

Executive Recruitment CHIEF OF POLICE



Litchfield Police Department
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Litchfield, IL 62056

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Litchfield City Government

Litchfield, Illinois, is a non-home rule community. The City of Litchfield operates under a Council/City Administrator form of government. The City Administrator provides professional services under the guidance of the mayor and eight council members. Council members are elected to a four-year term and act as the policy-making body for the city.

Chief of Police Recruitment

The City of Litchfield is seeking a dynamic and experienced law enforcement professional to serve as its next Chief of Police. This is an exceptional opportunity to lead a respected department in a community that values integrity, innovation, and collaboration in public safety.

The ideal candidate has progressive leadership experience at the rank of sergeant or higher at a comparably sized or larger organization, with senior command experience and formal management training strongly preferred. The city is looking for a strategic, people-focused, ethical leader who embraces modern policing principles and evidence-based best practices, who is dedicated to developing personnel through mentorship, training, and succession planning.

Litchfield Police Department

The Litchfield Police Department is a 24/7 full-service police department with a FY2026 operating budget of approximately \$2.7 million and an authorized strength of 19 sworn officers with no civilian employees. Dispatch services are provided by the Montgomery County Sheriff's Office.

The department is led and managed by the Chief of Police, with the command staff consisting of one lieutenant (second in command) and four sergeants. Sergeants and officers are organized and represented by the Fraternal Order of Police Labor Council.

The department has several specialty positions for officer development and growth, including:

- (1) Detective
- (1) K-9 Officer
- (1) South-Central Illinois Drug Task Force officer
- (1) Officer funded by and assigned to the Illinois Secretary of State Auto Theft Task Force
- (1) Full-time officer who concentrates on ordinance and code violations, along with quality-of-life issues.
- (1) Part-time School Resource Officer (SRO)

Patrol Officers work 12-hour shifts with rotating days off. Department personnel handle approximately 7,200 calls for service annually (CFS).

Department Quick Facts

- **19 sworn officers**
- **Responded to 7,212 calls for service in 2024**
- **Annual operating budget: \$2,660,854**
- **Service area of 6 miles**
- **Population 6,800**

