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The Police Executive  
www.thepoliceexecutive.com

# The Brass Key

For The Police Executive

## Welcome to The Brass Key

As a visitor to The Police Executive I want to personally introduce the first issue of our new publication "The Brass Key." We are launching The Brass Key to fill a need that has developed during the 18 months The Police Executive has existed on the internet.

You may be wondering why a newsletter for a website that posts information at no charge would be necessary, and more importantly why should you pay anything for information that you are already getting free?

Please let me explain. Our commitment at The Police Executive is to publish as much information as possible and keep the information free to you, our visitor. How can we do that? Selling ad space to agencies seeking to fill positions is the main way, and that has created a problem that I find frustrating. You see, while we are trying to sell the space we cannot post those listings for you (No fiscally responsible employer will pay for what they can get for nothing, so we cannot post their job until we finish negotiating with them).

That means that jobs sit around and go "unposted" while we work on a sale. Sometimes that means jobs get posted at the last minute and sometimes they do not make it to the site at all.

While this is necessary to run a business, it is very frustrating because it pulls us away from our mission—to provide job information to you. A solution to the problem was necessary, and this is the one that best meets everyone's needs.

I am going to put every single listing into a newsletter and deliver it to subscribers. This way you will not have to wait for the employer to okay the listing, I will deliver it immediately to you.

Charging a few bucks for this premium services satisfies the bean counters, so for only \$9.99 per month you will get at least one issue of this newsletter with all of the current listings in it.

I say "**at least one**" because updates are typically done 2-3 times per month, and you will get a newsletter each time that takes place.

There is no long term commitment and you can cancel your subscription at any time.

To give you an idea of how many listings are in that "sales holding pattern" here are those that are included in this newsletter that are not posted at [www.thepoliceexecutive.com](http://www.thepoliceexecutive.com):

### FLORIDA

Longboat Key, Town of  
*Police Chief*

### ILLINOIS

La Grange Police Dept  
*Chief of Police*

### IOWA

Grinnell, City of  
*Police Chief*

### KANSAS

Eudora, City of  
*Police Chief*

### MASSACHUSETTS

Northborough, Town of  
*Police Chief*

### MISSISSIPPI

Canton Police Dept  
*Police Lieutenant*

### NEW JERSEY

New Brunswick Police Dept  
*Chief of Police*

### OHIO

Central State University  
*Chief of Police*

### PENNSYLVANIA

Koppel Police Dept  
*Police Chief*

### TEXAS

Trenton, City of  
*Police Chief*

### VIRGINIA

Glasgow, Town of  
*Sergeant*

### WASHINGTON

Medical Lake Police Dept  
*Police Chief*

Puyallup Police Dept  
*Police Chief*

### WISCONSIN

Twin Lakes Police Dept  
*Police Chief*

You will also find that this newsletter is a convenient listing of all of the currently available jobs and since it will be delivered to you each time the website is updated, you will not need to visit the site and click from state to state to view the listings.

Complete coverage of all the job listings available, delivered quickly and conveniently. I know you are going to like this.

To subscribe, please call us at 1-800-475-6183 or visit [www.thepoliceexecutive.com](http://www.thepoliceexecutive.com)

## Opportunities Featured In This Issue:

**AL:** Huntsville-Madison County Airport Authority  
**CA:** Atascadero Police Dept  
Berkeley Police Dept  
Glendora Police Dept  
Hacienda La Puente Unified School District  
Lindsay Dept  
LA Metro Trans Authority  
Morgan Hill, City of  
Pinole, City of  
Pomona, City of  
Santa Monica, City of  
South Lake Tahoe, City of  
**FL:** Longboat Key, Town of  
Pinecrest Police Dept  
Royal Palm Beach, City of

**GA:** Decatur Public Safety  
Dougherty County Sheriff  
**ID:** Salmon, City of  
**IL:** Galva Police Dept  
La Grange Police Dept  
Morton College  
**IN:** Ossian, Town of  
**IA:** Des Moines Police Dept  
Grinnell, City of  
Windsor Heights PD  
**KS:** Andover, City of  
Eudora, City of  
**MA:** Northborough PD  
Northborough, Town of  
**MI:** Albion, City of  
Kalamazoo Township  
Lawrence Police Dept

**MN:** Milaca, City of  
**MI:** Canton Police Dept  
**MO:** Marionville, City of  
**NE:** University of Nebraska  
**NJ:** Lakewood, Township of  
New Brunswick Police Dept  
NJ Institute of Technology  
**NM:** Isleta Pueblo PD  
Silver City, Town of  
Taos Police Dept  
**NC:** Mint Hill, Town of  
**OH:** Central State University  
**OR:** Newport Police Dept  
**PA:** Allegheny College  
Koppel Police Dept

**TX:** Fairview, Town of  
Kirbyville Police Dept  
Ralls, City of  
Socorro, City of  
Trenton, City of  
**VA:** Alexandria, City of  
Blackstone, Town of  
Glasgow, Town of  
**WA:** Concrete Police Dept  
Medical Lake Police Dept  
Puyallup Police Dept  
**WI:** Twin Lakes Police Dept  
Univ of WI Whitewater

## ALABAMA

### Chief of Public Safety Huntsville-Madison County Airport Authority

1000 Glen Hearn Blvd  
Huntsville, AL 35824  
256-772-9395

Salary Range: \$45,889-\$68,835 The Huntsville -Madison County Airport Authority is accepting applications for the position Chief of the Department of Public Safety at the Huntsville International Airport. The position is responsible for overall direction of the Airport Authority's Aircraft Rescue Fire Fighting (ARFF) and Police Operations. Position ensures compliance of regulations as well as local, state and federal laws. The position will handle administrative duties for the Public Safety Department including budgeting, personnel, purchasing, and reports directly to the Director of Operations. Position supervises the Public Safety Department consisting of 24 positions. Certification as police officer or fire fighter with a minimum of seven (7) years experience and minimum of four (4) years supervisory experience is required, as well as a four-year degree in law enforcement and/or fire/crash rescue or Business related field. Candidate must possess strong customer service and communications skills. Salary plus excellent benefits: Family health & dental, retirement, disability, etc. Applications can be obtained at the Airport Authority Administrative Offices on the 2nd Floor of the Terminal Building.

## CALIFORNIA

### Police Lieutenant Atascadero Police Dept

5505 El Camino Real  
Atascadero, CA 93422  
805-461-5010

Population: 25,500  
Sworn Officers: 29  
Application Deadline: **11/26/02**

\$5,225-6,351/mo. 2% @ 50 PERS, with 9% paid by City (3% @ 50 effective 2004). Excellent benefits. Requirements upon hire: 5 years law enforcement exp. in California government agency, incl. two years supervisory - Sgt. level preferred; 4 yr. degree in related field. Must complete City application, available from 6500 Palma Ave. Room 106 Atascadero CA or by calling (805) 461-5010 or visit [www.atascadero.org](http://www.atascadero.org)

