
COMMANDER KRISTEN ZIMAN

September 29, 2015

Dear Mayor Weisner:

It is with great enthusiasm that I submit my application for the position of Chief of Police for the Aurora Police Department. I have lived in Aurora all of my life and am currently raising my children here. I have served the citizens of Aurora since becoming a Police Cadet in 1991 and I want to continue to build upon the legacy of the Aurora Police Department by leading the dedicated professionals who work tirelessly towards our mission.

As you will see from the attached resume, I've built my career in a variety of roles and ranks. My strengths lie in being solution-oriented while using a collaborative style of leadership. I thrive on meeting challenges head-on and it is my philosophy that a leader should always have an eye on improving the efficiency and effectiveness of the organization s/he serves. It is with that philosophy that I would lead the Aurora Police Department.

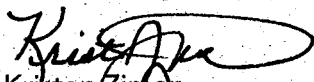
As a long-standing veteran of the APD, I am prepared to lead the department to more success. I would welcome the opportunity to share with you a 100 day plan that I have developed to make a smooth transition and begin to examine ways in which the department can better serve our community.

In addition to being flexible and responsive, I am a skilled communicator and pride myself on being able to articulate the mission of crime reduction and citizen involvement with officers and stakeholders alike.

Finally, you will find no one who has a greater passion for this city and this police department.

I appreciate your consideration for the position I've spent my whole life working towards.

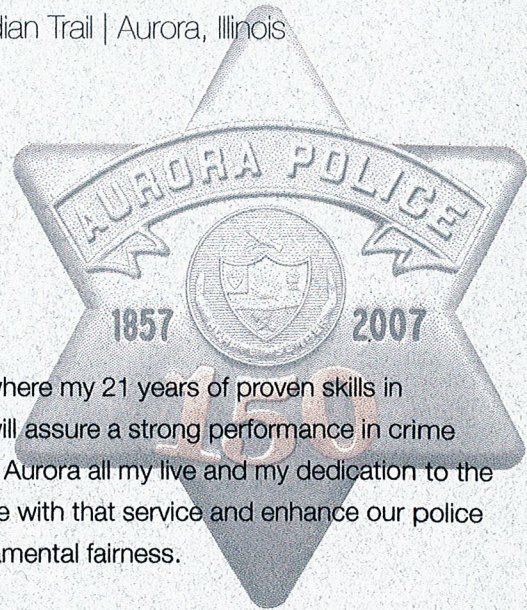
Warmest regards,


Kristen Ziman

██████████ | Aurora, IL 60506 ██████████

Kristen Ziman #926

Commander



Objective

To serve as Chief of Police for the Aurora Police Department where my 21 years of proven skills in leadership, decision-making, planning, and criminal services will assure a strong performance in crime reduction and building community relationships. I have lived in Aurora all my life and my dedication to the citizens has been based on mutual trust and I want to continue with that service and enhance our police force by building on the principles of service, justice and fundamental fairness.

Commander, Aurora Police Department

2010 - Present

In this rank, I have overseen the Patrol Bureau and the Investigations Bureau of the Aurora Police Department. Here are some of my accomplishments/implementations.

- ★ Designed and implemented the the Performance Measurement System for Patrol Officer accountability.
- ★ Held Community Forums with the entire City of Aurora as a means to disseminate information to our citizens and bridge some gaps between the police department and the community. That resulted in a new initiative to launch neighborhood groups in the city.
- ★ Launched the B.T.F. (Burglary Task Force) which comprised cross-divisional teams of Officers from Investigations and the Community Oriented Policing Unit. As a result, burglary was reduced by 10% and vehicle burglary was reduced by 40%
- ★ Represented Police Management on the City of Aurora Negotiating team that brought a resolution to the A.P.P.O. contract without going to arbitration.
- ★ Implemented the Officer Area Concept by which officers choose their own assignment. This alleviated the administrative headache of officers moving areas, allowed for continuity to one supervisor rather than switching throughout the year, and positively affected morale which lead to a better working relationship with APPO Board.
- ★ Streamlined C.O.P. to have 3 sergeants in the span of control for all 3 geographic areas.
- ★ Implemented U.S. Marshalls Task Force position to be utilized as a Force Multiplier for APD.
- ★ Brought the Aurora Police Department into the Social Media age with an APD Facebook page and Twitter feed. The FaceBook page has 14,500 members and has been a successful platform for branding our police department and disseminating information.
- ★ Youth Academy | Strong advocate for keeping the program "alive" after learning funding had ceased. Implored the Chief to fund the program and sacrificed manpower from the patrol to lead the program so it could be saved.
- ★ Completely overhauled the Annual Performance Evaluation so it was easier to navigate and so it would incorporate more measurable ethical virtues necessary for policing.

Lieutenant, Aurora Police Department

2008 - 2010

Served as the Midnight Shift Watch Commander. Highest ranking officer on the midnight shift for the city. Duties include handling emergency responses to serious incidents, shift level personnel issues, and coordinating crime-reduction efforts for patrol officers and sergeants. Responsible for the setting and aligning goals to those set by the Chief of Police and the Mayor of Aurora. Also served as the Administrative Lieutenant in charge of the budget.