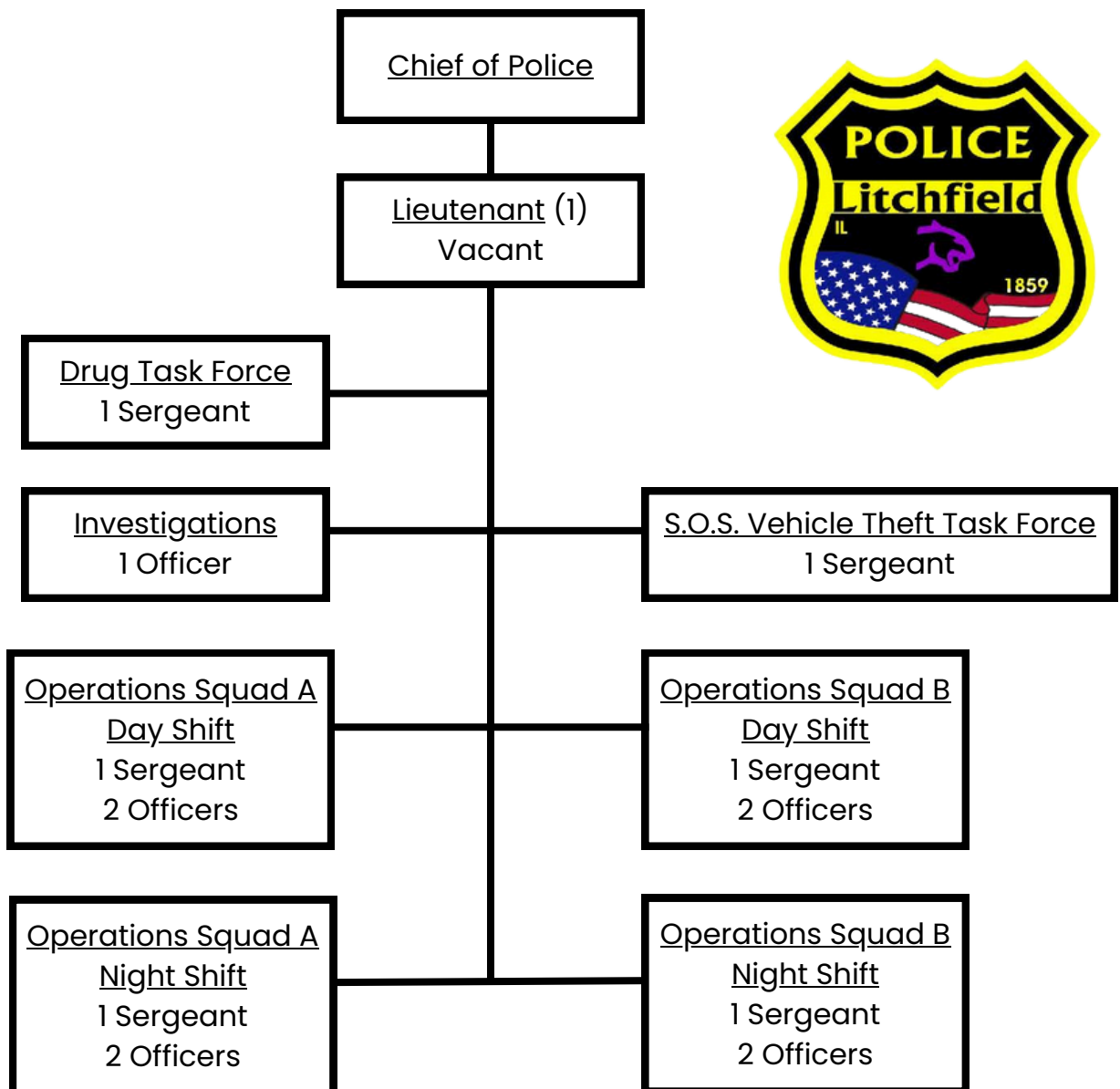
Department Mission Statement

The Litchfield Police Department dedicates itself to the service and protection of the citizens of Litchfield and the surrounding areas. We uphold this dedication through the personal, professional, thorough, courteous, and vigilant pursuit of justice.

It is our goal to maintain a strong sense of community with our citizens, as we endeavor to provide the best law enforcement services possible every day.



Litchfield PD Organizational Chart



Community & Village

Litchfield, Illinois (population 6,800) is a thriving community located along the east side of Interstate 55 at the intersection of Illinois Route 16. Conveniently located just 52 miles north of St. Louis, Missouri, and 35 miles south of Springfield, the state capital, Litchfield offers small-town charm with easy access to major metropolitan areas.

Historic U.S. Route 66 runs through the heart of the city, attracting visitors from around the world. Along Route 66, visitors can explore the Litchfield Museum and Route 66 Welcome Center, the historic Route 66 Sky View Drive-In, and the Ariston Cafe.

Along with its history, Litchfield offers a wealth of recreational opportunities. The centerpiece of outdoor life in Litchfield is Lake Lou Yaeger, a stunning 1400-acre lake surrounded by scenic trails for hiking, mountain biking, and horseback riding. The lake area features campgrounds with tent and recreational vehicle sites, cozy cabin rentals, as well as space for boating, water sports, and fishing. Lake Yaeger also boasts four lake subdivisions with beautiful homes located along its shores, including the newly developed Eagle Ridge subdivision, where several lots are currently for sale. A forest preserve on the lake's southeast side provides many opportunities for eagle viewing year-round.

Litchfield also maintains several parks equipped for recreation and relaxation, including tennis and pickleball courts. Multiple events, such as the monthly Picker's Market, Niehaus Cycle Days, and holiday celebrations, draw thousands of people to Litchfield each year.

The city's prime location along I-55 makes it a convenient stop for tourists and travelers alike, with several hotels and quality dining establishments. There are also several business parks where companies that provide employment and products are located. Several new developments are underway, including a large facility in the newest industrial park on the west side of I-55.

Litchfield's job market includes 3,083 working residents across a variety of industries. Approximately 76% are employed in professional or administrative positions, while 24% work in service-based roles. About 6.6% of residents own their own businesses, 71% are employed by private companies, and 14% work in the public sector.

The average listing price for homes in Litchfield is \$118,500, and \$121,400 is listed as the average home value in Litchfield. There are currently 36 homes listed for sale in the Litchfield area, including 12 new listings. The median price for homes listed is \$149,717.



Litchfield at a Glance:

Population: 6,800
Land area: 9 square miles
County: Montgomery County
Average cost of homes: \$118,500
Medium household income: \$54,000
Average household size: 2.2
Households: 3,100

Ideal Candidate

The City of Litchfield is seeking a forward-thinking and proven law enforcement professional with exceptional leadership skills to serve as its next Chief of Police. The successful candidate will possess extensive law enforcement experience with progressively responsible service at the rank of sergeant or higher; senior command experience and formal management training are strongly preferred.

