

Ferguson Township, Pennsylvania
Request for Proposal
Chief of Police Recruitment & Selection

July 11, 2022



630 Dundee Road
Suite 225
Northbrook, IL 60062

Primary Contact Person:

Laurie Pederson
Director of Administrative Services
847-380-3198
LPederson@GovHRusa.com

Table of Contents

Cover Letter	3
Firm Profile	4
Our Leadership.....	4
Why Choose GovHR?	5
Our Team	6
Project Approach and Methodology.....	7
Phase I: Position Assessment, Position Announcement & Brochure.....	7
Phase II: Advertising, Candidate Recruitment & Outreach	8
Phase III: Candidate Evaluation & Screening.....	8
Phase IV: Presentation of Recommended Candidates	8
Phase V: Interviewing Process & Background Screening	9
Phase VI: Appointment of Candidate	10
Project Timeline	10
Commitment to Diversity, Equity & Inclusion in Recruitments	10
Recruiting During the Great Resignation	11
Full Scope Recruitment – Price Proposal	12
The GovHR Guarantee – Full Scope Recruitment.....	13
Contract Signature Page	14
Optional Assessment Center.....	15
Optional Services	16

Attachments

Consultant Biography
Client List

Cover Letter

July 11, 2022

Ms. Centrice Martin
Township Manager
Ferguson Township
3147 Research Drive
State College, PA 16801

Ms. Martin,

Thank you for the opportunity to provide you with a proposal for the Chief of Police recruitment and selection process for the Ferguson Township, Pennsylvania. GovHR USA (“GovHR”) prides itself on a tailored, personal approach to executive recruitment and selection, able to adapt to your specific requirements for the position.

GovHR is a public management consulting firm serving municipal clients and other public-sector entities on a national basis. Our headquarters offices are in Northbrook, Illinois. We are a certified Female Business Enterprise and work exclusively in the public sector. We have 19 full-time and 7 permanent part-time employees including 6 full-time recruiters and 26 additional project consultants. Our employees and project consultants are located across the country, giving us a national presence. GovHR offers customized executive recruitment services and completes other management studies and consulting projects for communities.

GovHR Senior Vice President Charlene Stevens and GovHR Vice President Louis Rossi will be responsible for your recruitment and selection process. They will be assisted by a home office Recruitment Coordinator, and a Reference Specialist. Their biographies can be found on the following pages attached to the proposal and their contact information is:

Charlene Stevens

Senior Vice President
320-262-0303

CStevens@GovHRusa.com

Louis Rossi

Vice President
847-542-0674

LRossi@GovHRusa.com

We believe we have provided you with a comprehensive proposal; however, if you would like a service that you do not see, let us know. Please contact Laurie Pederson, Director of Administrative Services, 847-380-3198, if you have questions regarding our proposal or need additional information. We look forward to hearing from you and hope to have the opportunity to work with you on this important recruitment.

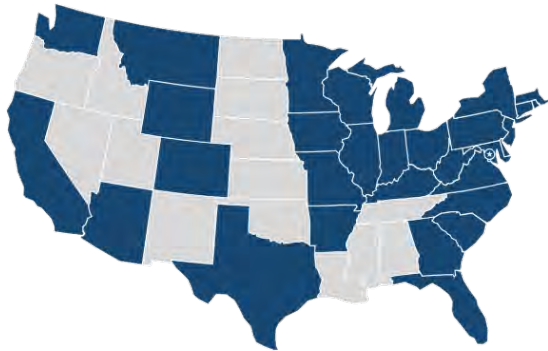
Sincerely,



Judith Schmittgens,
Corporate Secretary and Compliance Manager

Firm Profile

GovHR is a public management consulting firm serving local government clients and other public-sector entities across the country. The firm was originally formed as Voorhees Associates in 2009 and changed its name to GovHR USA in 2013. Our headquarters are in Northbrook, Illinois. We are a certified Female Business Enterprise in the State of Illinois and work exclusively in the public and non-profit sectors. GovHR offers customized executive recruitment services, management studies and consulting projects for local government and organizations who work with local government.



GovHR has 19 full-time and 7 permanent part-time employees including 6 full-time recruiters and 26 additional project consultants who are based in Arizona, Colorado, Florida, Georgia, Illinois, Indiana, Massachusetts, Michigan, Minnesota, Ohio, Tennessee, Texas and Wisconsin, giving us a national presence. Additionally, GovTempsUSA, GovHR's subsidiary, provides interim staffing solutions to keep operations moving during the recruitment process.

