

Chief of Police



WILLISTON, VERMONT
RECRUITMENT 2026

The Department



MISSION STATEMENT

The Williston Police Department is a dedicated group of professionals who are committed to working with the community to make the Town of Williston a safe and desirable place to live, work, or visit. Our mission is to partner with the community to solve problems and improve public safety in a manner that is fair, impartial, transparent, and consistent.

OUR CORE VALUES

Integrity
Teamwork
Respect
Advocacy
Empathy

Efficiency
Fairness
Impartiality
Professionalism



These core values emphasize a commitment to ethical, effective, and community-centered service. Integrity guides members to act honestly, uphold the law, and maintain public trust without accepting personal gain. Professionalism and respect ensure that all interactions—with both the public and colleagues—are courteous, dignified, and responsive, reinforcing confidence in their role. Fairness and impartiality highlight the importance of unbiased decision-making and cultural awareness to build legitimacy within the community. Teamwork underscores collaboration across all levels of the organization to achieve shared goals, while efficiency focuses on continuous learning, strategic thinking, and delivering timely, effective services. Advocacy and empathy round out these values by promoting compassion, supporting victims, and recognizing the diverse needs of the community.

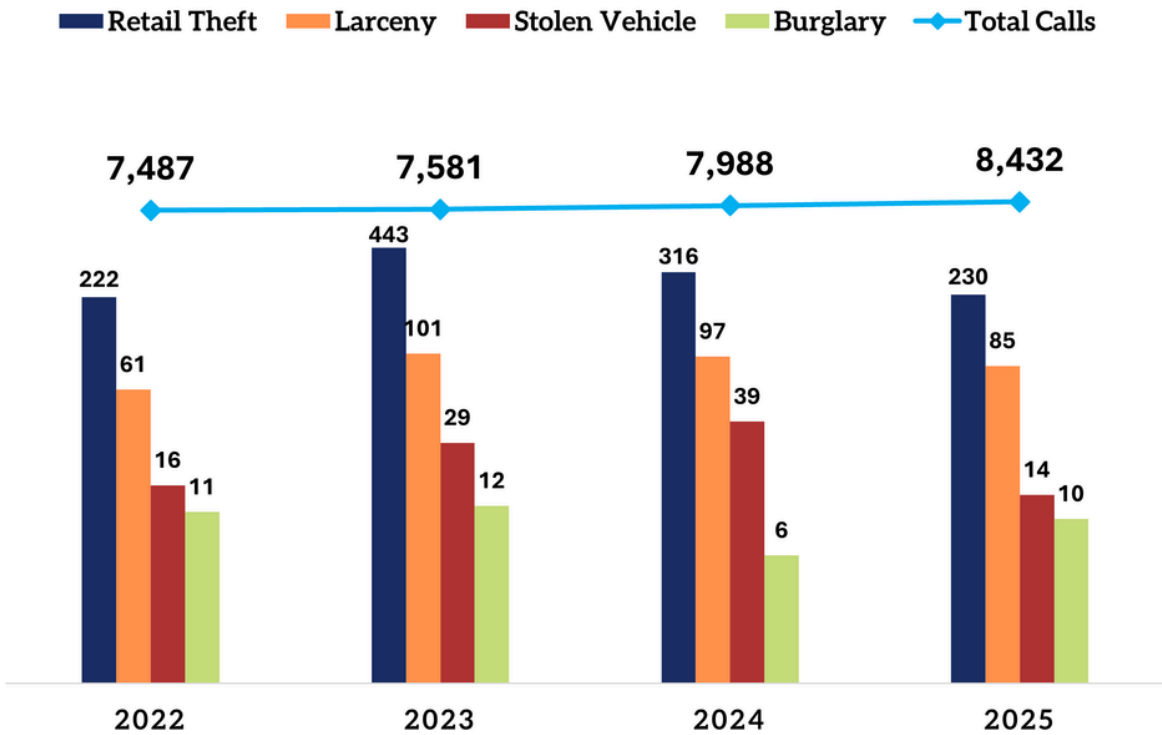


FOUNDATIONS OF EXCELLENCE

Our Police Department is a dedicated and close-knit **23-person team** composed of 19 sworn law enforcement officials (12 officers, 4 sergeants, 1 corporal, Deputy Chief and Chief), 3 dispatchers and an office administrator, all working together to serve and protect the community. The Deputy Chief position is currently vacant and will be filled after the next Chief begins. The Department relaunched its Bureau of Criminal Investigation (BCI) in 2025 and currently has one officer assigned to BCI. Each member plays a vital role in ensuring public safety, from officers responding to calls and maintaining order, to dispatchers coordinating emergency communications, to command staff leading the Department and administrative support keeping operations running smoothly. We are committed to providing professional, responsive, and community-focused service, relying on strong teamwork and collaboration to meet the needs of those we serve today and into the future for a growing community.

