

Kristen Ziman

Chief of Police

Snapshot

My 26 years of proven skills in leadership, decision-making, planning, and law police services in the 2nd largest police department in Illinois will assure a strong performance in crime reduction and building community relationships in the city of Chicago. My specialization in Homeland Security will allow me to embrace technology as a crime-fighting/solving tool. My dedication to the citizens I serve has been based on mutual trust and I want to continue that service and enhance the Chicago police force by building on the principles of service, justice, and fundamental fairness.

Experience

Aurora Police Department

Chief of Police

2016 - Present

- ★ Implemented strategic goal of community engagement for ALL sworn officers and staff in an effort to amplify trust and legitimacy with the citizens of Aurora.
- ★ Strengthened and built partnerships with state, federal, and local partners to solve crime in our city through collaboration and the utilization of task-force officers.
- ★ Oversaw the implementation of a new Computer Aided Dispatch (CAD) system and Records Management System (RMS).
- ★ Developed a Peer Support program for officers who are struggling with PTSD or other challenges related to being a first-responder. I challenge ALL officers to promote the organizational well-being in order to build resiliency.
- ★ Implemented Mental Health training for every sworn police officer to better assist with de-escalation and empathy when responding to calls for persons with mental illness.
- ★ Overhauled policy and procedures that were antiquated and implemented a new system that is relevant and compliant with state and federal law.
- ★ Developed a Critical Incident Intelligence Center that will service as a fusion center and data hub for open source social media intel and data mining for critical incidents.
- ★ Implemented the Aurora Police Department Drone Program to assist in locating missing persons, crime scene investigations, pursuits, water rescues, etc.
- ★ Restructured the Promotional Process to emphasize leadership competencies and performance at the next level. Omitted subjective promotional ratings by pushing decision-making down.
- ★ Developed a leadership succession plan to include overlap of assignment and training to include mentoring and coaching and to ensure that APD will not have to hire leaders from outside the department.

Patrol Commander

2010 - 2016

Responsible for personnel and operations of the *Uniformed Patrol Division* of the Aurora Police Department.

- ★ Designed and implemented 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, residential 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 three Sergeants in the span of control for all 3 geographic areas.
- ★ Implemented U.S. Marshals 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 been a successful platform for branding our police department and disseminating information.

Lieutenant

2008 - 2010

Served as the Midnight Shift Watch Commander. Highest ranking officer on the midnight shift. 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.

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

2003 - 2008

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

FTO Sergeant**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**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 the Aurora Police Department's Domestic Violence Reduction Unit (D.V.R.U.). Authored the General Orders and Procedures for the unit after extensive research of other organizations. Served in the capacity of D.V.R.U. investigator. Duties included conducting interviews and obtaining criminal charges. Developed a curriculum and taught Domestic Violence awareness to grades K-12.

Officer, Community Oriented Policing Unit**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.

Honor Guard Member**1999-2001**

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

Patrol Officer**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**1991-1994**

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

Education

Naval Postgraduate School Center for Homeland Defense and Security (CHSD) | Master's Degree - Homeland Security and Defense (2018). Thesis: ***Privacy in Plain Sight: Fourth Amendment Considerations for the Collection, Retention, and Use of Data by Law Enforcement in Public Places.***

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

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

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

Senior Management Institute for Police [SMIP] | Session #57 | Police Executive Research Forum (2014)

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

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

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

Current Specialization

Blogger: www.kristenziman.com - My passion for writing and my position as a police officer have merged and afforded me the opportunity to develop a blog that allows me to bridge the gap between the community and the police. The blog was named one of International Association of Chief's of Police (IACP) Top Law Enforcement Blogs.

Instructor | FBI Law Enforcement Executive Development Association | Certified instructor for leadership and management training. Topics include: Trends in law enforcement, Implications of the 21st Century Policing Report, Public trust and legitimacy, Bias and diversity, Employee wellness, Power, Transformational leadership, and Social and emotional intelligence. www.fbileeda.org

Founding Member and Instructor | Blue Courage | Part of the team that developed the curriculum "Blue Courage" and traveled to police departments across the nation to teach the course. The goal is to get officers to reflect about self-improvement, increased engagement, stress-management, developing resilience, igniting culture change, combatting cynicism, while improving overall health and well-being. www.bluecourage.com

Published Material

Book | “Nobility of Policing” | Contributing author | Article: “*Fitness for Duty*”

Textbook | “Real Writing with Readings : Paragraphs and Essays for College, Work, and Everyday Life” | Contributing Author | Article “*Bad Attitudes and Glowworms*”

Boards and Service

International Association of Chiefs of Police (IACP) | Vice President at Large | IACP is dedicated to advancing the law enforcement profession through advocacy, outreach, education and programs.