### Chief of Police Berkeley Police Dept

2100 Martin Luther King Jr Way 1st Fl  
Berkeley, CA 94704  
510- 981-6888

Population: 103,000  
Sworn Officers: 201  
Application Deadline: **12/6/02**

Salary: \$119,784-\$164,609 Sheltered by rolling hills and bordered by San Francisco Bay, the City of Berkeley covers approximately 11 square miles and has close to 106,000 residents. With a nationally known university, Berkeley is a politically active, engaged and participatory community. The city seeks an ambitious and results-oriented chief of police to lead one of the most progressive and innovative law enforcement agencies in the country. The ideal candidate will uphold the Berkeley Police Department's commitment to serving its diverse community and to the effective prevention of crime and drug-related activity to provide a safe and secure environment for the community. Working in a department of 311 employees (203 sworn, 108 civilian) and with a budget of 34 million, the ideal candidate will possess well-developed management skills and be comfortable taking an active role in the community. The new chief will work closely with the university police department, neighborhood watch groups and community organizations and must be comfortable in a multi-cultural environment. The City also offers an attractive benefits package, including 2,180 in additional compensation. If you are interested in this outstanding opportunity, please submit resume to Bob Murray and Associates, 735 Sunrise Avenue, Suite 145, Roseville, CA 95661, (916) 784-9080, fax to (916) 784-1985, or email to [apply@bobmurrayassoc.com](mailto:apply@bobmurrayassoc.com) by December 6, 2002. Contact: Bob Murray Bob Murray and Associates 735 Sunrise Ave. Suite 145 Roseville, CA 95661 Phone: (916)784-9080 Fax: (916)784-1985 Email: [apply@bobmurrayassoc.com](mailto:apply@bobmurrayassoc.com) [www.bobmurrayassoc.com](http://www.bobmurrayassoc.com)

### Chief of Police Glendora Police Dept

150 S. Glendora Ave.  
Glendora, CA 91741  
916-784-9080

Population: 52,500  
Sworn Officers: 58  
Application Deadline: **12/6/02**

Salary: \$8,292-\$10,079/mo. A bachelor's degree in criminal justice, public administration, business admini-

stration or other related field is mandatory. A master's degree or completion of either command college or the FBI National Academy is preferred. The City of Glendora (population 53,800) is seeking a new police chief to manage a department of 58 sworn officers and 43 civilian employees with a current annual budget of 9.2 million. The current 10-year incumbent chief is retiring. The City of Glendora, a prestigious residential community with significant new commercial centers, is located 27 miles east of Los Angeles at the foot of the beautiful Angeles National Forest. The ideal police Chief should have a rich police management background with demonstrated leadership, community interaction, and the ability to work as a team member to support city and community goals. Salary 8,292 - 10,079 a month, plus excellent benefits, including city-paid PERS 2% @ 50 (3% @ 50 effective July 2004). Applicants should send a resume not to exceed four pages, with contact phone number and address, including an e-mail address, to Bob Murray and Associates, 735 Sunrise Avenue, Suite 145, Roseville, CA 95661. Call (916) 784-9080 to request a brochure, or visit the City of Glendora web site at [www.ci.glendora.ca.us](http://www.ci.glendora.ca.us). Filing deadline is December 6, 2002. After a resume screening, the most qualified candidates will be invited to participate in the selection process to determine the best candidate for appointment by the city manager. Contact: Bob Murray 735 Sunrise Ave. Suite 145 Sacramento, CA 95661 Phone: (916)784-9080 Fax: (916)784-1985 Email: [apply@bobmurrayassoc.com](mailto:apply@bobmurrayassoc.com) [www.bobmurrayassoc.com](http://www.bobmurrayassoc.com)

### Chief of Police & Safety Hacienda La Puente Unified School District

15959 East Gale Ave  
Industry, CA 91716  
626-933-3920

Population: n/a  
Sworn Officers: n/a  
Application Deadline: **12/5/02**

\$84,853 - \$95,336 DOE, great benefits Newly created position, provides overall leadership/management responsibilities in the planning/organization of Hacienda La Puente U.S.D.'s proposed safety program. Possession of P.O.S.T. Advanced or Management Certificate and experience at Lieutenant Level or above required. Deadline to apply: 12/5/02 Ph 626/933-3920 or 626/933/3922 See [www.hlpusd.k12.ca.us](http://www.hlpusd.k12.ca.us)

### Sergeant Lindsay Dept

185 N Gale Hill  
Lindsay, CA 93247  
559-562-2511

Population: 9,000  
Sworn Officers: 18  
Application Deadline: **not stated**

Salary \$3,090-\$3,756/mo. plus excel benefit pkg including city-Paid PERS 3% @ 55; medical/dental/ vision insurance paid for employee; uniform allowance & deferred comp. Requirements: Completion of POST Basic Academy; min. 21 yrs. of age; High School Diploma/GED; supplemented by course work in Police Science, criminal justice or a related field or four yrs of increasingly responsible law enforcement exp. Possession of CDL & possession of or ability to obtain Post Basic Supervisory Certificate.

### Police Chief Los Angeles Metro Transportation Authority

One Gateway Plaza  
Los Angeles, CA 90012-2952  
213-922-7153

Population: n/a  
Sworn Officers: n/a  
Application Deadline: **not stated**

The Los Angeles County Metropolitan Transportation Authority (MTA), is amongst the nation's largest public transportation agencies. It provides transportation services to more than 9 million people within its 1,433 square-mile service area in the greater Los Angeles region, including 60 miles of Metro Rail service and 9,000 employees. MTA is seeking a people-oriented individual with an extensive background in community policing to become its Police Chief/Security. The successful candidate will administer \$60 million dollar contracts with the Los Angeles County Sheriff's Department (LASD), Los Angeles Police Department (LAPD), and private security companies. The new Chief will work in a department of 100 employees and be responsible for deploying 347 deputy sheriffs and police officers assigned thru the LASD/LAPD contracts. At least five years of police experience at the rank of Lieutenant or higher and a Bachelor's Degree in Public Administration, Criminal Justice, or other related field are required. A State of California POST Management Certificate and Master's Degree in Public Administration or other related field are desirable. The salary will be competitive and commensurate with experience and education. We offer an excellent benefits package that includes partici-

pation in PERS, a transit subsidy, plus employees do not pay Social Security which results in a 6.2% increase in net pay. If you are interested in this outstanding career opportunity, please submit your resume. [www.mta.net](http://www.mta.net)

### Police Lieutenant Morgan Hill, City of

17555 Peak Ave  
Morgan Hill, CA 95037  
408-776-7300

Population: 34,300  
Sworn Officers: 32  
Application Deadline: **not stated**

\$86,820 - 108,540/Year + excellent benefits and 3% at 50 PERS retirement. 2 F/T mid-management positions. Requires BA in Administration of Justice, Management, Business or Public Administration, or a related field of study, and, at least 3 years of supervisory work experience equivalent to the level of a Sergeant in a police department equivalent to the MHPD. Willing to adjust work hours to meet operational demands. Must possess Advanced and Supervisory Certificate issued by the California Commission on Peace Officer Standards and Training (P. O. S. T.). First hand involvement in gang awareness/gang intervention and community oriented policing. Successful completion of the P. O. S. T. Supervisory Leadership Institute and Bilingual English/Spanish highly desired. To apply, send your resume, a completed City of Morgan Hill application, a copy of your Advanced and Supervisory Certificate issued by the California Commission on Peace Officer Standards and Training (P. O. S. T.), letter of interest, and three work-related references to Shairon Williams, Human Resources Supervisor. E-mail: [shaironw@ch.morgan-hill.ca.gov](mailto:shaironw@ch.morgan-hill.ca.gov) or by regular mail: City of Morgan Hill, 17555 Peak Avenue, Morgan Hill, CA 95037, Attn: Shairon A. Williams

### Police Services Supervisor Pinole, City of

2131 Pear St  
Pinole, CA 94564  
510-724-9002

Population: 18,600  
Sworn Officers: 23  
Application Deadline: **12/13/02**

\$4,360-\$5,300/mo. (5 steps) The City of Pinole is recruiting a Police Services Supervisor to assist in planning, organizing and coordination of Dispatch Center, Records, Communications, Property Control, Detention Facility, and non-sworn service functions of the Pinole Police Dept.

