The City of Appleton, Wisconsin

welcomes your interest in the position of

Police Chief

Our Community

The City of Appleton is an inviting community nestled in northeastern Wisconsin near the largest lake in the state, Lake Winnebago. Home to more than 74,000 residents, Appleton is known for its vibrant and growing downtown, including a $45 million performing arts center. The city is also known for its numerous parks, high-quality education and friendly, safe environment. We're proud of the fact that in 2020 Appleton was ranked **#1** for the Best Place to Raise Kids by SmartAsset. In 2020, Appleton was also ranked **#13** on SmartAsset's list of Most Livable Small Cities in the U.S.

The City of Appleton is considered a leader in the New North, a regional initiative to promote economic growth in northeastern Wisconsin. The city is located in the heart of the Fox Cities, a grouping of 15 cities, villages and towns linked by the Fox River. We are one of the fastest-growing areas in the state, and nearly a quarter-million people call this home. We enjoy a variety of activities from jazz concerts on the nationally recognized campus of Lawrence University and Broadway performances at the world-class Fox Cities Performing Arts Center, to quiet evenings spent walking along trails near the river or having dinner at one of the fabulous restaurants that border the historical waterway.

Yet even with its big-city appeal, Appleton offers a small-town feel for its residents and visitors. We consider "Appleton" to be synonymous with "Americana." Every August downtown Appleton hosts Mile of Music, a cover-free festival highlighting handcrafted artistry. In Fall, the Octoberfest celebration draws more than 150,000 people to enjoy music, food, and more. We take pride in our many parades and a broad range of cultural events including Juneteenth and the Hmong New Year.

Our Organization

The very foundation of the City of Appleton is built on its mission of "serving community needs and enhancing the quality of life" for its citizens and the visitors we welcome. The city works hand-in-hand with members of the community on many levels, from businesses who rely on our infrastructure in order to thrive, to residents who count on our many services for their safety and well being, to visitors who spend more than $355 million in our community annually.

Appleton operates under a Mayoral/Council form of government. The Mayor serves a four-year term and the 15 Common Council members are elected by district every two years. The Mayor oversees 13 Department Directors who manage more than 600 full and part-time employees, as well as 450+ seasonal employees each year.

The City of Appleton has built global partnerships with our Sister Cities in Kanonji, Japan and Chinandega, Nicaragua. We are proud to share our knowledge and resources with these communities and their residents.

The Police Department

The Appleton Police Department (APD) is committed to their mission of "Excellence in Police Service." APD is one of the most innovative and professional organizations in the nation. Employees uphold the highest standards in policing and are encouraged to creatively find ways to fight crime and solve problems. APD's efforts to maintain the community's great quality of life is evident in the 2020 community survey results, with 84% of the respondents being satisfied or very satisfied with APD's efforts to provide safety in the community.

APD works under a District Team Policing model with officers assigned to one of three patrol districts. The department includes 113 sworn officer positions and 27 non-sworn positions. If you would like more information about APD, visit www.appleton.org/residents/police.

The Police Chief Position

As the head of the department, the Police Chief provides vision and leadership for the strategic development and management of the Police Department to support the organization's mission and strategic goals. Work involves supervising departmental activities; formulating and enforcing departmental rules of conduct, policies, etc.; coordinating department activities with outside agencies; preparing and justifying operational budgets; making recommendations for hiring, promotions, commendations and discipline; setting individual and departmental goals and objectives; and publicly representing both the City and the Police Department at all times. Work is performed under the general direction of the Mayor.

This position serves as an integral member of the City Leadership Team and is expected to serve in both leadership and management capacities:

- Leadership: the position is responsible for participating in and supporting the ongoing strategic planning process for the City. It will also lead the implementation of the Police Department Strategic Plan. In addition, the Police Chief is responsible for recommending staffing, service levels and budgetary needs for the future, as well as fostering collaborative relationships with other entities to meet the needs of the community.

- Management: in addition to playing a leadership role, this position must also serve a tactical, hands-on administrative role for the City. Ongoing areas of focus include managing daily/monthly operations; monitoring program budgets, performance indicators and revenues; and responding to staff and customer issues and concerns. The Police Chief is responsible for managing the department's annual operating budget. More details on the overall 2022 City of Appleton budget (including the Police Department) can be found at www.appleton.org/government/finance/budget.

The Ideal Candidate

The Police Chief candidate will have a deep understanding of information technology needs and be able to identify solutions to best fit the needs of the City.

The successful candidate will have a Bachelor's degree in Police Science, Criminal Justice, Law Enforcement, Public Administration, or related field, with a Master's degree desired, and eight to nine years of relevant experience with at least three years supervisory/management experience.

Candidates should have previous experience in successfully demonstrating the core competencies for this position: communication, vision, political savviness, strategic skill, and decision making.

Compensation & Benefits

The City offers a competitive salary, plus an excellent fringe benefit package. This generous benefit package includes medical and dental insurance, life insurance, long-term disability insurance, a post-employment health care plan, employer health clinic, paid leave and more. Voluntary benefits are also available.

In addition, City of Appleton employees participate in the Wisconsin Retirement System (WRS) to help save for their financial future, and have the option to participate in the City's 457 Deferred Compensation Program. An employee assistance program is also available to staff members and their families.

If you have questions about the hiring process or position, please contact:

Human Resources
City of Appleton | 100 N. Appleton St
Appleton, WI 54911
P: (920) 832-6458 | F: (920) 832-5845
www.appleton.org