The Department has a **\$4.2 million operating budget** approved for Fiscal Year 2027 in addition to capital sinking funds for the ongoing replacement of equipment and building maintenance. Sworn members of the Department outside of command staff are members of the New England Police Benevolent Association Local 409. The current labor contract is through June 2028. The Department is run out of a station constructed in 2006 in Williston's historic village. Dispatch services are co-located at the neighboring Town of Essex Police Station through a shared service agreement. This agreement allows each department's dispatch staff to assist with call volume peaks and provide ongoing coverage. Williston Police work closely with all Town Departments, and are a critical partner with Williston Fire Department that is staffed 24/7 with career Fire/EMS providers and responds to over 2,500 calls for service annually.

2022-2025 TRENDS



PUBLIC SAFETY AND SUPPORT

In 2025, the Department responded to 8,432 calls for service, reflecting a noticeable increase from the 7,988 calls handled in 2024. The table above highlights a subsection of call type trends. In 2025 the Department conducted 1,700 traffic stops and issued warnings to tickets on a 4:1 ratio, emphasizing public education. The Department remains committed to delivering prompt, professional, and effective responses, demonstrating adaptability, resilience, and a strong dedication to public safety while facing increased demand and capacity limitations.

Williston Police also work closely with the community outreach team through the Howard Center, Chittenden's County's designated provider of mental health services. This partnership strengthens our ability to connect individuals with supportive services and address underlying needs within the community. Outreach workers accompany officers or respond to mental health related calls. A future focus will be growing this capacity to lean into proactive relationship building and fostering connection to wrap-around services provided by community partners at the State and non-profit levels.

Community Justice referral is a critical alternative justice pathway for our Department, and building and strengthening it as a co-production of public safety tool in alignment with a new regional service delivery model is a critical factor for future Department success.



Salary & Benefits

Starting salary range of
\$135,000-\$150,000 annually

Excellent benefits including:

- Health Insurance
Cost: 12% of premium or 2% of salary
- Health Reimbursement Account
84% funded by the Town, first-dollar
- Dental Insurance
Premium 100% paid by Town
- Vision Insurance
Cost: \$8.38 per pay period for family plan
- Life Insurance & Long-Term Disability
Funded by the Town
- AD&D Insurance
Funded by the Town
- Enrollment in Vermont Municipal Employee's Retirement System (VMERS)
- Optional 457 Retirement Plan
- Flexible Spending Account
- Dependent Care Reimbursement Account
- Employee Assistance Program
- 18 days sick leave and up to 20 days vacation accrued annually
- 13 paid holidays and 2 personal days per fiscal year
- A take-home police department vehicle and cell phone
- All required equipment and uniforms provided by the Town
- Contract position per Town Charter

Our Future Chief



ABOUT THE POSITION

The next Police Chief for Williston should be prepared to lead the Department and the Town in an environment that continues to be dynamic. With ongoing growth and change, especially in Taft Corners, policing matters related to dense urban places will continue to be part of Williston's reality. Over the next 25 years, policing in Williston will evolve to encompass the policing of urban public spaces including urban parks, plazas, and sidewalks, added parking enforcement and strengthened partnerships with local retail and industrial businesses and nonprofits. This evolution will take place against a backdrop of steady growth, and aging population, and the continued welcoming of a diversity of residents at all levels of socioeconomic status to the community.

The next Chief must balance the needs of the growth center with those in the residential and rural sections of Town, and recognize the holistic approach to deploying public safety assets in a manner that serves all needs of the community within the limitations of resource capacity.

IDEAL CANDIDATE

The ideal candidate brings proven executive leadership experience in modern policing practices and the ability to guide a modern law enforcement organization through evolving public safety challenges. They are an approachable, hands-on leader: Decisive, adaptable, and skilled in problem-solving . They foster a positive department culture and demonstrate respect for the diverse backgrounds and experiences of the community. They are a problem-solver who can work within the organizational constraints at a given period and play a critical role as an architect of future success in public safety service design and delivery in partnership with the Town Manager and elected officials. This individual is highly skilled in building collaborative relationships across agencies, and with community organizations and between Town Departments.

