

NOW HIRING



# Chief of Police



CITY OF APPLETON, WI



# CITY OF APPLETON: A PLACE WHERE YOU BELONG

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At the City of Appleton, we welcome innovative individuals who love to lead and inspire others. Located in the heart of the Fox Cities, we are a steadfast employer committed to providing a flexible work environment and unique benefits. We encourage employees to come as they are and explore growth opportunities that will help them serve our community with impact.

## A GREAT PLACE TO LIVE, LEARN, AND GROW

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The City of Appleton is an inviting community nestled in northeastern Wisconsin just north of the largest lake in the state, Lake Winnebago. Home to more than 75,000 residents, Appleton is known for its vibrant and growing downtown, numerous parks, high-quality education, and friendly, safe environment. We are proud that in 2020 Appleton was ranked #1 for the Best Place to Raise Kids by SmartAsset. In 2023, Appleton was also ranked as one of the best places to live in the Midwest by Livability. In 2024, Appleton was ranked the fifth most-desirable city in the country to live in by AgentAdvice.

The City of Appleton is considered a leader in the New North, a regional initiative to promote economic growth in northeastern Wisconsin. The city is located in the heart of the Fox Cities, a grouping of 15 cities, villages, and towns linked by the Fox River. We are one of the fastest-growing areas in the state which more than a quarter-million people call home. We enjoy a variety of activities from jazz concerts on the nationally recognized campus of Lawrence University and Broadway performances at the world-class Fox Cities Performing Arts Center, to quiet evenings spent walking along trails near the river or having dinner at one of the fabulous restaurants that border the historic waterway.



Appleton represents a beautiful balance of the amenities and experiences offered by larger cities, while maintaining a hometown feel for residents and visitors alike. Every August downtown Appleton hosts Mile of Music, a free music festival highlighting emerging artists from throughout the nation. In fall, the Octoberfest celebration draws more than 150,000 people to enjoy music, food, and more. We take pride in our many parades and a broad range of cultural events including Juneteenth and the Hmong New Year.

“

I HAVE FOUND THE WORKPLACE CULTURE TO BE KIND, OPEN TO CHANGES, AND INTERESTED IN GROWTH. I HAVE BEEN ABLE TO GROW PERSONALLY & PROFESSIONALLY\*.

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*dedicated to meeting the needs of the community & enhancing the quality of life*

## A GREAT PLACE TO WORK AND MAKE AN IMPACT

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All 630+ full-time City employees and 450+ annual seasonal employees work towards one mission: serving community needs and enhancing the quality of life.

As a vital part of the City, the Appleton Police Department includes a dedicated team of 115 sworn officers, supported by an extensive civilian staff. The department is structured into two primary divisions: Operations/Patrol and the Investigations/Community Resources Unit. Within these divisions, specialized units focus on critical areas such as criminal investigations, community engagement, school safety, and special operations.

The department includes Forensic Evidence Specialists, a Technology Team, its own SWAT Team, a K9 Unit, a Behavioral Health Team, a Victim Services Officer, a Traffic Safety Unit, a Crime Prevention Officer, Community Service Officers, and a Basic Needs Team — each playing a vital role in addressing the diverse needs of the community and providing a comprehensive approach to law enforcement. To learn more, check out the [2025 APD Annual Report](#).

## A GREAT JOB FOR YOU

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As the leader of the department, the Chief of Police is responsible for the overall leadership and vision of the Police team. Work involves leading the organization and providing high-level professional expertise and advice on all areas of responsibilities. This position is responsible for developing and implementing long-term strategies that will shape the growth of the organization. Work is performed under the general direction of the Mayor.

This position is a key member of the City Leadership Team and is expected to serve in both leadership and management capacities:

**Leadership:** the position is responsible for participating in and supporting the ongoing strategic planning process for the City. It will also lead the development and implementation of the Police Department Strategic Plan. In addition, the Chief of Police will be responsible for evaluating the departmental structure and resources to ensure maximum efficiency and effectiveness.

**Management:** in addition to playing a leadership role, this position must also serve a tactical, hands-on administrative role for the City. This position oversees budgets, operations, and performance metrics for all areas of the Police Department.

“ I LOVE MY WORK AND FEEL VALUED. THE CITY OF APPLETON REALLY CARES ABOUT ITS EMPLOYEES\*. ”



# A GREAT PLACE TO USE AND GROW YOUR SKILLS

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## Ready to Make an Impact?

The ideal candidate will have a deep understanding of day-to-day police management, as well as the ability to lead the department towards a strategic long-term vision.

This position requires a Bachelor's degree in Police Science, Criminal Justice, Law Enforcement, Public Administration or related field, with a Master's degree desired and at least eight to nine years broad and extensive municipal police management and administrative experience, or equivalent combination of experience and training.

Candidates should have previous experience in successfully demonstrating the core competencies for this position: communication, vision, political savviness, strategic skills, and strong decision-making capabilities.

## Salary

A competitive salary will be determined based on the candidate's qualifications and experience. The successful candidate will also receive an excellent fringe benefit package including: paid time off; health, dental, and vision insurance; free employee health clinic and health coach; life insurance; short-/long-term disability insurance; accident insurance; on-site fitness center; health and wellness programs; post-employment health plan; deferred compensation; and Wisconsin Retirement System (WRS). We are proud to share that the WRS is among the best funded and best managed public pension systems in the country!

## ARE YOU THE ONE?

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If you are interested in applying for this position, please complete an online application at [appletonwi.gov/careers](https://appletonwi.gov/careers). Applications will be accepted until June 30, 2026. Resumes without an application will not be considered.



City of Appleton Human Resources Department  
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**WE ARE PROUD TO BE AN EQUAL OPPORTUNITY EMPLOYER.**

*dedicated to meeting the needs of the community & enhancing the quality of life*