

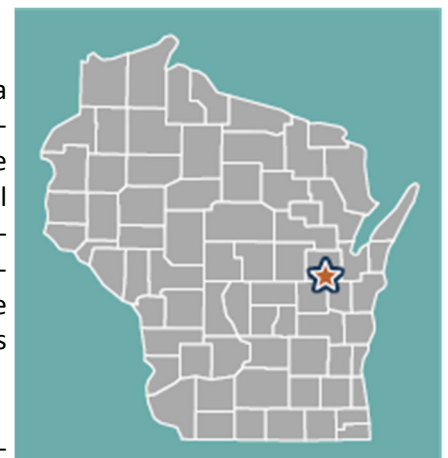
# Police Chief Recruitment



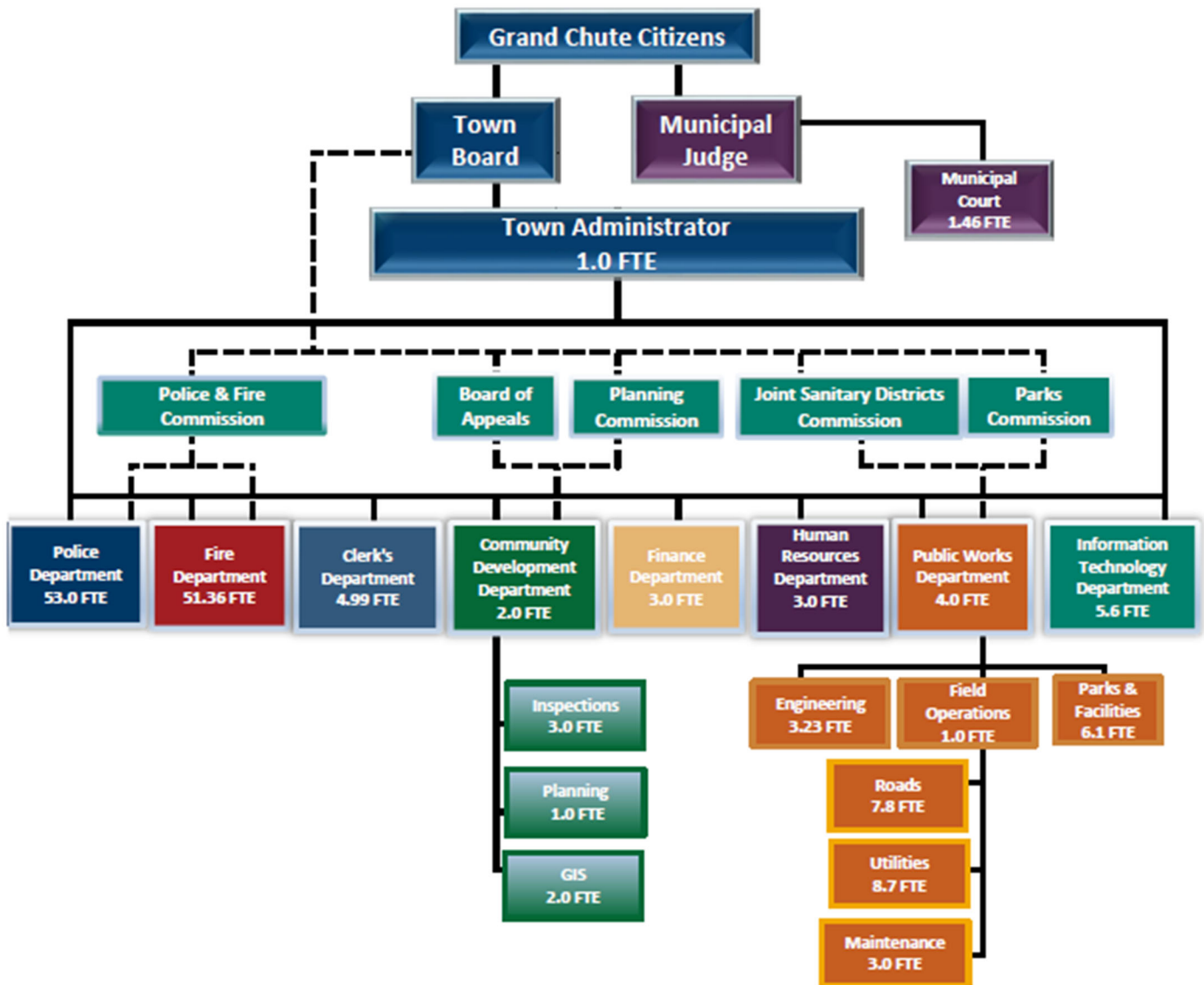
## Our Community

With a population of 24,294, Grand Chute residents enjoy big city amenities in a quiet and safe community. Many of these attractions are located in the Town, itself, including a major regional shopping mall, the Fox River Mall (pictured at the top right of the page). The Wisconsin Timber Rattlers, a minor league baseball affiliate of the Milwaukee Brewers, play at Neuroscience Field and baseball stadium (pictured at the lower left of the page). Grand Chute is home to the main campus of Fox Valley Technical College and the Gordon Bubolz Nature Preserve. The Town hosts an amazing network of trails and biking paths. In total the Town has 24 miles of off-road trails, 21 miles of sidewalk, and 11 miles of bicycle lanes.

