

David Wermes

PROFILE

- **Law Enforcement Professional**-36 years of experience, enforcing, directing and leading law enforcement goals, objectives, and technology.
- **Manager**-24 years overseeing personnel, facilities, equipment, and budgets
- **Leader**-experienced in organizing, directing, and motivating a diverse work force
- **Skillful Communicator**-excellent interpersonal, oral, and written presentation skills
- **Critical and Creative Thinker**-analytical, strategic planning, and problem solving skills

EDUCATION

- **Judson University, Elgin, IL**
Master of Arts, Business and Leadership, 2014
- **Lewis University, Romeoville, IL**
Bachelor of Science, (High Honors) Criminal Justice, 1993
- **Police Executive Role in the 21st Century**, Western Illinois University, 2009
- **FBI National Academy, Quantico, VA**
Leadership Session 248, 2012
- **Northwestern University, Evanston, IL**
Supervision of Police Personnel, 1999
School of Police Staff and Command, Session 225, 2006
Executive Management Program, 2014
- **Senior Management Institute for Police (SMIP)**
Police Executive Research Forum, Session 67
Boston University, Boston, MA, 2017
- **FBI-Law Enforcement Executive Development Association (FBI-LEEDA), Stewart, FL**
Executive Leadership Institute, 2018
- **National Certification Internal Affairs Investigator/Supervisor**
Public Safety Internal Affairs Institute, Smyrna, TN, 2021
- **Senior Executives in State & Local Government: Leading Resilient Communities**
Harvard/Kennedy School, Cambridge, MA, 2021

PROFESSIONAL EXPERIENCE

- **Wauconda Police Department, Wauconda, IL**
Chief of Police, 12/15/2015-Present
- **Schaumburg Police Department, Schaumburg, IL**
Police Commander

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Administration Division Commander, 2013-2016

Commander, Major Case Assistance Team (MCAT), 2007-2009

Police Lieutenant

1st/3rd Watch, 2009-2013

Police Sergeant

Patrol Division 3rd Watch, 2002-2009

Special Investigations Bureau, 2000-2002

Patrol Division 3rd Watch, 1999-2000

Police Officer

Investigator, Special Investigations Bureau, 1995-1999

Tactical Officer, Special Operations Group (SOG), 1994-1995

Evidence Technician, 1987-1994

- **Streamwood Police Department, Streamwood, IL**
Police Officer, 1987-1989
Police Cadet, 1986-1987

AWARDS AND RECOGNITION

- Illinois Park and Recreation Association and Illinois Association of Park Districts- 2017 Community Service Award.
- 2015 Northwestern Public Safety Executive Leadership Award
- 2008 MCAT Investigator of the Year
- Award of Excellence
- Three Department Commendations
- Seven Honorable Mentions
- Eight Group Citations
- Employee of the Month

PROFESSIONAL ACTIVITIES & AFFILIATIONS

- Education & Training Committee Member, International Association of Chiefs of Police (IACP), 10/2019-present
- Wauconda School District 118 Equity Committee, 6/2020-present
- Chairman, Wauconda Area Substance Abuse & Prevention Coalition, 9/2019-present
- Northwest Police Academy, Director, 6/2015-10/2016
- Telestaff, Schaumburg Police Department liaison for scheduling software
- I/O Solutions, Promotional testing assessor for police agencies
- Stanard & Associates, Inc, Promotional assessor
- Lake/McHenry County Incident Management Assistance Team (IMAT) Board Chairman
- Illinois Association of Chiefs of Police (ILACP) Executive Board Member, 2016-Present
- Lake County Metropolitan Enforcement Group Asset Sharing Committee Member, 2016-Present
- Suburban Law Enforcement Academy Advisory Council Board Member, 2016-Present
- Lake County Chiefs of Police Association, 2016-Present

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- Northwest Police Academy, 2013-Present
- North Suburban Chiefs of Police Association, 2013-Present
- Illinois Association of Chiefs of Police, 2013-Present
- International Association of Chiefs of Police, 2013-Present
- Commission on Accreditation of Law Enforcement (CALEA), 2013-2016
- Illinois Police Accreditation Coalition (IPAC), 2013-2016
- FBI National Academy Associates, Illinois Chapter, 2012-Present
- Schaumburg Command Officers Association, 1999-2013
Vice President, 2009-2012
- Metropolitan Alliance of Police, 1993-1999

