul Police Department has four officers assigned to the METRO SWAT team and two officers assigned as METRO Negotiators. The team is comprised of officers from Rantoul, Urbana, University of Illinois, Mahomet and Parkland College Police Departments as well as the Champaign County Sheriff's Office.

Additional facts about RPD:

- The police department budget is approximately \$4.5 million
- Patrolmen and sergeants each work under labor agreements through the Fraternal Order of Police
- Police dispatching is done through METCAD, a consolidated 911 Center that serves all of Champaign County
- A consolidated report writing and records management program is used in conjunction with other Champaign County law enforcement agencies
- Lexipol policy manual and Daily Training Bulletins are subscribed to by the Department

CHALLENGES AND OPPORTUNITIES

A candidate for the position of Chief of Police must be a proven leader, committed to the development of the Department. The candidate will be an exceptional communicator, able to thoughtfully represent the interests of the Department and the Village. The next Rantoul Police Chief can expect to work closely with the Mayor, Trustees, and Village Administrator on the following challenges and opportunities:

- Oversight of the recently proposed Crime Free Housing Initiative, which establishes a working relationship between the department and area landlords to hold tenants accountable for maintaining a crime-free rental unit, in an effort to improve quality of life for other residents.
- Working to enhance the personnel of the Police Department. The Rantoul Chief of Police will be responsible for developing all Police Department staff and partner with them to carry out a vision for the future of the Police Department. The next Chief of Police will need to work to enhance these internal relationships and maintain exceptional standards for service to the community.
- Confidently and comfortably building internal and external relationships; to be capable of engaging and working closely with both neighboring and regional law enforcement entities, as well as other Village, county and state agencies for the benefit of the Department and the Village.
- Creatively enhancing the strong community ties that the Department has been known for, by being responsive to the Village of Rantoul's diversity, values, and beliefs.
- Oversight of Department policy and procedures with continuous updates to remain current with state and federal law, court decisions and law enforcement best practices. In a fiscally responsible manner, overseeing technology and equipment uses that can benefit the Police Department in providing services to the community.

- Recruiting, training and developing personnel and engaging current Department personnel in identifying and analyzing needs. The new chief must have an appreciation of diversity and generational differences in the workforce.
- Fostering throughout the department an environment that would allow for the development of an adaptable, resilient organization.
- Effectively addressing, in a timely manner, any issues that may impact the delivery of law enforcement services to the community.

QUALIFICATIONS AND EXPERIENCE

The Rantoul Chief of Police is appointed by the Mayor with the approval of the Village Board and reports to the Village Administrator. Candidates must have a Bachelor's Degree in a related field with a Master's Degree preferred. Advanced qualifications such as Illinois Certified Police Chief, Executive Management certificates including the FBI National Academy, Northwestern University Center for Public Safety or other similar State and/or National programs are also preferred.

Candidates must have at least 7 years of increasingly responsible administrative experience in a law enforcement agency. The successful candidate will be a highly collaborative, experienced executive with a proven track record in a union environment and the ability to work with elected and appointed officials. The Village of Rantoul offers a competitive benefits package and is an Equal Opportunity Employer. The starting salary range is \$110,000 - \$115,000, depending on qualifications.

Candidates should apply at once but no later than April 7, 2017 with resume, cover letter, and contact information for five (5) professional references. Applications should be sent to the Village of Rantoul, 333 S. Tanner St., Rantoul, IL 61866. Questions can be directed to the Human Resources office at (217) 892-6856.



MISSION STATEMENT

The Rantoul Police Department is committed to the enhancement of public safety and, through the efficient use of public resources, to enhance the quality of life in the Village of Rantoul.

It is the mission of the Police Department to enforce the laws of the State of Illinois and the Village of Rantoul, in conformance with the Constitution of the United States and that of the State of Illinois, and to protect and serve citizens of our community with the highest level of professionalism and integrity.