Located in Wisconsin's third largest metro area, Grand Chute is the region's commercial and retail center. It is the largest town in Wisconsin, in terms of both population and equalized value, and also one of the fastest growing communities in the state. Grand Chute is just minutes away from major Appleton destinations including museums, a performing arts center and an international airport. The community features a strong and diverse employment base. Among our major employers are: Pierce Manufacturing, Presto Products, McCain Foods USA, Dixon Ticonderoga, and Werner Electric. Check out the Fox Cities Visitors Destination Guide for things to do in and around Grand Chute: <https://www.foxcities.org/plan-your-visit/destination-guide/>



# Our Organization



Grand Chute, has a five-member Town Board that handle town governmental matters that are not under the jurisdiction of the town meeting. Town Board Supervisors are elected to serve two-year alternating terms. Pursuant to Wisconsin State Statute 60.37(3), the Town Board appoints a Town Administrator to carry out the duties as assigned by the Board that do not conflict with the duties and powers conferred on other town officers. The Town Board establishes policy, enacts ordinances, and adopts the annual budget, while the Town Administrator oversees the administration of the Town. The current Town Administrator has 25 years of municipal experience and has been serving Grand Chute since January 2024.

The Police Chief reports to the Town Administrator and Police and Fire Commission which is committed to ensuring the highest quality of police and fire protection for the community. The Commission oversees the hiring of the Police and Fire Chiefs, selects and appoints personnel for both departments, handles promotions, and manages discipline and complaints.

For 2025, the Town's budget across all funds is \$67.5 million, with a staff of 165 full-time equivalents (FTE). The Town is organized into nine departments: Town Administrator, Police, Fire, Finance, Clerk, Information Technology, Human Resources, Community Development, and Public Works. In addition, Grand Chute operates a municipal court.



# Our Department...



**Chief of Police**

Executive Assistant  
1 Assistant



**Field Operations Division**  
1 Captain

**Technical Operations Division**  
1 Captain

**Morning Shift**  
2 Lieutenants  
6 Officers

**Afternoon Shift**  
2 Lieutenants  
12 Officers

**Night Shift**  
2 Lieutenants  
8 Officers

**Records Section**  
4 Clerks

**Investigative Services Section**  
1 Lieutenant

**Property and Evidence Section**  
2 Technicians

**Community Service Officers**  
8 Part-Time Civilian Staff

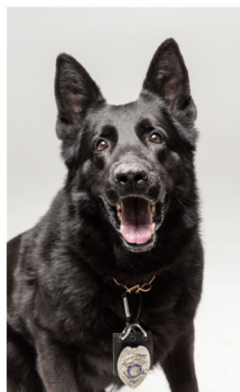
**Community Resource Officer**  
1 Officer

**Criminal Investigators**  
3 Investigators

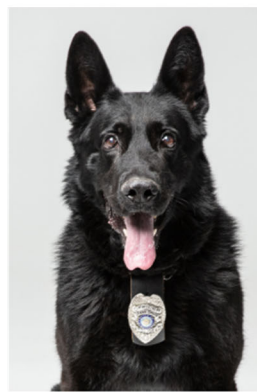
**Drug Unit Investigator**  
1 Investigator

**School Resource Officer**  
1 Officer

**Crossing Guards**  
4 Part-Time Civilian Staff



K-9 LUKA



K-9 KOLBY

Integrity ★ Respect ★ Empathy ★ Courage

# ...Our Department

Statistics/Workload Data	2024	2023	2022
Crimes against persons	144	146	137
Crimes against property	1,355	1,446	1,297
Crimes against society	313	293	289
Total incidents	27,446	27,859	26,487
Citizen initiated calls for service	16,952	18,155	17,742
Traffic crashes	1,225	1,306	1,363
Traffic stops	5,887	5,520	4,674

In 2022, the department undertook a staffing analysis culminating in a successful staffing referendum that added five sworn officers to the organization. This staffing analysis included a workload comparison of 27 similarly sized communities in Wisconsin, ranging in population from 16,182 to 29,609, based on the 2020 census. In conducting this comparison, three workload categories; violent crime, other crime, and traffic crashes, were analyzed, resulting in a finding that the total measurable workload of the GCPD was 10% greater than the next agency on the list, and more than twice the average measurable workload of the 27 comparison agencies.

