

Gregory J. Anderson

PROFESSIONAL SUMMARY

An extensive and well-rounded law enforcement career spanning management and supervision in a variety of law enforcement settings including a large urban city, forming a police department in an upscale residential village setting, and implementing change in an established police department. Founded the On-Target Solutions Group, Inc. to provide training and consulting services to government organizations.

EDUCATION

- **Master of Arts – Law Enforcement and Justice Administration**
Western Illinois University - 2008
Macomb, Illinois
- **Bachelor of Arts - Criminal Justice**
The Union Institute and University - 2004
Cincinnati, Ohio
- **Senior Management Institute for Police (SMIP)**
Police Executive Research Forum - 2002

PROFESSIONAL EXPERIENCE

- **ON-TARGET SOLUTIONS GROUP, INC.**
Yorkville, IL

President and Founder
June 2014 – Present

The On-Target Solutions Group was formed to provide dynamic services to government organizations. Our goal is to develop and enhance the public value that government organizations should be providing. On-Target Solutions Group is dedicated to developing the proper leadership and organizational continuity that is needed for government organizations to move forward. The On-Target Solutions Group nationally has provided a variety of training and consulting to government organizations with a main focus in law enforcement.

Personally planned and developed training programs in the areas of Internal Affairs, Leadership, Supervision, Problem Employees, De-escalation, and Recruiting and Backgrounds.

He has consulted with agencies all across the country and is a certified *Force Science*[®] *Analyst*. He has also served on the International Association of Chiefs of Police committee on Professional Standards, Image and Ethics as well as a board member for the Kane County Chiefs of Police Association.

- **OAK FOREST POLICE DEPARTMENT**

City of Oak Forest, Illinois

Chief of Police

January 2010 – September 2016

Responsibilities:

Chief law enforcement executive responsible for leading and managing all departmental operations/functions. The department consists of 42 sworn personnel and 21 support staff (including Telecommunications) employees with an operating budget of \$7.3 million and provides police services to a south suburban Cook County community with a population of over 28,000. In 2015, the department obtained accreditation through the Illinois Law Enforcement Accreditation Program.

- **CAMPTON HILLS POLICE DEPARTMENT**

Village of Campton Hills, Illinois

Chief of Police

September 2007 – December 2009

Responsibilities:

As the first police chief, I was responsible for providing police services to a village of over 13,000 residents and, responsible for researching and procuring equipment, developing policies and procedures, establishing community liaisons, establishing agreements with other professional organizations, and preparing the budget and allocation of funds. Also managed the day-to-day operations and acted as the training officer, fleet manager, and Human Resources director for the department.

- **AURORA POLICE DEPARTMENT**

City of Aurora, Illinois

August 1980 – October 2007

Deputy Chief of Police

April 2006 – October 2007

Responsibilities:

Responsible for police related services for a city of 200,000 residents, leads the day-to-day operations of the department and served as the acting Chief of Police. As the sole Deputy Chief, duties include to manage all phases of a department with 431 sworn and non-sworn personnel, conducted department wide accountability meetings, lead authority over the Office of Professional Standards, and served on many boards and committees within the City.

Additional Experience / Responsibilities

Area 2 Commander (2004-2006): responsible for police related services within one of the three divided police areas. Area 2 was comprised of approximately 50,000 racially diverse residents. Total command included 73 assigned personnel including sworn and non-sworn personnel and the logistics and support of the Area 2 police facility including:

Neighborhood Policing operations based on beat accountability including permanent assigned neighborhoods and transportation units of the Department.

Community Oriented Policing Unit responsibilities including full time Community Policing officers and assistant Community Policing officers assigned to neighborhood groups and their areas. This included organizing and attending community group meetings.

Support Services Lieutenant (2003-2004):

Telecommunications Section (33 employees) including budget, hiring, discipline, developing procedures and attended regional meetings on communication issues.

Training Manager responsibilities included planning, coordinating and scheduling all personnel for training.

Planning and Research responsibilities included drafting and preparing orders for the Aurora Police Department, grant writing, and research of topics under consideration for the Department.

Office of Professional Standards Lieutenant (2000-2003): responsibilities included performing internal investigations and audits of various areas of the Department.

Patrol Lieutenant (1998 – 2000): responsibilities included providing patrol related services including community policing and crime prevention initiatives.

Investigations Sergeant (1993-1998): responsibilities included supervising investigators and their related duties. I was tasked to develop the Investigations Case Management System which is still utilized by the Aurora Police Department. This position was also the primary media spokesman on investigative issues.