### Police Chief Pomona, City of

505 S. Garey Ave  
Pomona, CA 91766  
909-620-CITY

Population: 150,000  
Sworn Officers: 180  
Application Deadline: **12/9/02**

The Pomona Police Department currently has 319 FTEs (including 180 sworn officers) and an annual budget of 30.4 million. The city is looking for an effective and strong leader who has an open and inclusive management style, is a people person, is non-bureaucratic, a visionary, is customer care-focused, is results-oriented, and is committed to community oriented policing. Those potential applicants who possess these qualities and have served in a key position in a municipal or county law enforcement agency at the rank of captain or higher for at least five years and who also possess a minimum of a BA/BS degree are encouraged to apply. This premier, diverse, and dynamic city is currently experiencing considerable renovation and economic growth. Pomona is the home of the Los Angeles County Fair and California State Polytechnic University and is strategically located near many recreational sites, parks, beaches, deserts, and the mountains. Current Range: \$109,492-\$146,730 (3 percent adjustment July 2003) PERS 3%@50 Retirement Plan. To apply contact Gary Brown at (559) 732-9925 or Kimberly Warner at (408) 399-4424 for additional information. Send a résumé, current salary, and five professional references to Avery Associates, 3 1/2 North Santa Cruz Avenue, Suite A, Los Gatos, CA 95030. Detailed brochure available upon request. Contact: Avery Associates 3 1/2 North Santa Cruz Avenue, Suite A Los Gatos, CA 95030

### Forensic Section Supervisor & Property Evidence Clerk

**Santa Monica, City of**  
1685 Main St., PO Box 2200  
Santa Monica, CA 90407-2200  
310-458-6187

Population: 90,000  
Sworn Officers: 209  
Application Deadline: **12/12/02**

Forensic Section Supervisor \$4,787-\$5,910/mo. Police Property Evidence Clerk \$3,012-\$3,718/mo. [www.santa-monica.org/hr](http://www.santa-monica.org/hr)

### Chief of Police South Lake Tahoe, City of

1052 Tata Lane  
South Lake Tahoe, CA 96150  
530-542-6050

Population: 24,000  
Sworn Officers: 49  
Application Deadline: **11/25/02**

Salary: \$6428-\$7813/mo Seven years' increasingly responsible experience in law enforcement, preferably in California, including three years of significant administrative and middle management responsibilities; equivalent to a bachelor's degree with major course work in police science, criminal justice, business or public administration or a related field and a P.O.S.T. management certificate is required. Graduation from Command College is desirable. This is a department head peace officer position to plan, organize, direct and review activities and operations of the city police department. [www.ci.south-lake-tahoe.ca.us](http://www.ci.south-lake-tahoe.ca.us)

## FLORIDA

### Police Chief Longboat Key, Town of

501 Bay Isles Rd  
Longboat Key, FL 34228  
941-316-1999

Population: 7,680  
Sworn Officers: 20  
Application Deadline: **not stated**

Directs and supervises dept of 19 full time sworn officers and 11 dispatch and clerical staff with annual budget of 2.225 million on beautiful 10.8 mile long barrier island. Formulates orders and regulates governing activities of the department and works directly for the Town Manager. Ideal candidate must be committed to organizational values and teamwork, maintain cooperative relationships with subordinates as well as other managers, citizens and public officials. Prefer graduate with 4 yr college or university with major in public administration, law enforcement, or criminology. 10 yrs law enforcement exp with 5 yrs upper level supervisory and administrative duties. Required graduate with 2 yr college of university with a major in public admin. law enforcement or criminology, supplemented by advanced courses in modern police admin. methods and practices; considerable exp in law enforcement work including responsible supervisory police duties. Salary negotiable with excellent benefits package. [www.longboatkey.org](http://www.longboatkey.org) or Contact Personnel for more information at: Town of Longboat Key, 501 Bay Isles Road, Longboat, FL 34228 941-316-1999 FAX 941-316-1656

### Police Sergeant Pinecrest Police Dept

11555 S Dixie Hwy  
Pinecrest, FL 33156  
305-234-2121

Salary: \$50,000. The Pinecrest Police Department is recruiting experienced first line supervisors to assume patrol operations supervision duties due to the creation of additional Sergeant positions. Successful candidates should have a minimum five (5) years of total police experience, two (2) years as a police supervisor, and possess an Associates Degree or at least 60 semester hours from an accredited college, augmented by appropriate additional in-service training. Additional Requirements: Non-Smoker; Fluently speak, hear, read & write the English Language (ability to communicate in Spanish, a Plus); Complete all pre-employment requirements including, but not limited to a polygraph exam and background investigation. How to Apply: Employment applications are available at [www.pinecrest.com](http://www.pinecrest.com) or call the Personnel Office at (305)-234-2121. [police@ci.pinecrest.fl.us](mailto:police@ci.pinecrest.fl.us)

### Chief of Police Royal Palm Beach, City of

1050 Royal Palm Beach Blvd  
Royal Palm Beach, FL 33411  
561-790-5116

Population: 22,600  
Sworn Officers: 49  
Application Deadline: **12/2/02**

\$78,843 - \$113,275 Directs and manages operations of 68 member agency with annual budget of \$4.2M. The ideal candidate should possess strong professional leadership, management, public relations, labor relations and communication skills. Candidate should demonstrate a commitment to organizational values, diversity, teamwork and maintaining cooperative relationships with other public officials, managers and citizens. Requires at least a bachelor's degree in Police Science or related field, advanced degree preferred. Must be able to become certified from the Florida Criminal Justice Standards and Training Commission in law enforcement within 6 months of appointment; must possess a Florida driver's license. At least 7 years experience in an administrative/management position in law enforcement. Send resume to Human Resources, 1050 Royal Palm Beach Blvd., Royal Palm Beach, FL, 33411 by 5:00 p.m., Monday, December 2, 2002. e-mail: [jrowe@royalpalmbeach.com](mailto:jrowe@royalpalmbeach.com) [www.royalpalmbeach.com](http://www.royalpalmbeach.com)

## GEORGIA

### Police Chief Decatur Public Sfty Dept

420 W Trinity Pl  
Decatur, GA 30030  
404-449-4656

Population: 18,300  
Sworn Officers: 49  
Application Deadline: **11/29/02**

Requirements include the equivalent of a bachelor's degree; a master's degree is preferred.