Our consultants are experienced executive recruiters who have conducted over 1,000 recruitments, working with cities, counties, special districts, and other governmental entities of all sizes throughout the country. In addition, we have held leadership positions within local government, giving us an understanding of the complexities and challenges facing today's public sector leaders.

Our Leadership



Heidi Voorhees

President

847-380-3240

HVoorhees@GovHRusa.com

Ms. Voorhees has conducted more than 400 recruitments in her management consulting career, with many of her clients being repeat clients, attesting to the high quality of work performed for them. In addition to her 17 years of executive recruitment and management consulting experience, Ms. Voorhees has 19 years of local government leadership and management service, including ten years as Village Manager for the Village of Wilmette, Illinois.



Joellen Cademartori

Chief Executive Officer

847-380-3238

JCademartori@GovHRusa.com

Ms. Cademartori is a seasoned manager, with expertise in public sector human resources management. She has held positions from Human Resources Director and Administrative Services Director to Assistant Town Manager and Assistant County Manager. Ms. Cademartori has worked in forms of government ranging from Open Town Meeting to Council-Manager and has supervised all municipal and county departments ranging from Public Safety and Public Works to Mental Health and Social Services.

Why Choose GovHR?

Unparalleled Expertise and Level of Service: We are a leader in the field of local government recruitment and selection with experience in **41 states**, in communities ranging in population from 1,000 to 3,000,000. Since our establishment in 2009, more than 40% of our clients are repeat clients showing a high level of satisfaction with our work. We encourage you to call any of our previous clients. Surveys of our clients show that 94% rate their overall experience with our firm as **Outstanding** and indicate that they plan to use our services or highly recommend us in the future.

Delivering the Best: We conduct comprehensive **due diligence** on candidates. Our state-of-the-art process, includes extensive use of **social media** for candidate outreach and video interviews with potential finalist candidates, ensure a successful recruitment for your organization. Our high quality, thorough Recruitment Brochure reflects the knowledge we will have about your community and your organization and will provide important information to potential candidates. Additionally, before we recommend a candidate to you, we will have interviewed them via video, conducted reference calls, and news media and social media searches. Our knowledge of local government ensures that we can ask probing questions that will verify their expertise.

A Partner from Start to Finish: We are your partners in this important process. You are welcome to review all the resumes we receive, and we will share our honest assessment of the candidates. Our goal is your **complete satisfaction**. We can strategize with you on a variety of approaches for meeting your recruiting needs, including evaluation of internal candidates, identification of non-traditional candidates who meet your recruitment requirements, succession planning and mentoring options. We are committed to working with you until you find the candidate that is the best fit for your position.

Services for Any Budget and Any Search: We strive to meet the specific needs of our clients. We offer several options for recruitment services to meet your needs and your budget. Our services range from Full Executive Recruitments to Virtual Recruitments and even simply Professional Outreach for those who want to reach a broader network. In the following proposal, we have provided the scope we believe that best fits your needs. However, you may find all our services [here on our website](#).

Our Team

GovHR employs a team of professionals with backgrounds in local government and the not-for-profit sector. With your staff needs in mind and due to the significance of this recruitment, we have assigned our highly knowledgeable and experienced Senior Vice President Charlene Stevens and Vice President Louis Rossi. They will act as your project managers and primary points of contact for this project. They will be responsible for your recruitment and selection process. Their full biographies can be found as part of the Appendix and their client lists are available on our website.

Project Managers & Main Points of Contact

Charlene Stevens

Senior Vice President

320-262-0303

CStevens@GovHRusa.com

Louis Rossi

Vice President

847-542-0674

LRossi@GovHRusa.com

Proposal Inquiries



Laurie Pederson

Client Services & Administrative Director

847-380-3198

LPederson@GovHRusa.com

Project Approach and Methodology

A typical recruitment and selection process takes approximately 175 hours to conduct. At least 50 hours of this time is administrative, including advertisement placement, reference interviews, and due diligence on candidates. We believe our experience and ability to professionally administer your recruitment will provide you with a diverse pool of highly qualified candidates for your position search. GovHR clients are informed of the progress of their recruitment throughout the entire process. We are always available by mobile phone or email should you have a question or need information about the recruitment.

Phase I: Position Assessment, Position Announcement & Brochure

GovHR treats each executive recruitment as a transparent partnership with our client. We believe in engaging with stakeholders early in each recruitment process to fully understand the challenges and opportunities inherent in the position. Understanding the organizational culture is critical to a successful recruitment. We gain this insight and information through meetings (one on one and small groups), surveys and a review of relevant information. This information is reflected in a polished marketing piece that showcases the organization and the area it serves.

