



RECRUITMENT NOTICE CHIEF OF POLICE



VILLAGE OF LAKE HALLIE POLICE DEPARTMENT

The Village of Lake Hallie, Wisconsin, is seeking a forward-thinking and community-centered law enforcement leader to serve as their next Chief of Police. Located in the heart of the Chippewa Valley between Chippewa Falls and Eau Claire, Lake Hallie is a growing and vibrant community of more than 7,400 residents and approximately 360 businesses.

The Lake Hallie Police Department is a well-respected, full-service agency consisting of twelve (12) full-time sworn officers, including the Chief, a Detective, and a K-9 unit. The Chief of Police is appointed by the Police Commission and serves as the department's executive leader, working collaboratively with the Police Commission and Village Board to provide strategic direction and operational oversight.

This role is primarily focused on leadership and administration, with approximately 90 percent of time dedicated to supervisory, strategic, and organizational responsibilities and 10 percent to patrol functions. The department maintains strong community relationships and operates as a traditional policing organization while continuing to evolve to meet the needs of a growing community.

Lake Hallie experiences one of the highest calls for service per officer in the Chippewa Valley, offering a dynamic and professionally rewarding environment. The Chief of Police is responsible for the development and administration of the department's \$1.8 million annual operating budget and plays a key role in shaping the department's future through thoughtful leadership, fiscal stewardship, and community engagement.

Minimum Qualifications and Requirements

- Wisconsin Law Enforcement Standards Board certification, or eligibility for reciprocity
- Minimum of ten (10) years of progressively responsible law enforcement experience, including at least five (5) years in a supervisory role
- Demonstrated leadership, strong communication skills, and effective employee and labor relations experience
- Proven experience with budget development and fiscal management
- Progressive supervisory and administrative experience within a law enforcement organization
- Valid Wisconsin driver's license and U.S. citizenship
- Associate's or bachelor's degree in police science, law enforcement, criminal justice, public administration, or a related field preferred. Equivalent education and experience will be considered as determined by the Police Commission
- Ability to establish residency within 20 miles of Village Hall or within the Village of Lake Hallie within two (2) years of hire



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Preferred Qualifications

- Bachelor's degree in criminal justice, public administration, leadership, or a related field
- Senior leadership or command-level experience within a municipal or comparable law enforcement agency
- Demonstrated success in community-oriented policing and building strong partnerships with residents, businesses, schools, and service organizations
- Experience leading organizational growth, change management, and departmental modernization initiatives
- Proven ability to develop and implement policies, procedures, and long-term strategic plans
- Experience collaborating with a Police Commission, Village Board, or other governing bodies
- Strong background in labor relations, personnel management, and fostering a positive organizational culture
- Familiarity with accreditation standards, grants management, technology implementation, and regulatory compliance

Deadline to Submit Applications:

No later than **Friday, March 6, 2026**, at 12:00 noon.

Anticipated Start Date:

Between April 1 and May 1, 2026.

Position Salary Range:

\$95,000-\$105,000 with full benefits.

Full position description and related application material can be found: www.lakehallie.us.

Interested applicants should submit cover letter, [DOJ 330](#), resume and [Lake Hallie Background Questionnaire](#) by **Friday, March 6, 2026**, to: police@lakehallie.us.



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VILLAGE & DEPARTMENT INFORMATION

The Village of Lake Hallie was incorporated from the Town of Hallie on February 18, 2003. According to the State of Wisconsin, the Village's 2024 population estimate is 7,425, with more than 360 businesses filing personal property taxes. In 2014, the Village constructed a new Municipal Building that houses Village Hall, the Police Department, and the Lake Hallie station of the Chippewa Fire District.

The Lake Hallie Police Department employs twelve (12) full-time officers, including the Chief of Police. Staffing supports one (1) patrol officer for seven (7) hours per day and two (2) officers for seventeen (17) hours per day. The department's structure includes two (2) union patrol sergeants, eight (8) patrol officers, one (1) detective, and a canine unit. Sworn personnel work a 10.5-hour shift rotation consisting of five (5) days on followed by four (4) days off, then four (4) days on followed by four (4) days off. The department is supported by one (1) full-time and one (1) part-time clerical employee, both working Monday through Friday. The Police Chief works a similar schedule.

The Village of Lake Hallie Police Department actively participates in cooperative efforts with neighboring law enforcement agencies through joint teams and investigations, and the incoming Chief is expected to continue and strengthen these partnerships.

The department has operated successfully under a traditional law enforcement model and is fully equipped with modern technology. All patrol units are outfitted with digital recording devices, including body-worn cameras.

Lake Hallie does not operate under a Village Administrator form of government. The Police Chief reports directly to the elected Village Board on financial matters and to the Police Commission for hiring, promotion, and disciplinary matters. Department vehicles and equipment are maintained through independent vendor services. The department operates its own five-bay municipal garage, vehicle impound lot, and evidence vault, and also provides animal control services for the Village.

The department currently maintains a fleet of ten (10) vehicles. Five (5) are assigned as take-home vehicles for officers who reside within the Village. Assigned vehicles include those for the Chief of Police, both Sergeants, the Detective, and one patrol officer. The remaining five (5) vehicles are assigned as general patrol units.