Candidates must have significant successful police management level experience in a comparable department and community. Must have proven strong management, creativity, leadership and analytical abilities, exceptional communication skills and be a team player. To apply, please send your resume by Nov. 29, 2002 to: Robert E. Slavin, Slavin Management Consultants, 3040 Holcomb Bridge Road, Suite B-1, Norcross, GA 30071. e-mail: rslavin101@aol.com

### Chief of Police Dougherty Cnty Sheriffs Ofc

225 Pine Ave  
Albany, GA 31702  
229-431-3259

Population: 96,311  
Sworn Officers: 260  
Application Deadline: **12/13/02**

Salary: \$60,000 annually, negotiable depending on qualifications. Dougherty County has a vacancy for a Chief of Police. Successful candidate must possess a Bachelor's Degree from an accredited college/university and ten years police experience, with at least five years' experience in a command position (Captain or equivalent). Contact: IACPAttn: Dougherty County Executive Search 515 N. Washington Street, Alexandria, VA 22314-2357 FAX: (703) 836-4543 search@theiacp.org

## IDAHO

### Police Chief Salmon, City of

200 Main St  
Salmon, ID 83467  
208-756-3214

Population: 4,200  
Sworn Officers: 6  
Application Deadline: **12/6/02**

Salary: \$38,000 - \$42,000. The City of Salmon, located in scenic Idaho, is truly one of Idaho's best kept secrets. Nestled in the Bitterroot Mountains and uniquely positioned on the Salmon River, Salmon has a population of 3100 residents and boasts some of the best outdoor recreation Idaho has to offer. The City is seeking a progressive, strong leader with excellent communication skills to serve as its next Chief of Police. This person must be customer-oriented, proactive, innovative, honest and responsive. Working in a Department of 6 employees (5 sworn officers, 1 community officer) and with a budget of \$450k, the ideal candidate will have a thorough understanding of the principles and practices of police department management including: staff development, community/media relations and criminal investigations. The Chief will be appointed by the Mayor, confirmed by City Council and will report directly to the City Administrator. The candidate will be responsible for department administration, training, budgeting and the strategic supervision of all police operations. QUALIFICATIONS: Extensive college coursework in criminal justice, criminology or law enforcement is required, with a Bachelor's Degree preferred. A Master's Degree in Criminal Justice, Public Administration or Business Administration is highly desirable. Current or previous experience as a commissioned officer preferred, including four years responsible experience in a supervisory capacity. All candidates must demonstrate the ability for certification by Idaho POST and pass a background investigation. The deadline for submitting a cover letter, resume and City application is December 6, 2002, 5:00 P.M. Send to: Jay Townsend, City Administrator, City of Salmon, 200 Main Street, Salmon, ID 83467 www.cityofsalmon.com

## ILLINOIS

### Chief of Police and Patrol Officer Galva Police Dept

103 N Center Ave  
Galva, IL 61434  
309-932-3720

Population: 2,800  
Sworn Officers: 11  
Application Deadline: **not stated**

PTI certification is required. Starting salary \$22,131 - \$30,122. May pick application. Chief of Police: Responsible for 3 full-time officers, parttime officers and auxiliary program. Prefer minimum of 5 years law enforcement experience. Salary range \$32,000 \$38,200. Excellent Benefits. City Residency required after 1 year for both positions. Positions open until filled. Resume, letter of interest, references to: BJ Cornwall, City Administrator, City of Galva, 210 Front St. P.O. Box 171, Galva, IL 61434.

### Chief of Police La Grange Police Dept

304 W Burlington Ave  
La Grange, IL 60525  
217-523-3765

Population: 15,600  
Sworn Officers: 28  
Application Deadline: **1/15/03**

Dynamic inner-ring suburban community, approximately 20 miles west of the City of Chicago seeks experienced, proven, progressive police administrator for this senior management position leading a department of 28 sworn officers and 6 full-time, 3 part-time civilian employees, with a total budget of \$3.5 million. LaGrange is an established, progressive community providing a high quality of life with a balance of well-maintained homes, some of which are listed on the National Historic Register, a vibrant central business district as well as two industrial districts. LaGrange is conveniently located equidistant between the Eisenhower Expressway (I-290) and the Stevenson Expressway (I-55), and is about two miles east of the Tri-State Tollway (I-294). It is bisected by the Burlington-Northern Railroad and the Indiana Harbor Railroad, and is served by two busy commuter stations. The Village is governed by a non-partisan government, consisting of a Village President and Board of Trustees. The appointed Village Manager is responsible for day-to-day administration of government and coordinates the func-

tions of all six operating departments. The Chief of Police reports directly to the Village Manager and works closely with advisory commissions and other administrative staff members. The Police Department provides services to the public, including bike patrols, canine unit, DARE program and community outreach, in addition to the more traditional law enforcement activities. The department is housed in state-of-the-art facilities, supported by high-quality equipment.

Educational Requirements: A bachelors degree is required; a masters degree is desired. Equivalent combination of training and experience will be considered. Preference given for completion of professional leadership program such as FBI National Academy, Northwestern University Center for Public Safety, Southern Police Institute, or a similar program. A minimum of seven years of administrative command experience with a law enforcement agency is desired. Also requires certification, or the ability to be certified by the Illinois Law Enforcement Training & Standards Board. Skills in planning, supervision, staff development, communications/interpersonal skills are important. Strong leader with proven success in community policing and innovative/progressive police programs desired. Salary Information: Range is \$74,547-\$92,244, dependent upon experience and qualifications of candidate selected. Contact: Interested and qualified candidates should apply/inquire at once, with resume, salary history, and five references, in confidence to the Village's Executive Search Consultant, Executive Director George Koertge Address: Illinois Association of Chiefs of Police 426 S. Fifth St.-Suite 200, Springfield IL 62701

### Chief of Campus Safety Morton College

3801 S Central Ave  
Cicero, IL 60804  
708-656-8000

Population: 4,500  
Sworn Officers: 12  
Application Deadline: **not stated**

College seeks a Chief to direct FT & PT Campus Safety Officers. Requires BA in Law Enforcement or equiv., or 5 years mgmt exp w/10 officers. MA & bilingual a plus. Apply at Human Resources or download application from website. H.R., Morton College 3801 S. Central Avenue, Cicero, IL 60804 www.morton.cc.il.us/humanres/webpage.htm

## INDIANA

### Police Chief Ossian, Town of

507 N Jefferson  
Ossian, IN 46777  
260-622-7519

Population: 2,800  
Sworn Officers: n/a  
Application Deadline: **12/6/02**

Applicants must be a minimum of 21 years old, have 5 years full-time paid police experience, and comply with Indiana statute requirements. Written qualifications for this position are available at the Ossian Town Hall. Resumes will be accepted until noon Dec. 6, 2002 & should be sent to: Town of Ossian 507 N. Jefferson, Ossian, IN 46777

## IOWA

### Police Chief Des Moines Police Dept

400 E 1st St  
Des Moines, IA 50309  
515-283-4213

Population: 200,000  
Sworn Officers: 357  
Application Deadline: **not stated**

Salary \$80,000 - \$125,000. BA in a field related to Police or public administration. Masters desired. Ability to meet State req. for law enforcement officer. Currently actively employed as Police Chief or have major command authority for a metropolitan Police Dept. Responsible for total management of the department including personnel management, planning, budgeting, & oversight of daily operations. Open until a sufficient number of qualified candidates have applied or 11/22/02, whichever is later. Submit application along with a resume, cover letter, transcript demonstrating your highest level of education and a copy of your driving record.

### Police Chief Grinnell, City of

927 4th Ave  
Grinnell, IA 50112  
641-236-2600

Population: 9,000  
Sworn Officers: 17  
Application Deadline: **12/30/02**

City of Grinnell, Iowa, a civil service community, seeks Chief of Police to manage the activities of a 17-member department. Requirements include progressively responsible supervisory experience and graduation from an accredited four year college or university with major coursework in police administration or related field. Minimum five years experience with a public law enforcement agency, or three years comparable experience in public law enforcement and two years of comparable experience or educational training. Requires possession of or ability to obtain certification as a law enforcement officer by the Iowa Law Enforcement Academy within 12 months after appointment. Pre-employment physical including drug and psychological testing. East central Iowa historic college community included in 100 best places to live in America. Annual salary range is \$50,000 to \$55,000. For application call (641) 236-2600. Send application and resume with cover letter to Russell Behrens, City Manager, 927 4th Avenue, Grinnell, Iowa 50112.