Information Gathering:

- One-on-one or group interviews with stakeholders identified by the client.
- GovHR can establish a dedicated email address for feedback from stakeholders or the community.
- Community forums (In-person or via video) can be used to gather input and feedback.
- Surveys can be used for department personnel and/or the community to gather feedback.
- Conversations/interviews with department heads.
- A combination of the above items can be used to fully understand community and organizational needs and expectations for the position (this proposal includes 12 hours of meetings).

Optional Community Engagement:

1. Community wide survey developed in partnership with the elected officials, on the client's website and distributed by the Township with results coming back to GovHR. We can also have the survey translated into other languages.
2. Potential Stakeholder meetings could include: Community Groups, Community Forums, and Units of local government – schools, park district, library.
3. Dedicated email for anyone who wants to send GovHR their comments on what they would like to see in the next Chief of Police.

There are additional fees associated with this extensive community engagement process, and these fees are noted separately with the Price Proposal (page 12).

Development of a **Position Announcement** to be placed on websites and social media.

Development of a thorough **Recruitment Brochure** for client review and approval.

Agreement on a detailed **Recruitment Timetable** – a typical recruitment takes between 90 to 120 days from the time you sign the contract to appointment of the finalist candidate.

Phase II: Advertising, Candidate Recruitment & Outreach

We make extensive use of social media as well as traditional outreach methods to ensure a diverse and highly qualified pool of candidates. In addition, our website is well known in the local government industry – we typically have 14,000+ visits monthly to our website and career center. Additionally, our weekly jobs listings are sent to over 7,000 subscribers.

Phase II will include the following:

- GovHR consultants will personally identify and contact potential candidates.
- Develop a database of potential candidates from across the country unique to the position and to the Client, focusing on:
 - Leadership and management skills
 - Size of organization
 - Experience in addressing challenges and opportunities also outlined in Phase I
 - The database will range from several hundred to thousands of names and an email blast will be sent to each potential candidate.
- Placement of the Position Announcement in appropriate professional online publications:
 - Public sector publications & websites (approximately 20 online sources)
 - Social media: LinkedIn (over 20,000 connections), Facebook, Instagram and Twitter
 - GovHR will provide you with a list of advertising options for approval

Phase III: Candidate Evaluation & Screening

Phase III will include the following steps:

- Review and evaluation of candidates' credentials considering the criteria outlined in the Recruitment Brochure
- Candidates will be narrowed down to those candidates that meet the qualification criteria
- Candidate evaluation process:
 - Completion of a questionnaire explaining prior work experience
 - Live Video Interview (45 minutes to 1 hour) conducted by consultant with each finalist candidate
 - References provided by the candidate are contacted
 - Internet/Social Media search conducted on each finalist candidate

All résumés will be acknowledged and inquiries from candidates will be personally handled by GovHR, ensuring that the Client's process is professional and well regarded by all who participate.

Phase IV: Presentation of Recommended Candidates

Phase IV will include the following steps:

- GovHR will prepare a Recruitment Report presenting the credentials of those candidates most qualified for the position.
- GovHR will provide an electronic recruitment portfolio which contains the candidates' materials along with a "mini" résumé for each candidate so that each candidate's credentials are presented in a uniform way.
- Client will receive a log of all applicants and may review résumés if requested.

- Report will arrive in advance of the Recruitment Report Presentation.

GovHR will spend approximately 2 hours with the Client reviewing the recruitment report and providing additional information on the candidates.

Phase V: Interviewing Process & Background Screening

Phase V will include the following steps:

GovHR will:

- Develop the first and second round interview questions for your review and comment
- Coordinate candidate travel and accommodations
- Provide you with an electronic file that includes:
 - Candidates’ credentials
 - Set of questions with room for interviewers to make notes
 - Evaluation sheets to assist interviewers in assessing the candidate’s skills and abilities

Background screening will be conducted along with additional references contacted:

GovHR USA Background Screening	
<ul style="list-style-type: none"> ✓ Social Security Trace & Verification ✓ U.S. Federal Criminal Search ✓ Enhanced Verified National Criminal <ul style="list-style-type: none"> - National Sex Offender Registry - Most Wanted Lists FBI, DEA, ATF, Interpol - OFAC Terrorist Database Search - OIG, GSA, SAM, FDA - All felonies and misdemeanors reported to the National Database 	<ul style="list-style-type: none"> ✓ County/Statewide Criminal ✓ Civil Search ✓ Bankruptcy, Leans and Judgements ✓ Motor Vehicle Record ✓ Education Verification – All Degrees Earned Optional: Credit Report – Transunion with score (based on position and state laws) Optional: Professional License Verification Drug Screen Employment Verification

GovHR will work with you to develop an interview schedule for the candidates, coordinating travel and accommodations. GovHR consultants will be present for all the interviews, serving as a resource and facilitator.