The ideal candidate demonstrates a record of effective leadership and a commitment to modern policing practices, including the use of technology, community engagement, data-driven crime reduction, and collaborative problem solving. They will be a bridge builder – a leader who values teamwork and fosters strong internal and external partnerships for the advancement of both the department and the community, while honoring the City's history and small-town culture.

As the public face of the department, the Chief of Police will play an integral role on the City's leadership team. Experience working effectively with other law enforcement agencies, municipal departments, non-profit organizations, and the business community to address shared challenges is essential.

The Chief must be a person of integrity and high moral character, capable of balancing the interests of both internal and external stakeholders while maintaining a steadfast commitment to public safety. The ideal candidate will be authentic, transparent, approachable, and highly visible—both within the department and throughout the community. This is a 24/7 leadership role requiring strong communication, interpersonal, and active listening skills.

Candidates must demonstrate knowledge of current and emerging issues in law enforcement, as well as best practices in the field. Experience in emergency management, incident command, budgeting, personnel management, collective bargaining, and conflict resolution is highly desirable.

The City seeks a visionary leader who can plan strategically, implement innovative and evidence-based approaches, and effectively guide a multi-generational workforce. A commitment to developing personnel through training, mentoring, career pathing, and succession planning is essential.



Qualifications

Experience and Education:

Qualified candidates will have at least ten (10) years of progressively responsible law enforcement experience, including five (5) years in a supervisory capacity at the rank of sergeant or higher in a department of comparable or greater size. Senior management or command experience within a municipal law enforcement agency is strongly preferred.

A bachelor's degree in criminal justice, public administration, or a closely related field from an accredited college or university is preferred.

Completion of advanced leadership or executive training, such as the FBI National Academy, Northwestern University School of Police Staff and Command, Southern Police Institute Administrative Officers Course, or the PERF Senior Management Institute for Police, is highly desirable.

Special Requirements:

- Must possess a valid Illinois Driver's License.
- Must hold certification from the Illinois Law Enforcement Training and Standards Board (ILETSB), or be able to obtain certification within six (6) months of appointment.
- Must reside within forty (40) miles of the intersection of State Street and Union Avenue within six (6) months of hire. Residency within the City's corporate limits is preferred.

Leadership Opportunities

The incoming Chief of Police will have the opportunity to make a lasting, positive impact on both the department and the community. Key areas of focus include:

Strengthening Officer Morale – Develop and implement strategies to foster a positive, supportive, and inclusive work culture that enhances morale, engagement, and job satisfaction.

Enhancing Community Safety – Lead proactive efforts to address public safety priorities through prevention, collaboration, and innovation.

Building Community Trust – Continue to strengthen relationships with residents, civic leaders, and partner organizations through transparency, communication, and accountability.

Sustainable Crime Reduction – Design and implement both short and long-term strategies that address the root causes of crime and enhance quality of life.

Departmental Growth and Development – Cultivate the next generation of leaders by prioritizing professional development, mentorship, and succession planning.

Policy and Technology Advancement – Champion the adoption of modern policies, data systems, and technology to improve operational efficiency and effectiveness.

Compensation and Benefits

Salary:

Starting salary range is \$95,000-\$120,000, to be determined based on experience and qualifications.

Comprehensive Benefits Package Includes:

- Health, Dental, Vision, and Life Insurance
- Competitive paid time off (vacation, personal, sick leave)
- 11 Paid Holidays Annually
- Police Pension (if eligible)
- 457(b) Deferred Compensation Program
- Employee Assistance Program (EAP)
- HealthiestYou telehealth service for employee and their household
- Professional Development & Training Opportunities
- Take-home car if residing in the 62056 zip code
- Uniform allowance



How To Apply

Interested candidates should apply by **10 a.m. on December 10, 2025**, by emailing all of the following to ilacp@ilchiefs.org:

- Resume
- Cover letter
- Contact information for **five (5)** professional references

Please include the following subject line: **Chief of Police Recruitment – City of Litchfield**

Upon review of the applications, only a select group of qualified candidates will be invited to participate in the remainder of the selection process to include an Assessment Center as well as interviews. A job offer to the chosen candidate will follow, contingent on the remainder of the hiring process and the passing of a thorough background check. The candidate will join the City of Litchfield on a mutually agreed upon date.

The Illinois Association of Chiefs of Police is assisting with this search.

Questions regarding this opportunity should be directed to the Illinois Association of Chiefs of Police at ilacp@ilchiefs.org or 217-523-3765.