

October 01, 2011

City of Champaign
102 N. Neil St.
Champaign, IL 61820

RE: *Chief of Police Position*

Attached you will find my resume for consideration for the position of Chief of Police for the City of Champaign, Illinois. I feel that my experience, accomplishments, and education have prepared me to successfully fill the position. I offer the City of Champaign a strong knowledge base gained from over 31 years of experience in the field of law enforcement in a variety of law enforcement settings.

My interest in this position was strengthened after I attended the Champaign Community and Police Partnership citizen input meeting for the police chief recruitment on September 26, 2011. I was impressed with the professionalism displayed at the meeting and I am excited about the passion the community demonstrated in support and betterment of the Champaign Police Department. Based on what I observed throughout the evening, I would welcome the opportunity to serve as your Police Chief.

I began my career with the Aurora Police Department and held a variety of positions up to Deputy Chief of Police. The Aurora Police Department has a proven track record of community policing and partnerships and a neighborhood problem-solving focus. As Deputy Chief, my role was to direct the day-to-day operations of the police department. Aurora is the second largest City in Illinois with a population of 200,000 and a police budget in excess of \$50 million. My experiences were broad across every area of the Aurora Police Department. Throughout my career with APD, I had the opportunity to be involved in growth and development in each of the areas I served.

I have also held the position of Chief of Police for the Village of Campton Hills, Illinois. Campton Hills provided me a unique experience of starting a full-service police department within a newly formed municipality. I developed from the "ground up" every facet of law enforcement services including equipment, policies and procedures, budgets, development of community and government relations, training of staff, and the oversight of a full-service law enforcement agency. And, given my overall experience, I was also tasked with assisting others within the Village on government operations and contacts, ultimately helping to structure the governmental base for Campton Hills.

In addition I am currently the Chief of Police in Oak Forest, Illinois. I have had the opportunity to move the department forward in every facet of law enforcement services. As being the only Chief of Police selected from outside the department, the teamwork approach that I have utilized throughout my career has been extremely successful in implementing changes in an established department that had been resistant to change. My focus is on establishing "best practices" for the department in order to enhance the professional delivery of police service to the community.

I have dealt successfully with various concerns from diverse communities including those arising from cultural and racial issues. In Aurora, I was tasked with and established the Police Advisory Council comprised of community leaders from various civil rights and civic organizations as well as neighborhood groups to be a liaison within the community. In addition, I worked within the

department and organized recruitment for a diverse work force and worked closely with the Illinois Commission on Human Relations and Diversity on a new recruitment strategy within the Chicago Metro area as well as a new cultural competency program for department employees.

My experiences have allowed me to work closely with both management and unions of the on a variety of issues and I have a successful track record in the areas of employee relations and organizational development. My experiences have allowed me to participate in negotiations from both the labor and managements perspectives, as well as participating in a variety of labor incidents including arbitration and EEOC complaints. I also have been commended for my employee relations focus and have demanded and successfully fostered departmental environments of the highest professionalism and integrity. Along with other department heads, I was also part of a comprehensive City of Aurora team to plan for a new paradigm for goal setting and accountability for the City and Police Department.

I have a proven track record of success as Chief of Police in moving police organizations forward. I am well versed and immersed on all technology aspects of law enforcement and understand how critical technology is for the effective delivery of police services. I also participate in shaping law enforcement at the national level as a current member of the Professional Standards, Image and Ethics subcommittee of the International Association of Chiefs of Police (IACP) and instruct nationally on leadership and internal affairs issues.

I believe that my energy, experience, and commitment to professionalism make me well suited for the position of Chief of Police of Champaign. I would like to thank you for your consideration and look forward to hearing from you. If you would like additional information, please let me know.

Sincerely,

Gregory J. Anderson

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PROFESSIONAL SUMMARY

An extensive and well-rounded law enforcement career spanning management and supervision in a variety of law enforcement settings including a large urban city, forming a police department in an upscale residential village setting, and implementing change in an established police department.

EDUCATION

- **Master of Arts – Law Enforcement and Justice Administration**
Western Illinois University - 2008
Macomb, Illinois
- **Bachelor of Arts - Criminal Justice**
The Union Institute and University - 2004
Cincinnati, Ohio
- **Senior Management Institute for Police (SMIP)**
Police Executive Research Forum - 2002

PROFESSIONAL EXPERIENCE

- **OAK FOREST POLICE DEPARTMENT**
City of Oak Forest, Illinois

Chief of Police
January 2010 – Present

Responsibilities:

Chief law enforcement executive responsible for leading and managing all departmental operations/functions. The department consists of 43 sworn personnel and 21 support staff (including Telecommunications) employees with an operating budget of \$6.4 million and provides police services to a south suburban Cook County community with a population of over 29,000.

Responsible for directing all departmental activities that includes creating and implementing policies and procedures, assessing staffing needs, directing community-based problem solving activities, developing community partnerships, and assessing community needs. In addition, responsible for developing and managing the departmental annual budget, making appropriate budgetary and staffing recommendations to the city administrator and city council, monitoring crime trends and issues, and directing departmental resources appropriately.

- **CAMPTON HILLS POLICE DEPARTMENT**
Village of Campton Hills, Illinois

Chief of Police

September 2007 – January 2010

Responsibilities:

As the first police chief, I was responsible for providing police services to a Village of over 13,000 residents and, responsible for researching and procuring equipment, developing policies and procedures, establishing community liaisons, establishing agreements with other professional organizations, and preparing the budget and allocation of funds. Also managed the day-to-day operations and acted as the training officer, fleet manager, and Human Resources director for the department.