GovHR will coordinate a 2-Step Interview process. The first round interviews will include four to five candidates. The second round interviews will include two or three candidates. GovHR will supply interview questions and an evaluation form.

In addition to a structured interview, the schedule can incorporate:

- Tour of Client facilities
- Interviews with senior staff

Phase VI: Appointment of Candidate

- GovHR will assist you as much as you request with the salary and benefit negotiations and drafting of an employment agreement, if appropriate.
- GovHR will notify all applicants of the final appointment, providing professional background information on the successful candidate.

Project Timeline

Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Week 8	Week 9	Week 10	Week 11	Week 12	Week 13	Week 14
Phase I		Phase II				Phase III			Phase IV	Phase V		Phase VI	

Weeks 1 & 2	Phase 1: Interviews & Brochure Development
Weeks 3 thru 6	Phase 2: Advertising, Candidate Recruitment & Outreach
Weeks 7 thru 9	Phase 3: Candidate Evaluation & Background Screening
Week 10	Phase 4: Presentation of Recommended Candidates
Week 11 & 12	Phase 5: Interview Process & Additional Background Screening
Weeks 13 & 14	Phase 6: Appointment of Candidate

Commitment to Diversity, Equity & Inclusion in Recruitments

GovHR has a long-standing commitment to Equity, Diversity and Inclusion in all of our recruitment and selection processes. Since our firm's inception we have supported, with our time and financial resources, organizations that advance women and other underrepresented minorities in local government. These include the National Forum for Black Public Administrators, the Local Government Hispanic Network, The League of Women in Government and CivicPride.

GovHR Team Members have moderated and spoken on DEI initiatives at the International City and County Management Association conference and state conferences in Illinois, Michigan, Wisconsin, and North Carolina. Our employees and consultants have undergone Implicit Bias Training and we are frequent speakers on incorporating DEI values into recruitment and selection processes. We have a list of DEI resources on the front page of our website (<https://www.govhrusa.com/diversity-equity-and-inclusion-resources/>) that can be accessed by anyone who visits our website.

GovHR has formally partnered with the National Forum for Black Public Administrators' consulting arm, i4x, in several recruitment and selection processes throughout the country including Toledo, OH, Fort Collins, CO, Ann Arbor, MI, Oakland, MI and Arlington, TX. Our partnership reflects our mutual commitment to advancing DEI values and increasing the diversity of local government leaders at the highest levels of local government organizations.

Recruiting During the Great Resignation

The GovHR team is aware of the lasting impact that the Great Resignation has had on nearly all local government positions. Data shows annual quit rates have been at record highs the past two years. Additionally, there is a growing trend of public workers accelerating retirement plans, a drastic change from when workers were *postponing* retirement.

Our team of consultants work diligently to ensure the success of each recruitment and will be transparent upfront and throughout the process regarding any obstacles or delays they anticipate. Despite these challenging times, we have still seen a tremendous amount of success in our recruitments largely due to our consultants' outreach methods and our team's marketing strategies.

GOVHR'S RECOMMENDATIONS TO RECRUIT AND RETAIN TOP TALENT

Responsive: Roll out the Welcome Mat! Candidates may struggle with relocating for a new position as well as be concerned about the "fit" with a new team. It is important to include costs for your top candidate(s) to travel to your location for the final interview process. Our team will work with you to create a welcoming, informative experience for both you and the candidate(s).

Encouraging: Employee development is a must-have in today's market. Candidates appreciate their employer investing in them as much as they are investing themselves in the job. Consider "up and coming" candidates who may lack one or two preferred skills and assign a mentor or invest in a course to encourage their professional development. A mentor/training program will also help establish a peer-to-peer connection and make them feel more comfortable about the transition to a new job.

Competitive: Our team will guide you in offering a competitive market rate compensation and competitive benefits package attractive to today's candidates. Competitive employers must include relocation expenses and should consider signing bonuses and temporary housing.

Resourceful: Review your job description – do you need public sector experience? Are the years' experience you list essential, or can that be preferred? Consider a more resourceful approach when reviewing candidates' experience. Carefully consider requirements such as CPA, Professional Engineer and others that will limit your talent pool – consider using the word "ideally" or "preferably."