### Police Chief Windsor Heights Police Dept

1133 66th St  
Windsor Hts, IA 50311  
515-331-0077

Population: 4,805  
Sworn Officers: 14  
Application Deadline: **11/29/02**

The City of Windsor Heights is accepting apps. for the position of Police Chief. The Dept. has 14 members w/ a current budget of \$1MM. The Chief plans, directs & evaluates operations of the Dept. including developing an annual budget, preparing & reviewing operational & administrative reports, & implementing departmental policies & programs. Applicants should possess either a Bachelor's degree in criminal justice, public admin. or related fields or any combo equivalent to exp. & education that provides the required knowledge, skills & abilities. Submit cover letter, detailed resume including 5 work related references, high school diploma, military discharge & college transcripts, if applicable to: Iowa Public Management Group 3932 Mary Lynn Dr. Urbandale, IA 50322 www.windsorheights.org

## KANSAS

### Fire Chief Andover, City of

PO Box 295  
Andover, KS 67002  
316-733-5177

Population: 5,000  
Sworn Officers: 14  
Application Deadline: **not stated**

The City of Andover seeks proven and progressive fire chief to lead professional department of 10 full-time and approximately 10 volunteer firefighters. The fire department serves a total population of approximately 10,000 people, encompassing both rural and city properties. Andover is a steadily growing community in the Wichita metropolitan area. In the past decade the city's population has increased 68%. The City operates under the Mayor/City Council/City Administrator form of government. Qualifications: The ideal candidate will possess strong management and leadership skills and a thorough understanding of modern principals and practices of fire service. Five years of increasingly responsible administrative experience in fire fighting activities supplemented by in-service training courses required. High school diploma or GED required. College degree or some college credit preferred or the equivalent training and experience. Minimum certification of a Fire Officer I rating or equivalent required. Must possess a valid Kansas driver's license. Applications may be obtained at City Hall, or apply with cover letter, resume, references, and salary history by mail to the address below or by e-mail to cityhall@andoverks.com City of Andover Attn: Human Resources 909 N. Andover Rd., PO Box 295 Andover, KS 67133 cityhall@andoverks.com

### Police Chief Eudora, City of

4 East 7th Street  
Eudora, KS 66025  
785-542-3121

Population: 6,300  
Sworn Officers: 10  
Application Deadline: **not stated**

The City of Eudora KS, is seeking applications for Chief of Police who will oversee the administration and operations of the City's Police force. Incumbent Chief retiring after 29 years of service. Eudora, 6 miles east of Lawrence on K-10 Highway, is a dynamic, growing community with a population

of approx 6,000 residents. Population expected to double over the next ten years. Chief of Police and department staff will be expected to provide law enforcement and community security during this period of growth. Interested persons should contact the Eudora City Clerk, 4 East 7th Street, Eudora KS 66025, for a position recruitment bulletin.

## MASSACHUSETTS

### Police Chief Northborough Police Dept

211 Main St  
Northborough, MA 1532  
508-393-1515

Population: 14,000  
Sworn Officers: 20  
Application Deadline: **12/5/02**

Full-service municipality with 14,000 population. Located in Central Massachusetts, in proximity to Interstates 290 and 495, 32 miles west of Boston. Current Police Chief is retiring after 22 years of successful service. Responsible for professional management of a progressive department of 27 members, including 20 sworn positions, with a Budget of \$1.75 million. Department has 3 unions (Sergeants, Officers, Dispatchers) with positive labor relations history. Requires a Bachelor's Degree in law enforcement or related field and 10 years of police experience including 5 years in a supervisory capacity; Master's Degree preferred. Salary range: \$62,500 - \$83,300 D. O.Q. plus educational incentive pay 10-25% of salary based on educational level ("Quinn Bill"). Submit resume to: Board of Selectmen, Town Hall 63 Main Street Northborough, MA 01532.

### Police Chief Northborough, Town of

63 Main Street  
Northborough, MA 01532  
508-393-1515

Population: 14,000  
Sworn Officers: 20  
Application Deadline: **not stated**

The Town of Northborough, MA is seeking qualified applicants for the position of Police Chief. Full-service municipality with 14,000 population. Located in Central Massachusetts, in proximity to Interstates 290 and 495, 32 miles west of Boston. Current Police Chief is retiring after 22 years of suc-

successful service. Responsible for professional management of a progressive department of 27 members, including 20 sworn positions, with a Budget of \$1.75 million. Department has 3 unions (Sergeants, Officers, Dispatchers) with positive labor relations history. Requires a Bachelor's Degree in law enforcement or related field and 10 years of police experience including 5 years in a supervisory capacity; Master's Degree preferred. Salary range: \$62,500 - \$83,300 D.O.Q. plus educational incentive pay 10-25% of salary based on educational level ("Quinn Bill"). Submit resume by December 5, 2002 to: Board of Selectmen, Town Hall 63 Main Street Northborough, MA 01532.

## MICHIGAN

### Chief of Public Safety Albion, City of

112 W Cass St  
Albion, MI 49224  
517-629-3933

Population: 9,144  
Sworn Officers: 33  
Application Deadline: **12/3/02**

Salary Range: \$55,000-\$63,000. A Bachelor's degree in criminal justice, police science, public administration or related field is required. Five to seven years experience as a police officer with MCOLES certification, including three years at the command level is required. The Department has 34 certified and cross-trained officers (police & fire) with a budget of \$2.2 million dollars. The City of Albion is a very diverse and family oriented community located on I-94 on the eastern edge of Calhoun County. Submit resume to: Attn: City Manager. Position subject to residency within 20 miles of the City of Albion. [www.ci.albion.mi.us](http://www.ci.albion.mi.us).

### Chief of Police Kalamazoo Township

1720 River view Dr  
Kalamazoo, MI 49004  
616-343-0002

Population: 21,000  
Sworn Officers: 33  
Application Deadline: **12/6/02**

The Charter Township of Kalamazoo is a progressive community of 21,000 in southwest Michigan. Current Chief of Police is retiring after 37-years of

service. Our department has 34 sworn officers and 10 civilian personnel. It operates under a strong Community Policing philosophy. Annual budget is 3.85 million dollars. Qualifications: Bachelors degree in Public Administration or related field and a minimum 10-years supervisory and/or command levels with a county, municipal, township, or state law enforcement organization. Benefits: Salary range \$65,853-\$76,357 dependant upon qualifications. Liberal and comprehensive benefits, including a vehicle. Applications: Submit cover letter and resume to: Supervisor Gary L. Cramer, Charter Township of Kalamazoo, 1720 River-view Drive, Kalamazoo, MI 49004-1099. Please No Telephone Calls.

### Police Chief Lawrence Police Dept

157 N Paw Paw St  
Lawrence, MI 49064  
616-674-3600

Population: 1,000  
Sworn Officers: 3  
Application Deadline: **not stated**

Police department normally staffed with 3 full time personnel including chief. Must be MCOLES certified officer with a minimum 5 years law enforcement experience including 2-3 years supervisory and administrative experience. Should possess skills in PR, communications, and computer operations. This is a salaried position based on a 45 hour week, includes benefits. Salary negotiable based on experience. EOE. Send resume to: Phil Blum c/o Village of Lawrence Police Dept., 157 N. Paw Paw, PO Box 217, Lawrence, MI 49064.

## MINNESOTA

### Deputy Chief Milaca, City of

1205 Central Ave N  
Milaca, MN 56353  
320-983-3141

Population: 2,200  
Sworn Officers: 6  
Application Deadline: **12/3/02**

Applicants must have an associate degree in law enforcement, minimum of three years of law enforcement experience. Must be MN POST board licensed.

