



Madison, City of (WI)  
Police Chief

SALARY	\$75.34 - \$101.70 Hourly	LOCATION	Madison, WI
	\$5,838.48 - \$7,881.98 Biweekly		
	\$12,650.04 - \$17,077.62 Monthly		
	\$151,800.44 - \$204,931.46 Annually		
JOB TYPE	PERMANENT FULL TIME	JOB NUMBER	2025-00150
DEPARTMENT	Police Department	OPENING DATE	03/27/2025
CLOSING DATE	4/27/2025 11:59 PM Central	COMP. GROUP/RANGE	21/23

General Description

The City of Madison is seeking a collaborative and innovative professional to lead the Madison Police Department. This position requires responsible leadership, supervisory and professional work in planning, organizing and directing the programs and services of the Madison Police Department, and all related budgetary, staffing and administrative activities. The work is performed under the general direction of the Mayor and in coordination with the Police and Fire Commission. The incumbent must exercise considerable judgment and discretion in meeting departmental objectives, and have a commitment to racial equity and social justice aspects of serving the public. This is a unique opportunity for a strong, creative, and compassionate leader to guide the Madison Police Department. The chief of police is selected under state law by a board of five residents appointed to staggered 5-year terms by the mayor of the city, providing effective tenure to the chief, who can be removed only for cause.



Madison offers all the amenities of a large city without all the hassle. Not only is Madison the state capital and home to the state flagship university, it is a thriving city that invests in talent, research, jobs, and culture. Nestled between two lakes, with a total of five lakes within the city's vicinity, Madison is a naturally beautiful city with a variety of outdoor activities for every season. The city facilitates a range of cultural events year-round and takes advantage of its many parks for art, food, and musical festivals.

The Madison Police Department is an educated, diverse, community-oriented team of 492 commissioned officers and 92 non-sworn professionals charged with delivering quality police services that protect the rights of all people under the rule of law. The annual 2025 Operating Budget is about \$98 million.

The Police Chief, who reports to the mayor, must possess:

### **Trust, Transparency, and Accountability**

- An unwavering commitment to transparency and accountability.
- Experience and demonstrated success building strong relationships of trust, mutual understanding, and accountability with other city officials, within the community, among rank and file officers, and with local and regional public safety partners.
- Demonstrate an unwavering commitment to protecting and preserving the 1st Amendment Constitutional Rights of all people, while ensuring public safety. Foster a departmental culture that views 1st Amendment activities as fundamental rights to be protected rather than managed.

### **Community Policing**

- A contemporary leadership style that is deeply rooted in community policing.
- An openness to new information and different perspectives, and a willingness to consider new solutions to persistent public safety problems.
- A demonstrated aptitude for seeking creative, partnership-driven approaches that improve community health and safety.
- A professional and personal track record that demonstrates an ethos of community engagement and collaborative problem-solving.
- A verifiable history of being responsive to the needs of the community.

### **Leadership, Management, and Staff Development**

- A relentless commitment to the training and development of staff, particularly for those on the front lines, with an emphasis on implicit bias training, de-escalation and the delivery of safe and effective service.
- Senior leadership experience marked by success in uniting multi-generational teams and developing strong partnerships with management, driving organizational excellence through inclusive and inspiring leadership.
- A commitment to diversity, equity, and inclusiveness throughout the organization.
- Organizational and management skills, including the ability to maintain a strong leadership team, and develop the next generation of leaders.
- A history of developing and maximizing the talent in their department and being dedicated to developing future generations of leaders at all ranks.
- Experience with budget management, including planning for future innovative programs.
- Experience working with organized labor with a demonstrated understanding of the collective bargaining process, just cause and labor management relations.

### **Communication and Approachability**

- Strong interpersonal skills, and a demonstrated commitment to being visible, available, and approachable within the department and in the community.
- An excellent ability and commitment to communicate with both internal and external stakeholders, in person, in group settings, and using social media.
- Cultural humility and sensitivity including an understanding of structural racism, challenges of immigrant communities, and an appreciation for the perspectives of communities most impacted by policing policies.
- Demonstrated commitment to and experience of engaging with diverse communities.

## Examples of Duties and Responsibilities

- Plan, organize and direct the programs, services, and operations of the Madison Police Department both directly and through lower-level supervisors.
- Provide policy direction and leadership; through the effective development and administration of departmental policies, procedures, and standards.
- Administer the Police Department functions, overseeing budget preparation and monitoring, functioning as Appointment Authority, and performing other necessary administrative and supervisory tasks.
- Manage and develop Police Department staff. Hire, train, supervise, coordinate and evaluate a large and diverse staff. Develop and maintain effective employee relations.
- Direct and/or coordinate related management activities, e.g., affirmative action, labor relations, department equity, and data management, etc.
- Oversee, develop, and manage departmental financial plans and resources (including capital and operating budgets); the procurement and maintenance of police vehicles and equipment; and the management of Police Department facilities.
- Develop and manage effective inter/intra-departmental communication and planning efforts. Engage staff using tools such as webinars, video conferencing and other technologies.
- Develop, organize, and implement responsive management strategies.
- Participate in the efforts of the Mayor's Management Team and related committee efforts. Provide advice, counsel and expertise to the Mayor, Common Council, Police and Fire Commission, Public Safety Review Committee and other boards and committees as appropriate.
- Represent the Police Department and departmental interests throughout the community, both in person and through the media.
- Upon activation of the City's Emergency Operations Center (EOC), act as a senior advisor to the EOC Incident Manager.
- Perform related work as required.