Illinois Sentencing Policy Advisory Council (SPAC) | SPAC was created to collect, analyze and present data from all relevant sources to more accurately determine the consequences of sentencing policy decisions and to review the effectiveness and efficiency of current sentencing policies and practices. SPAC reports directly to the Governor and the General Assembly.

Police Executive Research Forum (PERF) | Board of Directors | The Police Executive Research Forum (PERF) is a national membership organization of police executives primarily from the largest city, county and state law enforcement agencies in the United States. The organization is dedicated to improving policing and advancing professionalism through research and involvement in public policy debate.

Illinois Law Enforcement Medal of Honor Committee | Executive Appointment by Governor Pritzker

FBI Chicago Joint Terrorism Task Force (JTTF) Partnership between various federal, state, and local law enforcement agencies, as well as the D.E.A. Joint Task Force Enforcement and private organizations, that are charged with taking action against terrorism.

National Association of Women Law Enforcement Executives (NAWLEE) | Past President | NAWLEE addresses the unique needs of women holding senior management positions in law enforcement. Met with V.P. Joe Biden at the White House to collaborate on gun control laws.

Human Relations Commission, City of Aurora | Ex-Officio | The Human Relations Commission of the City of Aurora seeks to further understanding within our community and to preserve recognized rights of residents of the city and those who interact within the community, particularly in the areas of equal employment, housing, and access to public services and facilities. We on the commission assist those who believe they are a victim of discrimination.

Presentations

- ☆ 11th Georgia Annual Law Enforcement & Private Sector Continuity Summit | Keynote Speaker | 2019
- ☆ United Airlines | Keynote Speaker | Active Shooter Presentation | 2019
- ☆ Harold Washington Library Chicago | Active Shooter Presentation | 2019
- ☆ Massachusetts Police Chief's Conference | Keynote Speaker | 2019
- ☆ Featured on Chicago StartTV: <https://www.starttv.com/my-start-story/this-is-how-chief-of-police-kristen-ziman-became-unstoppable> | 2019
- ☆ Intergovernmental Risk Management Agency (IRMA) Conference | Keynote | 2019
- ☆ Department of Homeland Security | Keynote Speaker | Corporate Security Symposium Chicago | 2019
- ☆ HR Source | Keynote Speaker | Human Resources Conference | 2019
- ☆ FBI NAA Conference | Keynote Speaker | FBINA Women's Graduate Event | 2019
- ☆ ASIS Conference | Speaker | 2019
- ☆ Chicago Corporate Security Symposium | Workplace Violence/Active Shooter | 2019
- ☆ Illinois Women in Law Enforcement Conference | Keynote Speaker | 2018
- ☆ Cisco Systems | Keynote Speaker for Women of Cisco Conference | 2018
- ☆ Chicago Association of Women in Law Enforcement (CAWLEE) | Keynote | 2018
- ☆ Illinois Training and Standards Board Law Enforcement Conference | Keynote | 2017
- ☆ Inspiring Women of Oswego | Keynote Speaker | 2017
- ☆ Nokia Corporation | Keynote speaker for employee diversity | 2016
- ☆ McDonalds Corporation | Keynote speaker for Diversity and Empowerment | 2016
- ☆ Northern Illinois University | Keynote for Women in Law Enforcement Breakfast | 2015
- ☆ California Chiefs of Police Conference | Break-out session in 2014 | Keynote in 2015
- ☆ National Association of Law Enforcement Executives | Leadership speaker

Professional Profiles

LinkedIn: <https://linkedin.com/in/kristen-ziman-a85b5110>

Twitter: https://twitter.com/Chief_KZiman

Facebook: <https://www.facebook.com/KristenZiman/>

Blog: www.kristenziman.com