

The Village of Mount Pleasant, Wisconsin

Recruitment Profile

Chief of Police



Deadline: April 21, 2024

Qualified candidates may submit a cover letter, resume, references, and salary history to recruit@mcgrathconsulting.com

Assessment Center/Interview Date is scheduled for May 9, 2024.



INTRODUCTION

The Village of Mount Pleasant, Wisconsin is seeking qualified applicants for the position of Chief of Police. The Village is looking for a highly professional and collaborative leader who is committed to integrity, transparency, teambuilding, and is engaged in the best practices in the profession. The successful candidate will have excellent communication and interpersonal skills necessary to build positive working relationships and professional partnerships, and be a collaborative, inclusive, and ethical leader with a desire to mentor and provide professional development within the department.

THE COMMUNITY

The Village of Mount Pleasant in Racine County, Wisconsin is geographically one of the largest and most populated villages in the state, covering nearly 36 square miles with a growing community of approximately 27,000 residents. The Village of Mount Pleasant comprises a unique blend of rural agriculture, residential, manufacturing, and commercial properties. The Village is experiencing economic growth. Based on the VISION 2050, from the Village's Parks and Open Space Plan, population forecasts 44,700 residents and 19,700 households in the Village of Mount Pleasant by the year 2050. Stretching from Lake Michigan to I-94, Mount Pleasant is 20 miles south of Milwaukee and 60 miles north of Chicago. An ideal location, easy accessibility, progressive attitude, and a hometown feel are a few of the outstanding qualities that make Mount Pleasant a great place to live and visit.

Each season provides residents unique opportunities to enjoy a variety of outdoor activities from nearby golf courses and the Pike River Pathway to miles of bike lanes and over 400 acres of Village parkland. Lake Michigan's coastline also offers water recreation via the nearby marinas and boat launches. For horse enthusiasts, Racine County has equestrian centers and boarding facilities.

Mount Pleasant's public schools are managed by the Racine Unified School District. A broad array of post-secondary education is available in nearby Kenosha and in the metropolitan Milwaukee area, including the University of Wisconsin—Parkside and the University of Wisconsin—Milwaukee, Marquette University and Milwaukee School of Engineering. Gateway Technical College in Kenosha and the Milwaukee Area Technical College offer a wide range of technical education programs. Through exemplary academic and co-curricular programs, learners develop essential skills needed to be creative, critical, and confident problem-solvers who are engaged and motivated to adapt to the constantly evolving world.

The community's median home value is approximately \$250,000. The median household income is \$81,000 per year. Employment is reported to be 75% white collar jobs. Privately employed individuals comprise 71% of the workforce of Mount Pleasant, and at least 70% of residents have attended some college, graduated college, have a bachelor's degree or higher.

In November of 2023, Microsoft began foundation work for the southern Datacenter Campus. This 315-acre Datacenter Campus is a substantial, long-term commitment to the local community by the positive economic impact it promises. Other local, national, and international companies that call Mount Pleasant home include Case New Holland, Badger Meter, Putzmeister, SC Johnson and Seda International Packaging. Amazon has built warehousing and a fulfillment center in the Racine/Kenosha area as well.

The Mount Pleasant Police Department is committed to providing dedicated service to maintain order, prevent crime, and to protect life and property while improving the quality of life for the valued citizens of its jurisdiction. We will pride ourselves on demonstrating professionalism, accountability, respect, transparency, compassion, and collaboration in the course of carrying out our mission. We are also committed to the utmost in wellness and safety for the men and women who proudly serve the Village of Mount Pleasant.

GOVERNANCE

Mount Pleasant operates with a Board/Administrator form of government. It is governed by a 6-member board and a village president. The president and the board members are elected by general election for a term of two (2) years. On odd years, the Village elects the Village President and three trustees. On even years, the Village elects the other three (3) trustees.

The Village Board appoints a Village Administrator responsible for managing the Village. The Village Board also sets the budget, enacts local ordinances, appoints committees, and provides oversight to all services provided by the Village of Mount Pleasant.