Understanding: These past few years have, without a doubt, changed the work environment. Competitive employers have recognized this and are offering flexible/hybrid/remote work options. Those positions that offer this type of flexibility consistently receive a better candidate response rate.

Innovative: Think about what is unique and attractive about your community and organization and highlight that in your recruitment efforts. Talk about organizational culture and what your values are with respect to your employees. GovHR will assist you in being as innovative as possible in your outreach.

Transparent: Some states now mandate listing salary ranges in any job advertisements or postings. More and more companies are now showing at least a salary range in their postings to promote pay transparency and equity. Post the salary range you will use for hiring – it is public information if we make it too difficult for candidates to find out the salary, they will move on to the next opportunity.

Full Scope Recruitment – Price Proposal

Summary of Costs: Full Scope	Price
Recruitment Fee: (\$1,000 repeat client discount included in fee)	\$18,500
Recruitment Expenses: (not to exceed) ➤ Expenses include candidate due diligence efforts	\$1,500
Advertising: <i>*Advertising costs over \$2,500 will be placed only with client approval. If less than \$2,500, Client is billed only for actual cost.</i>	\$2,500*
Total:	\$22,500**

**Consultant travel expenses are not included in the price proposal. If the consultant is requested to travel to the client, travel costs will be estimated at time of request. Only actual expenses will be billed to the client for reimbursement to GovHR.

Possible in-person meetings could include:

1. Recruitment brochure interview process
2. Presentation of recommended candidates
3. Interview Process

Any additional consultant visits requested by the Client (beyond the three visits listed above) will be billed at \$125/hour; \$500 for a half day and \$950 for a full day. The additional visits may also result in an increase in the travel expenses and those expenses will be billed to the client.

This fee does not include travel and accommodations for candidates interviewed.

Optional Community Engagement plan (pg. 5) & Optional Interview Panels (pg. 8) additional cost:

1. Community wide survey - \$1,500. Survey translated into other languages/\$250 per additional language.
2. Dedicated email – included in the recruitment fee.
3. Additional Stakeholder/Community meetings and/or panel interviews (over 12 hours total):
Total Cost per meeting, per consultant = \$750, plus applicable travel expenses.

Payment for Fees & Services

Professional fees and expenses will be invoiced as follows:

1st Invoice upon acceptance of proposal:	40% of the Recruitment Fee
2nd Invoice upon recommendation of candidates:	40% of the Recruitment Fee
Final Invoice upon completion:	20% of the Recruitment Fee plus all expenses

Payment of invoices is due within thirty (30) days of receipt (unless the client advises that its normal payment procedures require 60 days.)

The GovHR Guarantee – Full Scope Recruitment

GovHR is committed to assisting our clients until a candidate is appointed to the position. Therefore, no additional professional fee will be incurred if the client does not make a selection from the initial group of recommended candidates and requests additional candidates be developed for interview consideration. If additional advertising beyond the Phase I advertising is requested, client will be billed for actual advertising charges. Reimbursable expenses may be incurred should the recruitment process require consultant travel to the Client.

Upon appointment of a candidate, GovHR provides the following guarantee: should the selected and appointed candidate, at the request of the Client or the employee's own determination, leave the employ of the Client within the first 12 months of appointment, we will, if desired, conduct one additional recruitment for the cost of expenses and announcements only. This request must be made within 6 months of the employee's departure.

Contract Signature Page

We believe we have provided you with a comprehensive proposal; however, if you would like a service that you do not see in our proposal, please let us know. We can most likely accommodate your request.

This proposal will remain in effect for a period of six months from the date of the proposal. We look forward to working with you on this recruitment and selection process!

Ferguson Township, Pennsylvania agrees to retain GovHR USA, LLC (“GovHR”) to conduct a Chief of Police Recruitment in accordance with its proposal dated July 11, 2022. The terms of the proposal are incorporated herein and shall become a part of this contract.