- **AURORA POLICE DEPARTMENT**

City of Aurora, Illinois

August 1980 – October 2007

Deputy Chief of Police

April 2006 – October 2007

Responsibilities:

Responsible for police related services for a city of 200,000 residents, leads the day-to-day operations of the department and served as the acting Chief of Police. The role of the Deputy Chief is to manage all phases of a department with 431 sworn and non-sworn personnel, conducted department wide accountability meetings, lead authority over the Office of Professional Standards, and served on many boards and committees within the City.

Additional Experience / Responsibilities

Area 2 Commander (2004-2006): responsible for police related services within one of the three divided police areas. Area 2 was comprised of approximately 50,000 racially diverse residents. Total command included 73 assigned personnel including sworn and non-sworn personnel and the logistics and support of the Area 2 police facility including:

Neighborhood Policing operations based on beat accountability including permanent assigned neighborhoods and transportation units of the Department.

Community Oriented Policing Unit responsibilities including full time Community Policing officers and assistant Community Policing officers assigned to neighborhood groups and their areas. This included organizing and attending community group meetings.

Support Services Lieutenant (2003-2004):

Telecommunications Section (33 employees) including budget, hiring, discipline, developing procedures and attended regional meetings on communication issues.

Training Manager responsibilities included planning, coordinating and scheduling of all personnel for training.

Planning and Research responsibilities included drafting and preparing orders for the Aurora Police Department, grant writing, and research of topics under consideration for the Department.

Office of Professional Standards Lieutenant (2000-2003): responsibilities included performing internal investigations and audits of various areas of the Department.

Patrol Lieutenant (1998 – 2000): responsibilities included providing patrol related services including community policing and crime prevention initiatives.

Investigations Sergeant (1993-1998): responsibilities included supervising investigators and their related duties. I was tasked to develop the Investigations Case Management System which is still utilized by the Aurora Police Department. This position was also the primary media spokesman on investigative issues.

Detective (1986-1993): responsibilities included the investigations of all types of criminal activity including homicides, sexual assaults, robberies, burglary, etc. A major portion of this position also included providing testimony in court.

Gang/Burglary Task Force Detective (1986): responsibilities included tracking, intelligence, and surveillance of gang members and burglary offenders.

Patrol Officer (1980-1986): responsibilities included providing a wide range of police services such as response to calls for service, report taking, crime prevention, and traffic crash investigation as a specialized traffic crash investigator.

OTHER EXPERIENCES

- Newark Grade School District Board of Education (1999-2003)
- Suburban Law Enforcement Academy Advisory Committee
- Weed and Seed Steering Committee (co-chair)
- CeaseFire Aurora Executive Committee
- Aurora Police Foundation
- Planning Team for City of Aurora on New Paradigm for Goal Setting

INSTRUCTIONAL EXPERIENCE

- **Suburban Law Enforcement Academy (Glen Ellyn, Illinois)**
 - Exemplary Leadership
 - Internal Affairs: Professional Standards, Discipline and Problem Employees
 - Police Organization and Human Behavior
 - Managing Police Discipline
 - Career Path to Leadership
- **Illinois Law Enforcement Training and Standards Board Executive Institute**
 - Performance Evaluations – The Key to Police Personnel Development
 - Police Discipline – An Essential Element of Police Supervision
 - Supervising the Difficult Employee – Special Considerations
 - Supervising Minorities – Respecting Individual and Cultural Differences
- **Institute for Law Enforcement Administration (Plano, Texas)**
 - Internal Affairs, Professional Standards and Ethics

PROFESSIONAL MEMBERSHIPS

- International Association of Chiefs of Police (IACP)
Professional Standards, Image and Ethics Committee
- Police Executive Research Forum (PERF)
- Illinois Association of Chiefs of Police
- South Suburban Association of Chiefs of Police



Gregory J. Anderson

Major Accomplishments

Aurora Police Department:

- Developed "beat accountability" and COMPSTAT for Department
- Planning team for new \$120,000,000 police facility, jail and court
- Initiated, planned and coordinated new \$22,000,000 radio project
- Developed and coordinated a citizen's Police Advisory Committee
- Coordinated a Cultural Competency program for all department employees
- Developed and transitioned Internal Affairs to an Office of Professional Standards model
 - Developed an Early Intervention System for problem employees
 - Promoted the Office of Professional Standards and the complaint process
 - Trained outside organizations (Urban League, LULAC, Etc.) on the Office of Professional Standards

Campton Hills Police Department:

- Established and formed a new law enforcement agency within a municipality
 - Established an operational full service law enforcement agency within 45 days
 - Prepared and executed mutual aid agreements
 - Established the Campton Hills Police Pension Fund
 - Researched, procured, and set policy for a new records system
 - Established an initial and annual budgets
 - Procured contracts for dispatch services
- Served as vice-president on the Kane County Association of Chiefs of Police

Oak Forest Police Department:

- Improvement of public service towards a "customer" service philosophy
- Introduction of Community Policing and Problem Solving Policing practices
 - Improved web site, social media, and community contacts
 - Established an improved vacation watch program
 - Introduction of Project Lifesaver
 - Utilized crime data and mapping for problem locations
- Update of formal orders with an emphasis towards professional accreditation
- Improved and mandated training for all personnel
- Mentoring program for aspiring personnel
- Communications Center upgrade including equipment and construction