



The City of Urbana, Illinois is seeking a
proven leader as its next
CHIEF OF POLICE



Crestview Park
Urbana, IL

About the City of Urbana

Located in the heart of Champaign County in east central Illinois, Urbana (pop. 38,336) is strategically positioned at the intersection of three major interstates, making it an attractive location for economic development. Urbana is internationally distinguished as the home of the University of Illinois at Urbana-Champaign, the state's flagship public university and one of the preeminent research institutions in the world. With the help of four beautiful seasons, a richly diverse population, a Big Ten University, two regional medical centers, and a vibrant arts and entertainment scene, Urbana offers a variety of services, recreation, and culture.

One of the greatest characteristics of Urbana is the outstanding quality of life and low cost of living. Because of its natural assets and college setting, Urbana offers residents a metropolitan feel with small-town charm. In recent years, Urbana has been cited by the National Home Builders Association as one of the top ten most affordable housing markets in the United States. The highly ranked school districts, park district, library, and award-winning mass transit district also highlight the community's dedication to excellence.



Electrical and Computer Engineering Building
University of Illinois, Urbana-Champaign

About the City of Urbana



Saturday morning at Urbana's Market at the Square is one of the city's signature institutions.



Market at the Square

Since 1979, Urbana's Market at the Square has been a mainstay for Urbana and the surrounding area by connecting the community with local growers and artisans. Market at the Square boasts one of the best selections of made- and grown-in-Illinois products including: produce, meat, dairy, honey, local beer and wine, flowers, handmade art and crafts, and more.

Left: Urbana's Market at the Square vendors and shoppers

The Urbana Park District was formed in 1907 with one park – Crystal Lake Park. It has since grown to include 22 parks and natural areas and several facilities.

Below: Carle Park, Urbana, IL



About the Urbana Police Department

The mission of the Urbana Police Department is to enhance the quality of life in the City of Urbana by working cooperatively with the community and within the framework of the Constitution to enforce the laws, preserve the peace, reduce the fear of crime, and provide a safe environment for all.

The Urbana Police Department will continually strive for excellence in the performance of its duties through education, training, and collaboration with its citizens.

The Urbana Police Department is unique in that it is one of four large law-enforcement agencies all in close geographical proximity:

- Champaign Police Department
- Champaign County Sheriff
- University of Illinois Police Department
- Urbana Police Department

Urbana Police Department by the Numbers

76	Total FTEs
59	Sworn Officers
1.3	Officers/1k residents
13	Squad cars

In 2021, the Urbana Police Department revised its

Use of Force Policy to reflect the city's commitment to the **NAACP's Ten Shared Principles of Community Policing**. The policy prioritizes de-escalation during encounters with the public. It also reflects many comments and suggestions received through public engagement over a ten-month period and aligns with the Illinois General Assembly's recently passed police reform legislation.



About the Chief of Police

Under the guidance and authority of the Mayor and the 7-member Urbana City Council, the Chief leads the Urbana Police Department and its staff in fulfilling the Department's mission. The Police Chief also works collaboratively with the **Urbana Civilian Police Review Board**.

The ideal candidate will have experience in community policing and police management in a small but richly diverse community. The ideal candidate will also have a track record that clearly aligns with the City of Urbana's commitment to:

- Collaborative problem solving via a partnership between the police and the community
- An educated, compassionate and measured response toward individuals who are experiencing a behavioral health crisis
- The practice of prioritizing de-escalation during encounters with the public
- Supporting victims of crime regardless of their immigration status



The successful candidate will possess a bachelor's degree in criminal justice, police science, public administration or a related field. An advanced degree in an appropriate field is highly desired.

The successful candidate will be knowledgeable and professionally competent in all areas of public safety, to include:

- Proven ability to manage an operation while working collaboratively with other city departments
- The ability to support, develop, and instill confidence and professional pride in staff, and the skill to recognize and use staff abilities to build successful teams
- Flexibility and the ability to work under pressure or tight deadlines
- Experience collaborating with councils, community advisory groups, and other constituencies
- The ability to research and analyze data and present clear and concise findings to appropriate audiences
- The ability to foresee and plan for emerging trends and direction in technology, safety, and regulatory requirements

The salary range for the Urbana Chief of Police is \$117,234.32 - \$193,436.63 annually.

To Apply

The City of Urbana is partnering with POLIHIRE to identify its next Police Chief. Interested individuals should submit a letter of interest and resume to

Urbana_Police_Chief@polihire.com. Please include only your name (Last, First) in the subject line when submitting these materials.

POLIHIRE

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