ACCEPTED:

Ferguson Township, Pennsylvania

By: _____

Title: _____

Date: _____

Billing Contact: _____

Billing Contact Email: _____

GovHR USA, LLC

By: _____

Title: _____

Date: _____

Optional Assessment Center

If requested, GovHR will perform an Assessment Center for candidates selected for interview as part of the selection process. An Assessment Center is a useful tool for identifying and evaluating the strengths, areas for improvement, skills, and abilities of the candidates. GovHR consultants will prepare all the related documents and scoring sheets for any three (3) of the following exercises to be completed on the Assessment Center day:

- ◆ In-Basket Exercise
- ◆ Written/Oral Presentation Exercise
- ◆ Leaderless Group Exercise
- ◆ Structured Interview
- ◆ Budget Analysis Exercise
- ◆ Personnel Issues Exercise
- ◆ Other exercise of the Client's choosing

Optional Assessment Center Fee: \$8,000*

*The fee assumes that the Assessment Center will be held on one day and be limited to no more than five candidates. For each additional candidate, the fee will increase by \$750.

The fee includes the preparation of the Assessment Center material and a written report outlining the findings of the Assessment Center as reported by the Assessors. We will assist the client in selecting three (3) professionals from outside the organization to serve as Assessors in evaluating each candidate's strengths and weaknesses. The client will be responsible for paying a \$500 stipend to each Assessor (and possible mileage or other transportation costs for the assessors).

The Assessment Center fee does not include lodging, travel and meal expenses for the GovHR facilitator(s) to be on-site for the Assessment Center. Actual expenses will be billed in addition to the fee. If the client chooses to add the Assessment Center option, the fees and expenses for this will be billed separately.

Optional Services

GovTemps USA

Need an Interim? GovTempsUSA, a subsidiary of GovHR USA, specializes in the temporary placement of positions in local government. The firm offers short-term assignments, in addition to long-term and outsourced arrangements. Our placement professionals at GovTempsUSA have typically enjoyed distinguished careers in local government and displayed a commitment to public service throughout their career.

Recorded One-Way Video Interview of Candidates

Candidates we recommend for your consideration can complete a one-way video interview with 3 to 5 questions that will be recorded and which you can review electronically at your convenience. This can occur prior to making your decision on which candidates to invite for an interview. Cost \$100 per candidate.

Leadership/Personality Testing

GovHR has experience working with a wide variety of leadership and personality assessment tools, depending on the qualities and experiences the client is seeking in their candidates. These include but are not limited to Luminaspark, Caliper, DISC and others. Depending on the evaluation type selected fees can range between \$100 to \$500 per candidate.

360° Evaluation

As a service to the Client, we offer the option to provide you with a proposal for a 360° performance evaluation for the appointed position at six months into his or her employment. This evaluation will include seeking feedback from both elected officials and department directors, along with any other stakeholder the Client feels would be relevant and beneficial. This input will be obtained on a confidential basis with comments known only to the consultant. If you are interested in this option, GovHR will prepare a proposal for this service.



CHARLENE STEVENS



Ms. Stevens has over twenty years of experience in municipal management. Ms. Stevens has worked in both county and city government and her career covers work in urban, suburban and rural communities. Her career has spanned three states: Minnesota, Kansas and Pennsylvania.

Ms. Stevens has expertise in community and civic engagement, having started her career in neighborhood services and led community wide visioning and strategic planning efforts for two different communities. Ms. Stevens' strength is her ability to develop strong partnerships with multiple and diverse stakeholders. Through those partnerships, Ms. Stevens helps communities develop consensus and achievable plans.

Ms. Stevens' results-oriented management has included projects that have expanded parks and preserved greenspace in rapidly developing communities, developed a workforce training center for a large urban county, led downtown development plans for two communities and created mentoring and training programs for city staff. Ms. Stevens has appreciated the opportunity to mentor many young professionals, including helping to establish women's mentoring groups in three different communities.

PROFESSIONAL EDUCATION

- Master of Public Administration, University of Kansas, Lawrence, Kansas
- Bachelor of Arts, International Relations, Pomona College, Claremont, California
- Leadership Wichita Graduate

PROFESSIONAL DEVELOPMENT AND SPEAKING ENGAGEMENTS

- Instructor, International City and County Management Association (ICMA), Emerging Leaders Development Program
- Instructor, ICMA Mid-Career Institute

MEMBERSHIPS AND AFFILIATIONS

- International City and County Management Association (ICMA) – Current Member
- ICMA Task Force on Welcoming New Members - Chair, 2009 - 2015
- ICMA Task Force on Women in the Profession - Member 2012-2014
- ICMA Regional Vice President - ICMA Executive Board Member, 2003 - 2006
- ICMA Committee of Professional Conduct - Chair, 2006
- ICMA Conference Host Committee - Co Chair, 2002
- ICMA Conference Planning Committee - Member, 2001 and 2002