## MISSISSIPPI

### Police Lieutenant Canton Police Dept

200 Park Dr  
Canton, MS 39046  
601-859-7777

Population: 12,000  
Sworn Officers: 29  
Application Deadline: **not stated**

\$31,600 The Canton Police Dept. is accepting applications for Police Lieutenant. Applicant must be a certified Law Enforcement Officer and have at least 5 yrs exp. Send resume to: CHIEF LUKE GORDON 200 Park Drive Canton, MS 39046 601-859-7777

## MISSOURI

### Police Chief Marionville, City of

PO Box 410  
Marionville, MO 65705  
417-258-2466

Population: n/a  
Sworn Officers: n/a  
Application Deadline: **not stated**

The City of Marionville seeks an individual for the Fulltime position of police chief. For application, salary and benefit package info. contact Marionville City Hall.

## NEBRASKA

### Assistant Chief of Police University of Nebraska

1335 N 17th St  
Lincoln, NE 68583  
402-472-3555

Population: 40,000  
Sworn Officers: 29  
Application Deadline: **12/9/02**

Reporting to the Chief of Police, the Asst Chief is responsible for providing administrative-managerial leadership to all department personnel. The position promotes personal and professional development in order to achieve department objectives, provides oversight of all internal operations to efficiently meet community needs, oversees department policy review, reviews and makes recommendations to the Chief

regarding new statutes/regulations and budgetary matters. This person serves on committees to promote the department's security and enforcement considerations, community relations and guidance to university groups. Qualifications: Bachelor's in a related discipline is preferred. Six years experience in progressively responsible law enforcement positions is required, preferably with experience in a college or university setting. Knowledge of public safety functions, operations and current issues and the ability to promote and maintain a productive and collaborative environment with diverse constituencies both internal and external to the department and University are essential. Strong interpersonal and verbal/written communication skills are necessary. Applicant must meet requirements to be certified as a law enforcement officer and to be commissioned as a special state deputy sheriff, including the completion of state mandated law enforcement supervisory and management courses. Excellent benefits including staff/dependent tuition remission. Review of resumes will begin December 9. Position will remain open until a suitable candidate is found. Submit cover letter, resume and names, addresses and phone numbers of three professional references to Owen Yardley, 1335 N 17th ST, UNL, Lincoln, NE 68588-0634.

## NEW JERSEY

### Director of Public Safety Lakewood, Township of

231 3rd St  
Lakewood, NJ 08701  
732-363-0200

Population: 60,352  
Sworn Officers: 115  
Application Deadline: **not stated**

Twp. of Lakewood, Lakewood, NJ. Multi-cultural cmty. with 2000 pop. of 60,352. New civilian pos. responsible for overall admin. of police dept. Dept. consists of 115 sworn & 27 civilian personnel, with an annual budget of \$10 million. Pos. also head of Office of Emergency Mgmt. BA degr. in law enforcement or related field req'd. Comprehensive admin. /supvy. law enforcement exp. desired. Send resume incl. salary reqmts. to: Frank Edwards, Municipal Mgr., 231 Third St., Lakewood, NJ 08701

## Chief of Police New Brunswick Police Dept

5 Huntington Street  
New Brunswick, NJ 08903  
732-932-8407

Population: 42,000  
Sworn Officers: 140  
Application Deadline: **12/31/02**

Salary: \$73,000-  
\$101,000 Preference for individuals who have 10 years of progressive experience, advanced degree(s), professional certifications, executive training and experience at institution of higher education. Must qualify to be a commissioned police officer. Mail cover letter and resume to Jay Kohl 5 Huntington Street New Brunswick, NJ 08901 (732)932-8407  
Email: kohlj@rci.rutgers.edu

## Police Sergeant NJ Institute of Technology

Personnel Box PS-PS, University Hts  
Newark, NJ 07102-1982

Population: n/a  
Sworn Officers: n/a  
Application Deadline: **not stated**

Must meet all requirements of subordinate position of Police Officer. At least 3 yrs. progressively more responsible law enforcement experience incl. demonstrated leadership ability. Must pass psychological exam. NJIT is an equal opportunity, affirmative action, equal access employer. The university reserves the right to substitute equiv. education and/or experience at its discretion. Send resume to: NEW JERSEY INSTITUTE OF TECHNOLOGY, Personnel Box PS-PS, University Heights, Newark, N J 07102-1982.

## NEW MEXICO

### Chief of Police Isleta Pueblo Police Dept

Tribal Rd 61 Bldg 10  
Isleta Pueblo, NM 87022  
505-869-3030

Population: 4,500  
Sworn Officers: 15  
Application Deadline: **not stated**

Plans, coordinates, supervises, and evaluates Police Department operations. Exercises supervision over all department personnel directly through

subordinate personnel. Plans a law enforcement program for the area in order to better carry out its policies and goals; reviews department performance and effectiveness and formulates programs or policies to alleviate deficiencies. Supervises or assists in the performance of investigations of complaints and violations of tribal laws. Prepares and submits departmental reports as required. Maintains a record of a variety of statistical information. Meets with a variety of officials, other law enforcement agencies, community and business representatives and the public on all aspects of the department's activities. Qualifications: Three (3) years of college course work in police science, law enforcement, criminology, or a closely related field. Three (3) years of responsible experience in the field of law enforcement, which must have included one year in an administrative and/or management capacity. Considerable knowledge of modern law enforcement principles, procedures, techniques and equipment. Considerable knowledge of applicable laws, ordinances and departmental rules and regulations. Ability to supervise and coordinate the activities of a complex organization. Ability to insure compliance with and follow standard safety practices and procedures common to law enforcement work. Ability to communicate effectively in English and Spanish. Ability to establish and maintain effective working relationships with a variety of officials, other law enforcement agencies, service and community organizations, private business and the public. Possession of a valid New Mexico state driver's license and any other appropriate licensing or certification necessary for the proper execution or responsibilities of the position. Must have no felony convictions on record and no misdemeanor convictions. Must have no DWI's or moving traffic violations in the past three (3) years. Police Officer's certification from the Federal Police Academy or New Mexico State Law Enforcement Agency. Must submit to a thorough background investigation that includes local, state, and federal criminal history, past education, past employment, family information, medical history, past residences, credit record, driver's license history, and personal references. Background investigations are conducted upon initial employment and every five (5) years thereafter. Mail resume and letter of interest, along with the names and phone numbers of three professional & three personal references to: Human Resource Dept, PO Box 1270, Isleta, NM 87022. Fax: 869-2812.