The Grand Chute Police department's mission statement is designed to constantly remind us of our highest purpose in service delivery. The mission of the Grand Chute Police Department is as follows:

*Through the relentless pursuit of excellence, we protect the lives and property of those we serve, reduce criminal activity, and enhance the quality of life by partnering with our community.*

The pursuit of our mission is driven by a set of core values. These values have been selected by our employees because they define who we are as an organization and as individuals. The core values of the Grand Chute Police Department are:

*Integrity    Respect    Empathy    Courage*

It is our belief that adherence to these core values will ensure the delivery of the highest quality police services to our community.

GCPD, a Wisconsin Law Enforcement Accreditation Group (WILEAG) accredited department, has a total of 53 FTE with a current operating budget of \$7.4 Million. The department has made significant investments in personnel by launching a career development program, creating opportunities to attain advanced degrees, supporting attendance at leadership academies, introducing personalized work schedules, offering a comprehensive employee wellness and coaching program, and recognizing exemplary performance and personal achievement. The current labor agreement is settled through 2025 and we anticipate negotiations for a successor agreement to begin soon.

In addition to the delivery of exceptional police services to the community, GCPD has introduced innovative initiatives such as the Community Hotel Interdiction Program, a Public Health Vending Machine and Overdose Action Kits to combat the fentanyl crisis, an automated license plate recognition system, and a drone-as-a-first-responder program.



## Through the relentless pursuit of excellence,



# Opportunities & Challenges

- In 2024, the Town of Grand Chute undertook a space needs analysis which resulted in the development of a conceptual plan for a complete remodel of the Town Hall municipal complex, including a \$31 million addition to house the police department. The new chief will have the opportunity to champion this project and address the police department's space requirements for the next 20 years.
- In 2025, the police department has launched the first "drone-as-a-first-responder" (DFR) program in the State of Wisconsin. This technology will permit staff to program a destination, launch the UAV, and have it travel autonomously to the predetermined site in a fraction of the time it would take a ground unit to respond. Upon arriving on station, the device will hover and provide real-time situational awareness to responding officers through its livestream video capabilities. The next chief will determine the most effective application of this innovative technology.
- In 2025, the Town of Grand Chute will undertake a comprehensive strategic planning process incorporating all facets of Town government, including public safety. The chief of police will have an opportunity to engage with other Town staff and community stakeholders in the development of a comprehensive plan that will inform major decisions for the next 3-5 years.
- In December 2025, the police department will undergo its fifth on-site audit by the Wisconsin Law Enforcement Accreditation Group and seek WILEAG reaccreditation for the fourth time, having been first accredited in 2014. This comprehensive process will enable the chief to gain in-depth insight into the workings of the Grand Chute Police Department.
- Beginning in late 2024, and continuing for the next few years, the Wisconsin DOT will be performing major reconstruction of the segment of I-41 traversing the Town of Grand Chute. This project will impose a significant burden on Town resources, particularly those in the public safety arena, and will require constant monitoring and operational adaptation to ensure ongoing highway safety.
- For the past few years, the police department has sought funding to implement a behavioral health officer or behavioral health co-responder program. Having been unsuccessful to date, the next chief will face the challenge of addressing the growing problems associated with substance use/abuse, mental illness, and the role they play in amplifying the prevalence of unhoused individuals in the community.



we protect the lives and property of those we serve,

# Police Chief Position



The Police Chief position is open due to the retirement announcement of Greg Peterson following a 15-year career with Grand Chute. Chief Peterson will remain on staff until the selection process is complete. This executive-level, sworn law enforcement position is responsible for leadership, direction, supervision, and representation of the Town of Grand Chute Police Department and its employees. Work involves supervising department activities; formulating and enforcing department rules, policies, and performance standards; establishing department goals and objectives; engaging in strategic planning; overseeing fiscal activities of the organization, including preparing and justifying department budgets; administering personnel practices, including hiring, promotion, and discipline; publicly representing the police department and the Town of Grand Chute; and serving as a member of the Town's management team. A summary of the duties and responsibilities are noted on the right with approximate percentage of time. The full position description, is available on our website at <https://www.grandchutewi.gov/government/page/employment-opportunities/>

- Leadership & Supervision, 20%
- Review & Evaluate personnel performance, 5%
- Labor Relations, 5%
- Personnel practices, 10%
- Fiscal management/budgeting, 5%
- Compile accreditation compliance documentation, 5%
- Strategic planning, 5%
- Establish goals & objectives, 5%
- Confer with appointed and elected Town officials on public safety matters, 10%
- Identify/anticipate and address community problems, 10%
- Community/professional outreach, 10%
- Produce or review policies, reports, memos, and correspondence, 10%
- The Police Chief directly supervises two captains, and one executive assistant.