- ICMA Task Force on Small Communities - Member, 1999-2001
- League of Minnesota Cities (LMC) - Board Member, 2013 - 2015
- Coalition of Greater Minnesota Cities (CGMC) - Board Member, 2011 - 2015
- Minnesota City and County Management Association (MCMA) - Current Member
- MCMA Task Force on Women in the Profession - Current Member
- YMCA of Woodbury Community Board - Current Member and Board Vice Chair
- KUCIMAT President - University of Kansas, 2013 - 2014
- Willmar Area Rotary, 2011 - 2015
- Kansas Association of City and County Managers (KACM) - Member, 2006 - 2011
- Association of Pennsylvania Municipal Managers (APMM) - Member, 1997 - 2006

PROFESSIONAL BACKGROUND

Over 20 Years of Local Government Leadership and Management Experience

- City Administrator, Cottage Grove, MN 2015-2018
- City Administrator, Willmar, MN 2011-2015
- Assistant County Manager, Sedgwick County, KS 2006-2011
- Assistant Township Manager, Lower Gwynedd, PA 1999-2006
- Assistant Township Manager, Buckingham, PA 1997-1999
- Neighborhood Assistant, City of Wichita, KS 1995-1996





LOUIS ROSSI



Louis Rossi is an accomplished proactive law enforcement leader with over 37 years of experience. He offers diverse experience in executive and personnel management, human resources, employee relations, recruitment, training, policy development, and budgeting.

Louis Rossi began his career with the Village of Morton Grove, Illinois Police Department. Mr. Rossi rose through the ranks of the department to become Deputy Chief. As Deputy Chief he was responsible for the department's: Operations, Administrative, and Support Divisions, in addition to the department's 911 dispatch unit. During his tenure, he initiated numerous community relations programs which enhanced a positive open relationship with the community. Mr. Rossi was also instrumental in transitioning the department's 911 center to an offsite multi-jurisdictional 911 public safety answering point. He retired from the Morton Grove Police Department in 2005.

In 2005, Chief Rossi became a liaison with the Regional Information Sharing Systems Program. This nationwide program allowed federal, state, and local law enforcement officials the ability to share information and intelligence across state lines in an effort to combat criminal activity. In 2008 Mr. Rossi was appointed Chief of Police in Highwood and was tasked with improving police relations with the community. His implementation of numerous community programs enhanced and fostered an open relationship with the community. The Village of Kildeer hired Mr. Rossi in 2010 to lead their department. As Chief he assessed the department's overall productivity. Chief Rossi implemented a performance management strategy, which led to improved police services and officer accountability.

In October 2012 he was hired by the Nevada State Police/ Gaming Division. As a sworn Special Agent he was responsible to enforce all state laws and gaming regulations. In March of 2014 Mr. Rossi took command of the Gilberts Police Department. As Chief his initial project was to review, amend, and finalize the department's General Orders and Standard Operating Procedures through the Lexipol system. He made officer training a top priority and accomplished this by securing additional funds in the budget on a yearly basis and maintaining membership with North East Multi-Regional Training Center. Chief Rossi retired from the Gilberts Police Department June 30, 2019.

PROFESSIONAL EDUCATION

- Bachelor's degree in Education, Northeastern Illinois University

PROFESSIONAL DEVELOPMENT AND

SPEAKING ENGAGEMENTS

- Federal Bureau of Investigation National Academy, Quantico, Virginia
- Southern Police Institute Administrative Officers' Course, University of Louisville
- Incident Command / Federal Law Enforcement Training Center, Anniston, Alabama
- Certified law enforcement officer, State of Nevada

MEMBERSHIPS AND AFFILIATIONS

- FBI National Academy Alumni Association
- Greater Cook County Captains Association, Past President
- Illinois Association of Chiefs of Police, Life Member
- International Association of Chiefs of Police

- Joint Terrorist Task Force Committee, Former Member
- Kane County Chiefs of Police Association, Former Member
- Kane County 911 Emergency Center, Former Board Member
- Lake County Chiefs of Police Association, Former Member

PROFESSIONAL BACKGROUND

Over 37 years of law enforcement leadership

- Chief of Police, Village of Gilberts, IL 2014 - 2019
- Special Agent, Nevada State Police 2012 - 2014
- Chief of Police, Village of Kildeer, IL 2010 - 2012
- Chief of Police, City of Highwood, IL 2008 - 2010
- RISS / Liaison 2005 - 2008
- Deputy Chief of Police, Morton Grove, IL 1982 - 2005
- Adjunct Professor, Criminal Justice Department, Harper College Palatine, IL 2008 - 2011