ADMINISTRATIVE ACCOMPLISHMENTS - Wauconda

- As the Chairman of the Wauconda Area Substance Abuse & Prevention Coalition, our research and grant request has been awarded the Community Anti-Drug Coalition of America (CADCA) grant. This grant provides \$125,000.00 per year for up to 10 years.
- Consolidated the Wauconda Communications Center with Lake Zurich Communication Center.
- Enhanced security measures to the Wauconda Police Department property/evidence room by adding X2 surveillance cameras within the evidence room and a proxy reader for individual access.
- Reconfigured several offices within the Wauconda Police Department, created a state of the art Sergeants office with updated work stations and equipment. Transformed the vacant communications center into a Patrol Division which included a roll call/training area and five state of the art work stations for Patrol Officers, Community Service officers, and Marine Unit officers. Designed a conference room with a kitchenette for meetings and interviews.
- Assigned numerous committees to provide new squad car designs, created and design a Breast Cancer Badge, and created/design a 140th police department anniversary badge.
- Implemented a Police Chaplain program which has been utilized for Wauconda Police Department events ranging from award ceremonies, employee deaths, retirements, and leadership training.
- Received Grant funding (Power Energy Solutions for Energy Efficiency Lighting Replacement Project) to update the interior and exterior lighting throughout the entire Wauconda Police Department.
- Structured an IGA with the Village of Port Barrington and the Village of Volo to provide police services to address all code enforcement and liquor license violations.
- Facilitated and presented a Part-Time Police Officer Ordinance to the Wauconda Village Board as well as the Illinois Law Enforcement Training and Standards Board to hire Part-Time sworn police officers to staff the Marine Unit. This increased the knowledge base, professionalism, and generated higher revenues for boat safety inspections.
- Reviewed, implemented, and trained all Wauconda Police Department employees on a new Records Management System, Public Safety Systems Incorporated (PSSI) and the IyeTek (Lexis Nexis Crash Reporting System).

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ADMINISTRATIVE ACCOMPLISHMENTS - Schaumburg

- Management and presentation of the annual Schaumburg Police Department budget of \$28 million.
- Innovative structuring of booking and sex offender registration fees to place program costs on those creating the expenses. This program generates approx. \$60,000 annually.
- Accepted Director of the Northwest Police Academy (NWPA) position in June of 2015
- Manage the Capital Improvement Plan which handles the Public Safety building space study project; overall proposed \$2,047,554.
- Reviewed and updated department policies and procedures including all high-liability policies
- Spearheaded two (2) concurrent Policy Review Committees to promptly address policy deficiencies and allow for all department employees to participate including members of all three collective bargaining units; command, patrol, and civilian.
- Restructured the Training Unit by adding a sworn Police Lieutenant, increasing the unit with an additional new civilian position (Training Assistant), and updated the Training Analyst position to include the management of grants.
- Designed the inaugural Schaumburg Police Department Challenge Coin
- Proposed and presented a new alcohol/loitering ordinance as a tool to reduce criminal activity and public nuisances in multi-dwelling communities.
- Presented a proposal at a Schaumburg Park District hearing to changes to a local ordinance in order to modify park hours at two (2) specific recreational parks to reduce gang activity.
- Proposed, budgeted, and implemented pre-emption (Opticom) device for 31 squad cars
- Reduced the department training budget (\$138,000 annually) by approx. \$10,000 without losing quality or critical training programs.
- Perform police department Public Information Officer (PIO) duties
- Assisted with the development and presentation of the five-year Strategic Plan for the Police Department.
- Manage the CALEA accreditation process and assisted in hosting the 2014 CALEA Conference
- Certified Cultural Diversity Trainer
- Certified Force Science Analyst

OPERATIONAL ACCOMPLISHMENTS - Wauconda

- Created a community partnership with the Police Department, Catholic church, Mana-A-Mano, and Nicasa Behavioral Services to created the first annual Latin Heritage Fest on Main Street. This was used to bridge ethnic gaps and strengthen community trust.
- Director of the Wauconda Emergency Management Agency/Community Emergency Response Team and Ground Search & Rescue Operations. This agency consists of 55-80 community volunteers trained in all three specialties.
- Created a Spanish Speaking Hot Line and email group to assist the Spanish speaking residence with reporting crime and open up the lines of communication between the police department members and the Spanish speaking community. Over 25% of Wauconda's population is Spanish speaking.
- Successfully managed and directed four critical incidents within the first 11 months as the Wauconda Police Chief. Those incidents range from Barricaded Subjects to Bomb Threats against Wauconda Police Officers.

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- Created a Field Training Program for newly promoted Sergeants. The training included supervisory tasks identifying risk management, decision making, civil liability, and mentoring.
- Created and implemented a nine (9) hour Patrol Division schedule for Officers and Sergeants.
- Implemented an annual awards ceremony to recognize all police department employees for outstanding achievements throughout the year. This is held in April of every year.
- Empowered officers to run numerous enforcement programs, e.g., stop arm violation operation, truck enforcement operation, narcotics operations, Drop it and Drive campaign, and a wolf pack speed violation operation.
- Implemented a Public Information Officer/Program for the Wauconda Police Department and integrated social media into the program to develop community relations and trust.