### Chief of Police Silver City, Town of

PO Box 1188  
Silver City, NM 88061  
505-534-6359

Population: 15,000  
Sworn Officers: 31  
Application Deadline: **11/27/02**

Salary: \$34K-\$54K Bachelor's in criminal justice, police science, business administration, public administration or related field; 10 years progressively responsible experience in police administration and law enforcement; 6 years experience in supervisory position; comprehensive knowledge of principles and practices of modern police administration, police methods and personnel techniques; strong leader; excellent communicator; service-oriented. Operation of police department, enforcement of municipal, state and federal laws within the town. E-mail: citypersonnel@zianet.com  
www.townofsilvercity.org

### Chief of Police Taos Police Dept

107 Civic Plaza Dr  
Taos, NM 87571  
505-466-9500

Population: 15,000  
Sworn Officers: 18  
Application Deadline: **12/6/02**

Expected starting salary in \$50,000 range, benefits. Town of Taos, New Mexico Council/Manager government. FY03 budget \$30.8M. Experienced law enforcement professional, innovative law enforcement professional with strong leadership, interpersonal and management skills. Should be experienced police manager. Reports to Town Manager, is part of the Town's Management Team. Requires Bachelor's degree. See www.mercergroupinc.com for requirements or send for brochure. Confidential resumes should be sent to: James L. Mercer, President The Mercer Group, Inc. 551 W. Cordova Road, #726 Santa Fe, NM 87505 505-466-9500 \* FAX: 505-466-1274 mercer@mindspring.com www.mercergroupinc.com

## NORTH CAROLINA

### Police Chief & Police Officer/Supervisors Mint Hill, Town of

PO Box 23457  
Mint Hill, NC 28227  
704-545-9726

Population: 18,000  
Sworn Officers: 28  
Application Deadline: **not stated**

New department being established; 28 sworn positions; responsibilities include major role in establishing dept and all aspects of dept management and operation. Chief position requires demonstrated knowledge of law enforcement administration, management principles and practices. Community based policing, partnerships and problem solving philosophy a mandate. Must understand and support law enforcement technology; must be able to communicate effectively in a variety of formats, write grant applications and prepare budgets. Position reports to Town Manager. Minimum 5 years law enf. management experience or 4 years min exp as Chief preferred; BA/BS degree in law enforcement or related field. Requires NC drivers license and NC law enf certification. Salary DOQ. Submit resume w/minimum salary requirements to: Town of Mint Hill, Attn: Town Manager, PO Box 23457, Mint Hill, NC 28227-0272. Call 704-545-9726 for further info. Officers/Supervisors: BLET Preferred, new community based department; extensive background conducted for all.

## OHIO

### Chief of Police Central State University

HR Office, PO Box 2400  
Wilberforce, OH 45384  
937-376-6368

Population: 3,800  
Sworn Officers: 12  
Application Deadline: **not stated**

Seeking a Chief of Police/Safety to supervise and coordinate the Campus Police Department, and to assure the safety of life and property on the Central State University campus. The incumbent must be resourceful in dealing with students, university employees and the general public. MINIMUM QUALIFICATIONS: The successful candi-

date must have a minimum of two years of supervisory experience in law enforcement and be currently certified as a police officer. Candidates must also have firearms certification, five years of law enforcement service and a thorough knowledge of laws/regulations pertaining to campus law enforcement, inclusive of Ohio State law. Prior experience in a police/security capacity on a college campus is preferred. A bachelor's degree in a related discipline and a police officer certification are required. To apply send a resume and three (3) letters of recommendation to the Office of Human Resources, P.O. Box 2400, Central State University, Wilberforce, Ohio 45384. Fax (937) 376-6245.

## OREGON

### Police Chief Newport Police Dept

810 SW Alder St  
Newport, OR 97365  
541-265-5331

Population: 10,000  
Sworn Officers: 22  
Application Deadline: **12/6/02**

The City of Newport along beautiful central Oregon coast, seeks a Police Chief for community-oriented department. Full-service, diverse, family-oriented community. \$2M Budget, 23 sworn, 5 non-sworn employees. Degree in criminal justice or related field, 10 years command or equivalent combination of education and command experience. Record of teamwork, positive hands-on leadership, modern police techniques, interagency collaboration, state accreditation. Strong communications skills with residents and employees. Resume and salary history to: Tom Dority, The Mercer Group, Inc., 4520 W. 14th Street Drive, Greeley, CO 80634-3147, tom.dority@attbi.com. Closing date for application: December 6, 2002.

## PENNSYLVANIA

### Director of Security Allegheny College

520 N Main St  
Madville, PA 16335  
814-332-3357

Population: 1,900  
Sworn Officers: 8  
Application Deadline: **1/6/03**

Allegheny College invites applications for the Director of Security. The Director provides leadership to guide the

Security Department's efforts to provide a safe and secure campus environment for the college community. Reporting to the Student Affairs division, the department's focus is to provide the highest level of service possible to students, faculty and staff and to establish positive relationships with residents of neighboring communities. The Director will also provide community education with emphasis on safety practices and crime prevention. The selected candidate must have significant experience in law enforcement, which will include experience at the management level in a higher education setting. This candidate will provide superior community oriented policing, and have a commitment to equal opportunity. The College prefers candidates who will provide dynamic leadership and be able to express a demonstrated history of their understanding and appreciation of a residential college environment. Strong candidates will also have the ability to interact effectively and serve as the liaison between College, local police and all other law enforcement agencies. Other desirable attributes are the ability to provide institutional leadership to enhance campus safety and a willingness to be on call for College emergencies. Candidates should have a bachelor's degree, master's preferred, and should be knowledgeable in investigating crimes and criminal prosecution. Knowledge of Pennsylvania law is also desirable. All candidates must be willing to submit to a criminal background check. The salary is competitive and commensurate with education, qualifications, and experience. Please submit a letter of application, resume, and provide three references including names, addresses, phone numbers and email address, if possible, to the: Office of Human Resources, Allegheny College, 520 N. Main Street, Meadville, PA 16335. Review of applications will continue until the position is filled. Start date is January 6, 2003 but is negotiable. www.allegheny.edu

### Police Chief Koppel Police Dept

3437 3rd Ave  
Koppel, PA 16136  
724-846-5973

Population: 1,200  
Sworn Officers: 6  
Application Deadline: **not stated**

Full Time, steady daylight, 3 to 5 years supervisory experience, law enforcement. Benefits. Applications available at: Koppel Borough Building Between the hours of 10:00 a.m. and 3:00 pm

## TEXAS

### Police Lieutenant Fairview, Town of

500 W.. Highway 5  
Fairview, TX 75069  
972-562-0522

Population: 3,000  
Sworn Officers: na  
Application Deadline: **not stated**

The Town of Fairview is seeking qualified applicants for the position of Police Lieutenant. Fairview is located between the cities of Allen and McKinney along US 75. The position requires an advanced certification as a Texas Peace Officer. Five years experience in police work is required, with at least two years of supervisory management experience. College degree preferred. The successful applicant will also serve as acting police chief through the fiscal year. Salary is DOQ. Forward resume to Human Resources, 500 W. Hwy 5, Fairview, TX 75069, or fax 972-548-0268. Attn: HR. Position open until filled.

### Police Chief Kirbyville Police Dept

105 S Elizabeth Ave  
Kirbyville, TX 75956  
409-423-6201

Population: 2,000  
Sworn Officers: 4  
Application Deadline: **not stated**

Applications and/or resumes must include education & exp. outlining qualifications. Information should be submitted to Mayor Conn, 107 S. Elizabeth, Kirbyville, Texas 75956. Applications will be accepted until the position is filled.

### Chief of Police Ralls, City of

800 Ave I  
Rall, TX 79357  
806-253-2558

Population: 2,200  
Sworn Officers: 2  
Application Deadline: **not stated**

City of Ralls is accepting for Chief of Police. For more information contact Donald Kerns at the City of Ralls.

### Chief of Police Socorro, City of

124 S. Horizon  
Socorro, TX 79927  
915-858-6983

Population: 30,000  
Sworn Officers: 20  
Application Deadline: **12/13/02**

Minimum Qualifications: Bachelor's degree in Law Enforcement, Police Science, Public Administration, or Business Administration Advanced Police Officer License issued by TCLEOSE Texas Class C Driver's License Five years of progressively responsible Police Officer experience in a municipality police agency of similar or larger size to the City of Socorro Five years of Police Officer experience must be at mid-management level or higher and must have attained the minimum rank of Captain.