The 2024 annual operating budget for the Village of Mount Pleasant is \$25 million. The Village has 175 full-time staff members. Village services include a full-time police department, full-time consolidated fire department (South Shore Fire Department), highway/public works department, clerk and treasurer department, community development department, engineering department, human resources department, and finance department. The Village operates and maintains its own sanitary sewer and storm water utilities, with municipal drinking water provided by the City of Racine. The Mount Pleasant Municipal Court has exclusive jurisdiction over all traffic citations and municipal ordinance violations that occur within the Village. The court also has jurisdiction over various juvenile citations. The Police and Fire Commission consists of five (5) citizens who reside within the Village of Mount Pleasant. Each member is appointed to a 5-year term by the Village President, and confirmed by the Village Board. The Police and Fire Commission is responsible for hiring the most qualified personnel for the Mount Pleasant Police Department and South Shore Fire Department.



THE POLICE DEPARTMENT

Meet this dynamic department here: [Mount Pleasant Video 2024 \(youtube.com\)](https://www.youtube.com/watch?v=...).

The Chief of Police is responsible for 56 sworn officers and 10 civilian personnel, and two (2) active K-9. The Department is led by the Police Chief, two (2) Captains, and two (2) Lieutenants. The Mount Pleasant Police Department is organized into two (2) divisions, Administration and Operations, and handles an average of 30,000 calls for service annually.

The Police Department currently has five (5) detectives assigned to the Detective Bureau, one School Resource Officer (SRO) assigned to Case High School and Westridge School, and two (2) Community Oriented Policing (COP) Officers assigned to the Lakeside COP House. In addition, there is one officer assigned to the multi-jurisdictional Gang Task Force as well as the Metro Drug Unit.

The Mount Pleasant Police Department stresses building community relationships and trust through Community Oriented Policing. In addition, the department places a strong focus on specialized and advanced training for its members. Continuous training and education allow the department to provide its services with the highest degree of professionalism, integrity, and efficiency. The department's 2024 budget is \$8.76 million.

On November 11, 2022, the Wisconsin Law Enforcement Accreditation Group (WILEAG) granted the Department full accreditation status. The current and future growth rate is unprecedented and will dramatically affect calls for service. In addition to adapting to this rapid growth, the Department continues its work to combat the heroin epidemic as well as human trafficking in the area. The Department has had tremendous success with the Community Oriented Policing Unit as the Unit continues to make great strides in establishing a sense of community and mutual respect between the Department and citizens. This year, the Department has seen an increase in the nature of calls that require time-intensive follow-up from the detective bureau, such as financial crimes as well as computer and technology-related criminal activity.

THE POSITION

A complete job description can be found on the Village website and McGrath website. This outstanding professional opportunity is available due to the upcoming retirement of the current Police Chief, who has served the department for 26 years, with the most recent five (5) years as Chief. The Mount Pleasant Police and Fire Commission appoints the Police Chief. Once appointed, the Chief reports to the Village Administrator. The Police Chief provides leadership and strategic direction for all department functions, operations, and personnel through the supervision, engagement, and oversight of staff activities.

THE IDEAL CANDIDATE

LEADERSHIP - Demonstrated competencies in effective, community-engaged, and visible police leadership.

COLLABORATION - Willingness to use a collaborative team approach to solving problems.

COMMUNITY ENGAGEMENT - Understanding the value of establishing community relationships throughout the department and ensuring that community members are treated with respect and dignity.

INTERPERSONAL SKILLS - Superior interpersonal skills that demonstrate confidence and a commitment to being visible, available, and approachable within the department and in the community.

MANAGEMENT SKILLS - Exceptional organizational and management skills, including the ability to promote effective communications throughout the police department.

