
Daniel N. Hoffman

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PROFESSIONAL CHARACTERISTICS

Dynamic and dedicated law enforcement executive with over 40 years of progressively responsible experience in law enforcement supervision, management, and leadership. Experience in both large and small municipal policing. Strong qualifications in policy and procedure development and implementation, administration, budgeting, training, resource management, community collaboration and emergency preparedness and response. Excellent communication skills. Well developed leadership and analytical skills with strong experience in all phases of law enforcement. Reputation for strong work ethic, uncompromising devotion to service and above all, trustworthiness.

SPECIFIC SKILL AREAS

- Staff Development and Leadership
- Policy and Procedure Development
- Emergency Response Planning
- Discipline Systems
- Performance Review Systems
- Budget Planning and Management
- Coaching, Training and Mentoring
- Staff Procurement & Retention
- Community Partnerships and Collaboration
- Labor Relations

PROFESSIONAL EXPERIENCE

VILLAGE OF CAMPTON HILLS, IL 2009-2018

Chief of Police-Retired

Direct law enforcement operations for a staff of 22 officers and 3 supervisors. Work with the Fire and Police commission to recruit, hire, train and retain employees. Formulate budgets to provide 24-7 intelligence-led and community oriented policing to 11,100 residents without the benefit of a tax levy. Oversee grant preparation, implementation and follow through. Collaborate with Village President, Village Manager and Village Board on issues affecting the Village. Provide monthly and annual reports to the Village Board.

Key Achievements:

- *Provided effective and efficient police services at a per capita budget cost of \$70.*
- *Continually reduced UCR crime, calls for service, criminal incidents and traffic incidents over the past six years.*
- *Pursued and established grant programs to augment department budget expenditures for personnel and equipment.*
- *Implemented CALEA based General Orders.*
- *Developed and facilitated operational plans resulting in the reduction and control of dispatch costs.*
- *Developed a comprehensive department training and continuing education program.*
- *Collaborated with community groups and organizations.*

CITY OF AURORA, IL

1977-2009

Police Commander

As an Area Commander, led total police operations on Aurora's west side. Oversaw and directed a staff of 75 officers and 18 sergeants and lieutenants. Was responsible for implementing intelligence-led, COMPSTAT-driven, community oriented policing strategies to reduce crime in strategic areas. Responsibilities included: Field Patrol Operation, Crisis Intervention Team, Field Training Program, Employee Discipline and Review Board, Community Policing, COMPSTAT Review, Weed & Seed Coordination, Policy and Procedure Development, Community Outreach Coordination, Emergency Preparedness Planning and Implementation.

EDUCATION

HARVARD UNIVERSITY, CAMBRIDGE MASSACHUSETTES 2006

Police Executive Research Forum Senior Management Institute for Police

AURORA UNIVERSITY 1982

BA: Criminal Justice

Minor: Economic Theory/Business Administration

EAST AURORA HIGH SCHOOL Class of 1976

PROFESSIONAL DEVELOPEMENT

Throughout my career I've had the opportunity to serve in a leadership capacity in all of the various diverse bureaus of a large municipal organization as well as leading a small municipal police department. This experience has allowed me to develop my skills and leadership abilities in all areas. Additionally, I have attended over 200 professional developmental training seminars involving various law enforcement and management leadership related topics, earning numerous specialist certificates.

PROFESSIONAL ORGANIZATIONS

- International Association of Chief of Police
- Police Executive Research Forum
- Kane County Chiefs of Police
- Illinois Association of Chief of Police
- Fraternal Order of Police
- International Assn. Chiefs of Police

COMMUNITY SERVICE AND LEADERSHIP

- President Aurora Police Pension Fund
- VP, Aurora Police Credit Union
- President Campton Hills Police Pension Fund
- Member, Kane County Mental Health
- Illinois Bar Assn. Law Enforcement Award
- Chairman, Kane County DUI Task Force