OPERATIONAL ACCOMPLISHMENTS - Schaumburg

- Reduced gang and drug-related criminal activity and nuisance issues by implementing crime strategies and operational plans. Calls for service were cut by approximately 50% over a three (3) year period.
- Received the MCAT Officer of the Year Award (2008) while serving as the Surveillance Team Commander. Introduced new training techniques and tactical plans which assisted in the apprehension of a homicide suspect in Aurora, Illinois after conducting (19) hours of surveillance.
- Served as the Vice President of the Schaumburg Police Command Offices Association (SPCOA)
- Served on several negotiations teams during collective bargaining sessions
- Organized and supervised a narcotics operation called Operation Roll-X which netted (64) felony arrests and seized over \$100,000 in assets and narcotics; it was documented as the largest narcotics operation in department history.
- Implemented and supervised a two-man Selective Enforcement Team (S.E.T) within the Patrol Division. This enforcement project increased productivity, reduced crime, and focused on Problem Oriented Policing.
- Completed a 21 page critical assessment of the entire police department as a Master's Degree project. This assessment addressed a number of priorities essential to enhancing Schaumburg's ability to provide the community with policing services of the highest caliber.
- Instructed the gangs/narcotics segment for the Citizens Police Academy

COMMUNITY OUTREACH

I am a strong advocate for departmental and personal participation in community outreach programs. I have organized and participated in the following programs:

- Host a Community Food Drive
- Partnership with Sleep in Heavenly Peace
- Spanish Speaking Hot Line & Email
- Spanish Speaking Community Forum
- Donuts with Dads at Wauconda Grade School
- Wauconda Care Rehabilitation Center Annual Police, Fire & Rescue Barbecue
- Bulldog Nation Foundation fundraiser which raised over \$13,700 for the foundation
- St. Baldrick's Event which raised over \$6,000 for the St. Baldrick's event
- Cops vs. Kids in Basketball, floor hockey, dodge ball, paintball and laser tag.

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- National Super Hero Night
- Cop on Top which raised over \$2,500 for Special Olympics
- Special Olympics Torch Run
- Lake Zurich Blue & You
- National Night Out
- Senior Picnic
- Cone With A Cop
- National Coffee with a Cop day
- Wauconda Police teamed up with Wauconda High School Future Business Leaders of America (FBLA) students to serve meals to over 90 citizens at the American Legion for the Meals for All program.
- Heroes of Freedom 911 Memorial at Memorial Park
- Block Watch Program
- Shop with a Cop
- Serving Seniors New Years Eve party luncheon
- Volunteered to judge the Northern Area FBLA Conference at Wauconda High School
- Helmets for Ice Cream
- March of Dimes Pancake Breakfast benefit
- Muffins with Mom's
- Girls on the Run program
- Participation in the Memorial Day Parade
- Capture the Flag at Memorial Park with the Wauconda Park District Summer camp
- Celebrity griller at the Chamber of Commerce Farmers Market
- Pizza & Police partnership with Lake County HUD
- United Partnership for a Better Community & Northern Illinois Food Bank
- United Partnership for a Better Community
- United Partnership Substance Abuse Prevention Committee
- United Partnership Substance Abuse Prevention Coalition
- Eric Schultz and Guns & Hoses Scholarships for Wauconda High School students
- Organized and raised over \$8,000 for Hurricane Harvey relief victims
- Organized and raised approx. \$8,000 for the Concerns of Police Survivors (C.O.P.S.) by hosting annual fundraiser since October of 2008.
- Participated in a Crisis Intervention fundraiser for Autism Awareness; raised over \$4,000
- Participated in the annual chili cook-off which raised over \$20,000 to benefit the local community.
- Wauconda Moose Lodge
- Wauconda Rotary Club

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REFERENCES

- Doug Maxeiner (Former Village of Wauconda, Village Administrator)
Current City Manager for the City of East Moline, Illinois
915 16th Ave
East Moline, IL 61244
C: 224-240-8187
dmaxeiner@comcast.net
- Kevin Timony (Former Village Administrator, Village of Wauconda)
Current Village Administrator for Village of Vernon Hills, Illinois
290 Evergreen Drive
Vernon Hills, IL 60061
C: 847-530-6657
KevinT@vhills.org
- Edward F. McKee, Jr. (Retired Village of Wauconda, Finance Director)
1516 Quaker Hollow Ct N
Buffalo Grove, IL 60089
C: 847-507-9960
Edmckee1963@gmail.com
- Deputy Chief John Combs (Wauconda Police Department)
311 S. Main St, Wauconda, IL 60084
C: 847-732-3830
jcombs@waucondapolice.com
- Retired Deputy Chief Daniel Roach (Schaumburg Police Department)
1000 W. Schaumburg Rd, Schaumburg, IL 60194
C: 224-330-0446 C: 815-980-2101
droach@comcast.net
- Chief Steven Casstevens (Buffalo Grove Police Department)
46 Raupp Blvd, Buffalo Grove, IL 60089
W: 847-459-2575 C: 847-815-3931
scasstevens@vbg.org

ADDITIONAL REFERENCES

- Chief Laz Perez (North Chicago Police Department)
1850 Lewis Ave North Chicago, IL 60064
W: 630-942-2483 C: 224-422-7186
lazper@northchicago.org
- Deputy Chief Shawn Green (Schaumburg Police Department)
1000 W. Schaumburg Rd, Schaumburg, IL 60194
W: 847-348-7334 C: 224-213-8997
sgreen@villageofschaumburg.com