OTHER EXPERIENCES

- Newark Grade School District Board of Education (1999-2003)
- Suburban Law Enforcement Academy Advisory Committee
- Weed and Seed Steering Committee (co-chair)
- CeaseFire Aurora Executive Committee
- Board of Directors – Illinois Commission on Diversity and Human Relations

PROFESSIONAL MEMBERSHIPS

- International Association of Chiefs of Police (IACP)
Professional Standards, Image and Ethics Committee
- Police Executive Research Forum (PERF)
- Illinois Association of Chiefs of Police
Certified Police Chief since 2009
- South Suburban Association of Chiefs of Police

CONTACT INFORMATION

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Curriculum Vitae

- **Suburban Law Enforcement Academy (Glen Ellyn, Illinois)** **2006 – Present**
(courses approved by SLEA through ILETSB)
 - Exemplary Leadership
 - Internal Affairs and Professional Standards
(also provided through MTU 4 and MTU 10)
 - Police Organization and Human Behavior
 - How to Build a Successful Organization
 - Management and Leadership Development Program
 - On-Target Solutions for Law Enforcement Supervisors
 - On-Target Solutions to Problem Employees
 - On-Target Solutions for Law Enforcement Leadership

- **Ellis University** **2008-2010**
 - Criminal Investigations
 - Rules of Evidence

- **Illinois Law Enforcement Training and Standards Board Executive Institute
(Effective Police Supervision – Transformation to Leadership Program)** **2010 - 2011(est.)**
 - Performance Evaluations – The Key to Police Personnel Development
 - Police Discipline – An Essential Element of Police Supervision
 - Supervising the Difficult Employee – Special Considerations
 - Supervising Minorities – Respecting Individual and Cultural Differences

- **Institute for Law Enforcement Administration (Plano, Texas)
(course approved by Texas POST)** **2011 - Present**
 - Internal Affairs, Professional Standards and Ethics

- **Waukesha County Technical College – Protective Services** **2015 - Present**
 - On-Target Solutions for Law Enforcement Supervisors
 - Internal Affairs and Professional Standards
 - On-Target Solutions for Law Enforcement Leaders
 - On-Target Solutions to Problem Employees
 - Employee Evaluations: Improving Performance (2018)
 - Best Practices for Law Enforcement Agencies (2018)

- **Northeastern Illinois Public Safety Training Academy** **2015 - Present**
 - On-Target Solutions for Government Supervisors
 - Internal Affairs and Professional Standards for Law Enforcement
 - Internal Affairs and Professional Standards for Fire Services
 - On-Target Leadership for Government Executives
 - On-Target Solutions to Problem Employees

- **Iowa Law Enforcement Academy** **2015 – Present**
 - On-Target Solutions for Law Enforcement Leaders
 - On-Target Solutions for Law Enforcement Supervisors (2017)
 - Internal Affairs and Professional Standards for Law Enforcement (2017)
 - On-Target Solutions to Problem Employees (2017)

- **Northwest Indiana Law Enforcement Academy** **2015 - Present**
 - On-Target Solutions for Law Enforcement Supervisors
 - Internal Affairs and Professional Standards
 - On-Target Solutions for Law Enforcement Leaders
 - On-Target Solutions to Problem Employees

- **Law Enforcement and Training Institute (University of Missouri)** **2015 – Present**
(courses approved by Missouri POST)

 - On-Target Leadership for Law Enforcement Executives
 - Internal Affairs and Professional Standards
 - On-Target Solutions for Law Enforcement Supervisors
 - On-Target Solutions to Problem Employees
 - Recruiting and Applicant Background Investigations
 - Best Practices for Law Enforcement Agencies (2017)

- **Spokane County Sheriff's Office Training Academy** **2016 - Present**

 - On-Target Solutions for Law Enforcement Supervisors
 - On-Target Solutions to Problem Employees
 - Recruiting and Background Investigations
 - Internal Affairs and Professional Standards
 - On-Target Solutions for Law Enforcement Leaders (2017)
 - Best Practices for Law Enforcement Agencies (2017)

- **Washington State Criminal Justice Training Commission** **2016 - Present**

 - On-Target Solutions for Law Enforcement Supervisors
 - On-Target Solutions to Problem Employees
 - Internal Affairs and Professional Standards (2017)
 - On-Target Solutions for Law Enforcement Leaders (2017)
 - Best Practices for Law Enforcement Agencies (2017)
 - Recruiting and Background Investigations (2017)
 - Employee Evaluations: Improving Performance (2018)

- **Central Virginia Criminal Justice Academy** **2017 - Present**

 - On-Target Solutions for Law Enforcement Supervisors
 - On-Target Solutions to Problem Employees
 - Internal Affairs and Professional Standards (2017)
 - On-Target Solutions for Law Enforcement Leaders (2017)
 - Best Practices for Law Enforcement Agencies (2017)
 - Recruiting and Background Investigations (2017)
 - Employee Evaluations: Improving Performance (2018)

- **Northern Virginia Law Enforcement Academy** **2018 - ?**

 - Internal Affairs and Professional Standards (2017)