The next Chief recognizes that strong partnerships are essential to successful policing. They are a strong communicator with high emotional intelligence and demonstrate a balanced leadership style- strategic in vision, visible in the community, and actively engaged in day-to-day operations - while fostering a professional, accountable, and service-oriented department culture. They are a thoughtful and active listener, with high integrity, and responsive to the needs of the community. They are adept at being nimble and responsible to the fluid needs of a Police Department and a community on a daily basis. At their core they care deeply about public service and understand that the strength of a community is the people who are a part of it.





Williston Police Department Police Services Analysis Report



Prepared for the Town of Williston, Vermont
Col. James W. Baker (Ret.)



FUTURE OPPORTUNITIES FOR NEXT CHIEF

- The next Chief will be tasked to advance the department's growth in service delivery and staffing through a creative lens and utilizing best practices for innovative partnership in a co-production of public safety that is outcomes based with an emphasis on crime prevention and serving all members of the community. In 2023, the Town commissioned a **management study** to formulate a roadmap for the evolution of the Department to grow in staffing profile, approach and systems within the framework of modern policing. Jim Baker (VT State Police Colonel Ret.) of J.W. Consulting completed the study and it was unanimously accepted by the Selectboard. The Town has added two sworn positions and is in the process of studying how to enhance the delivery of mental and social support services working with established community partners.
- The next Chief will need to lead in future recruitment and retention efforts for the department. Williston, like many local departments nationwide, has been affected by the changing workforce with retirements and limited personnel entering the law enforcement field. As the department continues its evolution, establishing career growth opportunities with special units and focus areas is a critical area for staff retention. In addition, fostering the development of future Department supervisory leadership is an area for the next Chief to lead in.

KNOWLEDGE, SKILLS AND ABILITIES

- Extensive knowledge of modern law enforcement administration, criminal law, and public safety practices, including applicable federal, state, and local laws and accreditation standards.
- Demonstrated transformational leadership skills, with the ability to set vision, lead organizational change, inspire high performance, and foster a culture of accountability, innovation, and continuous improvement.
- Strong strategic thinking and decision-making abilities, including the capacity to lead complex operations and respond effectively in high-pressure, ambiguous, and emergency situations.
- Demonstrated commitment to equity, inclusion, and fair policing practices, with the ability to lead an organization that values diversity, builds trust across communities, and ensures equitable service delivery.
- Knowledge of community-oriented policing, restorative justice, and trauma-informed practices, with the ability to integrate these principles into policies, operations, and organizational culture.
- Excellent interpersonal and communication skills, with the ability to build trust, engage diverse stakeholders, and maintain effective relationships with staff, elected officials, and community.
- Ability to collaborate across agencies and disciplines, build consensus, and advance shared public safety and community outcomes.
- High proficiency in budgeting, financial management, and resource allocation, with the ability to align resources with organizational priorities and think creatively to advance organizational goals within the fiscal resources available.
- Experience leveraging data, performance metrics, and technology to inform decision-making, improve service delivery, and support transparency and accountability.
- Demonstrated integrity, sound judgment, and discretion, including the ability to manage sensitive and confidential information appropriately.



ESSENTIAL DUTIES AND RESPONSIBILITIES

- Provide visionary and transformational leadership for the Williston Police Department, setting strategic direction and advancing a culture of accountability, innovation, and continuous improvement.
- Serve as a key advisor to the Town Manager and municipal leadership on public safety strategy, policy, and emerging community needs.
- Lead all law enforcement operations, including oversight of patrol, investigations, communications, and emergency response.
- Ensure organizational integrity through compliance with laws, standards, and accreditation requirements, while promoting ethical, transparent, and accountable policing.
- Build, develop, and lead a high-performing workforce, fostering a culture of professionalism, inclusion, and shared responsibility with an eye toward developing future leaders in the organization.
- Steward departmental resources, including budgeting, capital planning, and grant funding, to align operations with strategic priorities.
- Advance equitable, community-centered policing, building trust and strong partnerships with residents, stakeholders, and partner agencies.
- Leverage data, technology, and innovation to enhance decision-making, improve performance, and modernize public safety services.

QUALIFICATIONS

- Bachelor's degree in criminal justice, public administration, or a related field and 10 years of progressively responsible experience with at least four years at policy development/command-level. An equivalent combination of education, training, and experience may be considered.
- Must be a certified Vermont Law Enforcement Officer or able to obtain Level III certification within one year of appointment.
- Ability to meet all Vermont Criminal Justice Council requirements.
- Valid motor vehicle operator's license.