- ★ Restructured the parameters for productivity by allowing officers to choose areas of enforcement. As a result, DUI's increased 5%, Drug Arrests increased 35% and Crime Prevention Notices increased 139%.

Coordinator, Field Training Program

2008 - 2013

Co-coordinator in charge of scheduling. Duties include monitoring the Field Training Sergeants, Field Training Officers and recruits to ensure the proper training is being administered.

Patrol Sergeant, Aurora Police Department

2003 - 2008

Served in the Bureau of Neighborhood Policing Division (Patrol). Duties include overseeing the day shift patrol division.

FTO Sergeant, Aurora Police Department

2003 - 2008

Field Training Sergeant duties include the supervision of Field Training Officer and overseeing the training and progress of new recruits.

Field Training Officer, Patrol Officer

2001-2003

Served in the Bureau of Neighborhood Policing as a Field Training Officer. Duties included crime prevention and emergency response. Responsible for the training and coaching of new police officers.

Investigator, Domestic Violence Reduction Unit

1998-2001

Assisted in the implementation of D.V.R.U. Authored the General Orders and Procedures for the unit after extensive research of other organizations. Served in the capacity of DVRU investigator. Duties included conducting interviews and obtaining criminal charges. Developed a curriculum and taught Domestic Violence awareness to grades K-12.

Community Oriented Policing, Aurora Police Department

1997-1998

Duties in C.O.P. included developing partnerships with the residents in Area One and devising creative and strategic methods for combating quality of life issues.

Member of the Aurora Police Honor Guard

1999-2001

Represented the police department as a specially trained ceremonial team to render honors, preserve traditions and instill pride.

Patrol Officer, Aurora Police Department

1994-1997

Job duties included both pro-active and reactive patrol in assigned districts as well as emergency response, traffic enforcement and patrol level job responsibilities.

Police Cadet, Aurora Police Department

1991-1994

Job duties included report writing and entry level training in all divisions of the police department.

Education

Naval Postgraduate School, Monterey, California | Master's Degree - Homeland Security and Defense
(Completion Date of March 31, 2017)

Boston University, Boston, Massachusetts | Master's Degree - Criminal Justice Management /
Organizational Development (2008)

Aurora University, Aurora, Illinois - Bachelor of Science: Criminal Justice Management (2003) 2007

Waubensee Community College, Sugar Grove, Illinois - Associate Applied Science (1993)

West Aurora High School, Aurora, Illinois - High School Diploma (1991)

Post Graduate Education

Senior Management Institute for Police [SMIP] | Session #57 | Boston University (2014)

FBI National Academy | Session #249 | Quantico, Virginia (2012)

Harvard Kennedy School of Government | Executives in State and Local Government (2011)

Kellogg School of Management | Women's Senior Leadership Program (2010-2011)

Current Specialization

Columnist - Sun Times Beacon News - My passion for writing and my position as a police officer have merged and afforded me the opportunity to develop a bi-weekly column that allows me to bridge the gap between the community and the police.

Employee Review Board | Currently serve as the Chairman of the Board responsible for administrating discipline to officers and civilians in Internal Affairs cases.

Past President | National Association of Women Law Enforcement Executives (N.A.W.L.E.E.)

Non-profit organization sponsored and administered directly by law enforcement practitioners. Our mission is to serve and further the interests of women executives and those who aspire to be executives in law enforcement.

Contributing Author | Illinois Cops Magazine, IACP Blog | Forums dedicated to issues in policing, law enforcement news, and community and pro-active policing, as well as crime analysis and intelligence-led policing.

Boards and Service

Y.W.C.A. | Board of Directors | To help further the mission of "Empowering Women and Eliminating Racism".

Breaking Free | Board of Directors | To provide the highest quality education, prevention and counseling services focused on drug and alcohol abuse, child abuse, family relationships, mental health and wellness.

Fox Valley United Way | Resource Development Committee | The mission of Fox Valley United Way is to measurably improve lives in the communities we serve.

Presentations

- ★ California Chiefs of Police Conference | Break-out session in 2014| Invited to be Keynote in 2015
- ★ National Association of Law Enforcement Executives | Leadership speaker
- ★ Northern Illinois University | Keynote speaker for Women in Law Enforcement Breakfast
- ★ Wisconsin Women in Policing | Presented a 4 hour training on Positive Psychology and how positivity leads to increased performance.
- ★ Illinois Training and Standards Board | Presented "Living Authentically" to conference of 300 attendees.

Training

Customer Service for Police | Developed the Curriculum and taught 8 hour class for Springfield (IL) Police Department and Wheaton (IL) Police Department and Aurora (IL) Police Department.

Blue Courage | Board of Directors for Blue Courage | Part of the team that developed the curriculum to train police officers in: Police Culture, Respect, Courage, Resilience, Practical Wisdom and Nobility.

Diversity Champions | Policing is facing great challenges when it comes to embracing differences. The reality is that as diversity increases, so do the chances for conflict, mistrust, misunderstanding, and stifled creativity. I teach police officers not to look down at anyone and instead to look *at* them.