Law Enforcement Client List

STATE	CLIENT	POSITION	POPULATION	YEAR
Alaska	Unalaska	Police Chief	4,768	2018
Georgia	Decatur	Police Chief	25,000	2021
Illinois	Arlington Heights	Chief of Police (Virtual)	75,500	2019
	Buffalo Grove	Chief of Police	42,909	2013
	Cary	Chief of Police	18,713	2010
	College of Lake County	Chief of Police	Multi	2020
	Des Plaines	Chief of Police	58,364	2020
	Evanston	Chief of Police	75,000	2018
	Glencoe	Public Safety Director	8,723	2013
	Grayslake	Chief of Police	24,400	2011
	Highland Park	Chief of Police	31,365	2017
	Hinsdale	Police Chief (Professional Outreach)	16,816	2017
	Joliet Junior College	Director of Campus Safety and Security, Chief of Police	700,000	2020
	La Grange	La Grange, IL - Chief of Police(Virtual)	15,610	2017
	La Grange Park	Chief of Police	13,579	2014
	Lake Bluff	Chief of Police	5,700	2018
			5,722	2013
	Lake County	Sherriff's Office Business Manager	703,462	2015
	Lake County/Nineteenth Judicial Circuit Court	Superintendent of Detention (Professional Outreach)	Multi	2018
	Lake Forest	Chief of Police	19,375	2012
	Lincolnshire	Chief of Police	7,500	2016
	Lincolnwood	Chief of Police	12,590	2017
	Lisle	Chief of Police	23,440	2019
	Mokena	Chief of Police	19,042	2013
	Moline	Chief of Police	43,100	2017
		Chief of Police Selection Services	43,100	2010
	Naperville	Chief of Police	148,000	2021
	Northbrook	Chief of Police	35,000	2020
			37,000	2017
	Northern Illinois University	Chief of Police	44,098	2013
	Northwestern University	Director of the Office of Professional Standards	21,000	2014
	Northwestern University Police Department	Commander (2 positions)	21,000	2018
		Commander and Accreditation Manager	21,000	2017
	Oakton Community College	Chief of Police and Emergency Management	46,000	2019
	Peoria	Chief of Police	115,234	2021
	Princeton	Chief of Police	7,700	2017

	Schaumburg	Chief of Police	75,000	2013
		Deputy Police Chief	75,000	2018
	St. Charles	Chief of Police	33,264	2014
	Tinley Park	Chief of Police	58,000	2011
	Vernon Hills	Chief of Police	25,911	2017
	Villa Park	Chief of Police (Virtual)	22,038	2017
				2020
	Wauconda	Chief of Police	14,125	2015
	West Chicago	Chief of Police	27,221	2021
	Woodridge	Chief of Police	32,971	2011
	Wynstone Property Owners Association	Director of Public Safety	1,500	2013
Indiana	St. John	Chief of Police	15,677	2015
Iowa	Dubuque	Chief of Police	59,700	2021
Michigan	Ann Arbor	Deputy Police Chief	117,700	2017
	Midland	Chief of Police	42,000	2011
	Midland	Chief of Police	42,000	2019
Montana	Bozeman	Chief of Police	39,860	2015
Ohio	Kettering	Chief of Police	55,870	2014
Pennsylvania	Allegheny County	Police Superintendent	1,230,000	2016
	Ferguson Township	Police Chief	18,300	2017
	McCandless	Chief of Police	28,457	2016
	Mt. Lebanon	Chief of Police	33,137	2015
Virginia	Hampton	Chief of Police	137,436	2021
	Prince William County	Chief of Police	460,457	2020
	Roanoke	Chief of Police	100,220	2019
	Virginia Beach	Chief of Police	442,707	2020
Wisconsin	Bayside	Police Chief	4,400	2018
	Beaver Dam	Chief of Police	16,291	2010
	Beloit (City)	Chief of Police	36,966	2020
		Police Chief	36,966	2016
	Brown Deer	Chief of Police	12,000	2014
				2021
	Burlington	Chief of Police	10,511	2009
	DeForest	Chief of Police	10,000	2018
	Evansville	Chief of Police	5,124	2019
	Grafton	Chief of Police	11,766	2019
	Middleton	Chief of Police	21,000	2019
	Monona	Chief of Police	8,000	2020
	Polk County	Chief Deputy Sheriff	43,476	2016
	River Falls	Chief of Police	15,200	2015
	Sparta	Chief of Police	9,600	2014
	Sun Prairie	Chief of Police	32,894	2019
	Waukesha	Chief of Police	72,489	2019