Application Process

Deadline: May 15, 2026

Submit cover letter and resume in PDF format to:

Susan Leonard, Human Resources Director | sleonard@willistonvt.org

For more information:

Julie Scribner, JW Leadership Consulting

802julie@gmail.com

Search Consultant: Jim Baker and Julie Scribner, JW Leadership Consulting

About Williston



Quick Facts

- Founded 1763
- Population 10,103 (2020 Census)
- 30.6 square miles
- 91 Full-time municipal employees, 39 part-time employees, and 25-30 seasonal hires
- Other Departments: Public Works, Planning & Zoning, Recreation & Parks, Fire/EMS, Library, Town Clerk, Town Treasurer, Finance, Human Resources, Assessor, Town Manager
- Core Municipal Buildings: Town Hall, Town Hall Annex, Police Station, Public Library, Fire Station, Public Works Garage

Public Road Miles

- Interstate I-89: 6.4 miles & Exit 12
- States Routes 2, 2A & 116: 12.2 miles
- Town Highways: 75.9 miles

Education

- Champlain Valley School District (PreK-12)
- Williston Central School (Grades 3-8) in town
- Allen Brook School (Grades PreK-2) in town
- Champlain Valley High School in Hinesburg (Grades 9-12)
- Vermont State University - Williston Campus

Utility Providers

- The Town operates water, sewer, and stormwater utilities as separate enterprise funds
- Green Mountain Power & Vermont Electric Co-op
- Host town for Chittenden Solid Waste District
- Champlain Water District (Source: Lake Champlain)
- City of Essex Junction Water Resource Recovery Facility (Tri-Town Agreement: Williston, Essex Town, City of Essex Jct.)
- Private wells & on-site septic systems serve rural homes, farms, and businesses

Iconic Places

- Catamount Community Forest & Catamount Family Outdoor Center
- Lake Iroquois Recreation District
- Maple Tree Place Shopping Center
- Adams Apple Orchard & Farm Market
- Williston Federated Church Steeple



Williston is widely recognized as one of Vermont's most vibrant economic engines and its fastest-growing town over the last decade with the highest volume of retail sales of any municipality in Vermont. Positioned as a critical regional crossroads, Williston serves as the gateway to Chittenden County, connecting the Greater Burlington area with the rest of the state via the I-89 corridor. We are a community of contrasts – hosting the state's premier retail and commercial hub at Taft Corners while meticulously preserving hundreds of acres of pastoral landscapes, significant wetlands, and the historic charm of Williston Village.



LOCAL GOVERNMENT

A five-member Selectboard provides policy direction and oversight. Town Manager Erik Wells was appointed in 2020 and has served the community since 2017. The town operates on a fiscal year structure (July 1 – June 30) with a **\$17 million general fund operating budget** approved for FY2027. A New England Town Meeting is on the first Tuesday in March by Australian ballot for the voters to approve local budgets and new debt among other ballot items. Vermont is a Dillon's Rule state, as all municipalities are sub-corporations of the State. Williston has a governance charter that is amended from time to time.

THE GROWTH CENTER & VILLAGE

Williston is defined by its dual identity: the bustling Taft Corners Growth Center and the historic Williston Village. Taft Corners is evolving into a dense, walkable, mixed-use environment where new multi-family housing and "third places" – community gathering spots – are being prioritized to meet the region's housing needs. Meanwhile, the Village remains the town's civic heart, anchored by the Town Hall, Williston Central School, and the Dorothy Alling Memorial Library, with plans underway to expand library services and community spaces.

NEIGHBORS & NEIGHBORHOODS

Our population has surpassed 10,000 residents, reflecting a steady growth trend that has transformed Williston from a rural outpost to a premier residential area. We are becoming a more inclusive and diverse community. With a median household income exceeding \$100,000, Williston attracts young professionals and families drawn to its low municipal property tax rate, excellent public schools, easy accessibility to Burlington International Airport and Interstate 89, and well-maintained public parks, streets, and recreation facilities.

BUSINESS COMMUNITY

Williston has major employers in the service industry, tech, manufacturing, and distribution. Companies like Twin Craft Skincare, Engineers Construction, and local leaders in sustainable energy have chosen Williston for its infrastructure and strategic location. Our business community fuels the local tax base and serves as a primary employment center for the State.



*Intersection of Routes 2
& 2A looking east to
Green Mountains.
Front: 2022. Back: 1985.*

Old town charm, new town spirit



www.town.williston.vt.us