DESIRED CAPABILITIES

- Consistently demonstrates integrity and ethical behavior
- Gains the respect and trust of the department and the community
- Calm, measured, and unflappable under pressure
- Approachable and engaging; communicates with and relates well to others
- Visible and active in the community
- Culturally competent and inclusive; engages all segments of the community
- Navigates the political environment without being political
- Sees the big picture; anticipates and proactively addresses changing community needs
- Sets a positive, forward-looking direction for the department
- Values all department employees; takes an active interest in developing employees
- Leads by example; achieves results and demonstrates accountability
- Strategic manager experienced in operational planning, resource allocation, and effective execution of department goals
- Team player; works with and effectively delegates through the command staff
- Serves as an active member of the Village leadership team; readily connects with all Village departments



LEADERSHIP OPPORTUNITIES

PLANNING FOR GROWTH -Rapid growth is expected to increase the demand for public safety services. The Chief will collaborate with the Village Administrator and leadership team to prepare and implement plans to address evolving service needs.

STRATEGIC FOCUS -Building on the Police Department's strengths, the Chief will collaborate with department members and others to continue a strategic vision to take the department to the next level.

DEPARTMENT REVIEW - As the department grows, a review of department structure, staffing, and policies is needed. The Chief will collaborate with department members and others and recommend changes to ensure department effectiveness and efficiency.

DEEPEN COMMUNITY TIES - The Chief, working in collaboration with officers and civilian staff, will strengthen existing community relationships and build new ones to achieve increased outreach and engagement to citizens and businesses.

REGIONAL INVOLVEMENT - The Chief will build a strong relationship with all local law enforcement agencies serving Southeastern Wisconsin and actively promote collaboration on mutual public safety issues.

Department Values

Professionalism

Accountability

Respect

Transparency

Compassion

Collaboration

MINIMUM REQUIRED QUALIFICATIONS

Bachelor's degree from an accredited institution in Police Science, Criminal Justice, Business Administration, Public Administration or a related field, with a minimum of ten (10) years of increasing responsible law enforcement experience, five (5) of which have been in a command/supervisory and administrative capacity. The successful candidate must have or obtain a valid Wisconsin driver's license and be LESB certifiable within 12 months through the Law Enforcement Standards Board for the State of Wisconsin. A master's degree is preferred along with additional specialized leadership education, such as program completion through the FBI-National Academy, Northwestern University Center for Public Safety, Southern Police Institute Command courses, or equivalent programs. National Incident Management System (NIMS) training including ICS 700, ICS 100, ICS 200, ICS 300, and ICS 400 required within the timeframe specified by the Village.

The successful candidate must also pass all tests including a psychological assessment, drug testing, physical examination, and a thorough background investigation including their eligibility to provide criminal testimony.

Residency is required within Racine, Waukesha, Kenosha, Milwaukee, or Walworth County in the timeframe specified by the Village.

SALARY AND BENEFITS

Salary Range: \$124,855 - \$137,340 dependent upon qualifications, plus a competitive fringe benefits package including participation in the Wisconsin Retirement System.

TO APPLY

Qualified candidates may submit a cover letter, resume, references, and salary history to recruit@mcgrathconsulting.com **The deadline to submit the required application materials is April 21, 2024.** Following this date, applications will be screened against criteria outlined. For more information about the position, please contact Ron Moser at ron@mcgrathconsulting.com.

TIMELINE AND PROCESS

Expected Timeline: The Police & Fire Commission shall invite several well-qualified candidates to participate in the Assessment Center and Interview process on May 9, 2024.

Selection Process: Following the Assessment Center, applicants selected as finalists may also be invited for additional interviews. Applicants will also be subject to a complete background investigation including their eligibility to provide criminal testimony. A psychological assessment, drug testing, and physical examination will be required for the successful candidate upon a conditional job offer from the Village of Mount Pleasant.

RESOURCES/LINKS

[Executive Jobs Now Hiring \(mcgrathhumanresources.com\)](https://www.mcgrathhumanresources.com)

[Official Website \(mtpleasantwi.gov\)](https://www.mtpleasantwi.gov)

[Greater Racine County – where your future takes root](#)



The Village of Mount Pleasant is an Equal Opportunity Employer committed to diversity in the workplace. In compliance with the Americans with Disabilities Act. The Department will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.