## Minimum Qualifications

- Bachelor's (or higher level) degree; AND
- Five (5) years of responsible and varied leadership and managerial experience in local law enforcement at the command level; AND
- Ten (10) years of experience in a full-time law enforcement agency, including working with a labor union.

### **-OR-**

- An equivalent combination of education and experience sufficient to successfully perform the essential duties of the position.

While not required, additional specialized leadership education, such as the Senior Management Institute for Police (SMIP), the FBI National Academy, an Accredited Public Manager program, or an advanced degree is desired.

**If an applicant does not possess the specific requirements outlined above, HR will review the application materials to determine if the applicant possesses equivalent experience.**

**The City of Madison strives to provide exceptional customer service to all its residents and visitors. Therefore, successful candidates will have demonstrated ability to effectively work with multicultural communities.**

For a complete list of the Knowledge, Skills, and Abilities, please see the [class specification](#).

## Special Requirements

- Possession of a valid driver's license.

- Ability to obtain certification as a police officer from the State of Wisconsin.
- Residency within 15 miles of the jurisdictional boundary is required within 60 days of hire. Residency within the City of Madison is preferred.

#### **Physical Requirements:**

- The physical demands of the Police Chief include: visual and auditory acuity; ambulatory ability and physical strength and dexterity inherent in assessing incident parameters/conditions in a field command capacity (under adverse working conditions).
- The employee of this position will be expected to attend frequent Common Council and meetings of the Police and Fire Commission, as well as other public meetings as required. Such meetings generally take place outside the regular work day during evening hours.

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#### **Employer**

Madison, City of (WI)

#### **Address**

215 Martin Luther King Jr., Blvd.  
MMB Rm 261  
MADISON, Wisconsin, 53703

#### **Phone**

(608) 266-4615

#### **Website**

<http://www.cityofmadison.com/jobs>

### **Police Chief Supplemental Questionnaire**

#### **\*QUESTION 1**

**PLEASE READ CAREFULLY--**You will be required to submit a cover letter with your resume as part of your application. The letter should address why your specific education, training, and experience make you a good fit for the City of Madison. The document should not exceed two (2) typed pages (Single spaced, font size 11) and should be submitted as a .docx or .pdf file. You must attach the document in the "Attachments" section of the application or you will not receive further consideration for this position. Your responses may be evaluated on your writing ability including: spelling, grammar, and your ability to express your thoughts in a logical fashion. By checking this box, you acknowledge the above and understand that your response is required and failure to attach your cover letter response will immediately eliminate you from consideration.

☐ AGREED

#### **\*QUESTION 2**

I authorize the Board to conduct personal, financial, and professional investigations of my candidacy in the course of review of my application. I will cooperate with such investigations by providing upon request of the Board such formal authorizations and releases as may be appropriate.

☐ I CONCUR

#### **QUESTION 3**

**CANDIDATE REQUEST FOR CONFIDENTIALITY BOARD OF POLICE AND FIRE COMMISSIONERS OF THE CITY OF MADISON** Wisconsin Public Records Law Under the Wisconsin Public Records Law, "[e]very applicant for a position with any authority may indicate in writing to the authority that the applicant does not wish the authority to reveal his or her

identity. Except with respect to...a final candidate, if an applicant makes such an indication in writing, the authority shall not provide access to any record related to the application that may reveal the identity of the applicant.” Wis. Stat. § 19.36(7)(b). A “final candidate,” whose identity is generally subject to disclosure, means an applicant who is seriously considered for appointment and includes all of the following: (1) Whenever there are at least 5 applicants for an office or position, each of the 5 applicants who are considered the most qualified; (2) Whenever there are fewer than 5 applicants for an office or position, each applicant; or (3) Whenever an appointment is to be made from a group of more than 5 applicants considered the most qualified for an office or position by an authority, each applicant in that group. Wis. Stat. §19.36(7)(a).

☐ I hereby request that the Board of Police and Fire Commissioners of the City of Madison (PFC) keep my identity confidential to the extent permissible under Wisconsin law. I understand that if I am selected as a final candidate, my identity may be subject to disclosure under the Wisconsin Public Records Law

\* Required Question