## Compensation & Benefits

The full salary range is \$118,560 to \$152,422 with the expected hiring range of \$118,560 to \$135,491, DOQ.

Benefits include: employer contribution of 15.01% into the WI Retirement System; State of WI Health Insurance, Vision Insurance, Accident Insurance, Critical Illness Insurance; and 100% employer paid premiums for Dental Insurance, Life Insurance, and Income Continuation Insurance. In addition, we offer, paid holidays, sick leave (accumulation to 960 hours), sick leave incentive program, vacation leave, employee assistance program, education reimbursement, professional development, and employee wellness and fitness coaching program. The Town is a qualifying employer under the Public Student Loan Forgiveness Program.

reduce criminal activity,



# Ideal Candidate

## Required Qualifications

- Bachelor's degree from an accredited college or university with major coursework in criminal justice, public administration, business administration or a related field.
- Post college completion of WI Law Enforcement Command College, FBI National Academy, Northwestern School of Police Staff and Command, Police Executive Research Forum—Senior Management Institute for Police, or Southern Police Institute is preferred.
- Eight (8) years of increasingly responsible command and supervisory experience in an organized police department.
- Four (4) years of administrative and supervisory experience within an organized police department in the capacity of a Police Chief or Assistant Chief (or equivalent).
- Certified, or be certifiable (within 6 months of hire), by the Wisconsin Law Enforcement Standards Board and fulfill their annual recertification requirements.
- Possess and maintain a valid Wisconsin driver's license.
- Reside within 15 miles of the Town's jurisdictional boundaries.
- Knowledge, Skills, and Abilities are identified in the full position description at <https://www.grandchutewi.gov/government/page/employment-opportunities/>



## Characteristics

- ♦ **Integrity** – Lead by example, demonstrating honesty, transparency, and ethical behavior in all situations.
- ♦ **Strong Communication Skills** – Effective communication with officers, staff, the community, and other stakeholders is crucial for building trust and maintaining clarity in decision-making.
- ♦ **Accountability** – Holding both themselves, their officers, and staff accountable to maintain high standards of professionalism and integrity within the department.
- ♦ **Strategic and Visionary Thinking** – See the bigger picture, anticipate future challenges, and implement strategies to address evolving issues in law enforcement.
- ♦ **Empathy and Emotional Intelligence** – Understanding the challenges faced by officers, staff, and the community, and responding with empathy.
- ♦ **Mentorship and Team Building** – Skilled at developing and nurturing talent within the department, ensuring officers and staff are supported and well-prepared to excel in their roles.
- ♦ **Adaptability** – Law enforcement is constantly changing, and a police chief must be flexible enough to adapt to new technologies, policies, and community needs.
- ♦ **Problem-Solving Skills** – The ability to identify underlying issues, analyze complex situations, and develop effective solutions.
- ♦ **Decisiveness** – Making tough decisions quickly, especially in high-pressure situations, and stand by those decisions with confidence.
- ♦ **Community Focus** – Building strong relationships with the community, fostering trust, and ensuring that policing strategies are fair, just, and community-centered.



and enhance the quality of life



# Recruitment Process

Please visit our website for position details and an application <https://www.grandchute.net/government/page/employment-opportunities/>

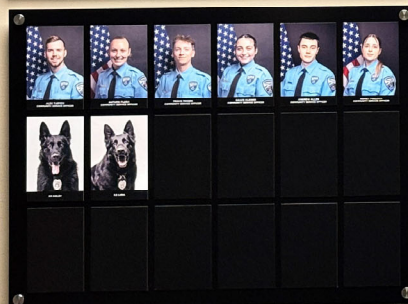
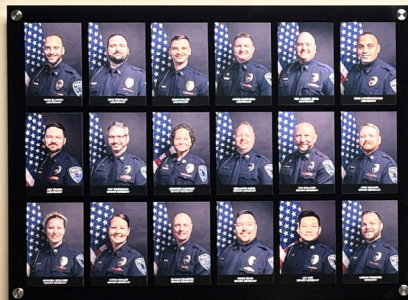
Qualified candidates can submit applications materials including a cover letter, resume, and application to [hr@grandchutewi.gov](mailto:hr@grandchutewi.gov). Application materials received by **June 1, 2025** will receive first consideration; however we will continue to accept application materials until the position is filled. We anticipate completion of the selection process by mid-September. Please contact Human Resources Director, Sue Brinkman, at [hr@grandchutewi.gov](mailto:hr@grandchutewi.gov) or 920-380-2905 with any questions.



Grand Chute is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, we provide reasonable accommodations to qualified individuals with disabilities and encourage both prospective and current employees to discuss potential accommodations with human resources.

## GRAND CHUTE POLICE

INTEGRITY ★ RESPECT ★ EMPATHY ★ COURAGE



by partnering with our community.