### Police Chief Trenton, City of

216 Hamilton  
Trenton, TX 75490  
903-989-2237

Population: 655  
Sworn Officers: 1  
Application Deadline: **not stated**

The City of Trenton is accepting applications for a Police Chief. Salary depending on experience. TECLCSE Certification required. Applications may be picked up and accepted at City Hall, 216 Hamilton Street, Trenton, TX during regular business hours.

## VIRGINIA

### Fire Chief Alexandria, City of

031 King St., Rm 2500  
Alexandria, VA 22314  
703-838-4485

Population: 121,000  
Sworn Officers: 281  
Application Deadline: **not stated**

Salary: \$77,602 - \$125,520. Excellent Benefit Package. City of Alexandria Alexandria, Virginia Under the direction of the City Manager, the Fire Chief plans, organizes and directs fire fighting, fire prevention, emergency medical, code enforcement, and other fire service activities of the City. The department has a budget of \$25 million and over 250 professional personnel, including firefighters, paramedics, code

enforcement and administrative employees, with a network of eight fire stations and five advanced life support units providing 24-hour service over 15 square miles. Among the departments' specialized teams are the Northern Virginia Regional Hazardous Materials Team, Technical Rescue, Water Rescue and the Special Operations Team. Requires five years experience at the level of Fire Battalion Chief or above, and completion of college level courses in fire science supplemented by courses in public administration or business administration. Preferred requirements: Bachelors degree in Fire Science, Public Administration, Business Administration, and/or National Fire Academy Executive Fire Officer Program graduate; strong leadership qualities including a high record of integrity and consistency in decision making; excellent interpersonal and organizational skills, analytical ability, and an appreciation for cultural and community diversity. Comprehensive and broad knowledge of the principles, practices, methods and equipment employed in modern fire fighting, rescue operations, and the handling and disposal of hazardous materials. The City of Alexandria (132,700), is a historic and diverse AAA/Aaa bond rated community located on the west bank of the Potomac River, six miles south of Washington. D. C. Personnel Services Department City of Alexandria 301 King Street, Room 2500 Alexandria, VA 22314 (703) 838-4485 \* FAX: (703) 519-3488 nancy.stephens@ci.alexandria.va.us ci.alexandria.va.us

**Police Chief**  
**Blackstone, Town of**  
100 W Elm St  
Blackstone, VA 23824  
434-292-7251

Population: 3,600  
Sworn Officers: 13  
Application Deadline: **11/29/02**

The Town of Blackstone, Virginia is seeking an individual with strong leadership skills to fill the position of police chief. This vacancy was created due to a retirement. The Town is seeking an individual with extensive law enforcement management experience who has demonstrated success in creating a positive and progressive working environment based on teamwork. The ideal candidate must have high integrity, excellent interpersonal and communication skills and a proven history of developing positive relationships with employees, colleagues and the community. The individual must have the abil-

ity to effectively manage the day to day operations of the department while establishing goals and objectives that ensure the future law enforcement needs of the community are addressed. The applicant for the position must have experience in running the day to day operations of a police department. The police department includes thirteen sworn officer positions and five civilian positions. The Town has an outstanding benefit package. Please send resumes and Town application by 5:00 p.m., November 29, 2002, to: J.L. Patmore, Town Manager Town of Blackstone 100 W. Elm Street Blackstone, Virginia 23824 To request a Town application, please call (434) 292-7251.

**Sergeant**  
**Glasgow, Town of**  
PO Box 326  
Glasgow, VA 24555  
540-258-2246

Population: 1,200  
Sworn Officers: 1  
Application Deadline: **12/31/02**

Requires H.S. diploma, previous law enforcement exp. & current law enforcement certification. Position req. the ability to function w/out direct supervision, work varying shifts including night & weekends, communicate effectively w/the public, perform administrative tasks & handle a diverse workload. Compensation commensurate w/exp. & qualifications.

## WASHINGTON

**Chief of Police**  
**Concrete Police Dept**  
PO Box 39  
Concrete, WA 98237  
360-853-8331

Population: 785  
Sworn Officers: 3  
Application Deadline: **12/6/02**

Chief of Police Salary \$32,754. Qualifications 3 years of exp./AA Degree or 5 years of exp/HS Diploma. Applicants must submit a resume and written letter of intent no later than 4:30 PM December 6, 2002. Submit to: Mickey Zitkovich, Civil Service Examiner, PO Box 39, Concrete, WA 98237. Or in person at 45672 Main Street Concrete. Any questions call (360) 853-8331.

**Police Chief**  
**Medical Lake Police Dept**  
124 S Lefevre St  
Medical Lake, WA 99022  
206-441-4144

Population: 4,000  
Sworn Officers: 7  
Application Deadline: **not stated**

Salary: \$43,704 - \$53,112 DOQ. The Police Chief plans, directs and evaluates ongoing operations of the Department including developing an annual budget, preparing and reviewing operational and administrative reports, and implementing departmental policies and programs. Reporting to the Mayor and City Administrator, the Police Chief is expected to supervise record maintenance regarding arrests, investigations and other police matters, conduct routine patrol duties and respond to calls for service and assistance as needed. Seven years experience as a commissioned police officer, with at least three years experience as a first-line supervisor desired; command experience preferred. Bachelor's degree in Police Science, Public Administration or related field required. To request an application packet, please send inquiries as soon as possible to: Waldron & Company 101 Stewart, Suite 1200 Seattle, WA 98101 206-441-4144 \* FAX: 206-441-5213 info@waldronhr.com Closing date for application: Apply immediately

**Police Chief**  
**Puyallup Police Dept**  
311 W Pioneer Ave  
Puyallup, WA 98371  
206-441-4144

Population: 34,920  
Sworn Officers: 51  
Application Deadline: **not stated**

Salary Range \$86,100 - \$101,760. The City of Puyallup is situated in the beautiful Puget Sound Region, 10 miles east of Tacoma and approximately 35 miles south of Seattle. The residents of Puyallup share a unique pride in their community which retains a strong sense of history, including a picturesque downtown. Puyallup's school district has an excellent reputation for providing quality education for grades K - 12. Reporting to the City Manager, the Police Chief is responsible for planning, organizing, and directing all functions of the Police Department. The Puyallup Police Department is comprised of patrol, communications, investigations and support services divisions. The

and 36 civilians. The annual budget is \$9 million. Candidates should have five years of increasingly responsible experience in the field of law enforcement administration, including at least two years at the rank of Captain (or equivalent) or higher. A Bachelor's Degree in Law Enforcement, Police or Public Administration, Criminal Justice Administration, or a closely related subject is required. FBI National Academy training preferred. The City of Puyallup is an Equal Opportunity Employer and all qualified candidates are encouraged to apply. To request an application packet, please send inquiries as soon as possible to: Waldron & Company, 101 Stewart, Suite 1200, Seattle, WA 98101; 206-441-4144; Fax 206-441-5213; info@waldronhr.com.

## WISCONSIN

**Police Chief**  
**Twin Lakes Police Dept**  
920 Lance Dr  
Twin Lakes, WI 53181  
262-877-2858

Population: 4,902  
Sworn Officers: 21  
Application Deadline: **not stated**

Village of Twin Lakes, Kenosha County, WI. Call for information and application.

**Director**  
**University of Wisconsin**  
**Whitewater**  
800 W Main St  
Whitewater, WI 53190  
262-472-4681

Population: 10,000  
Sworn Officers: 14  
Application Deadline: **not stated**

The University of Wisconsin-Whitewater seeks applications/nominations for the position of Director of University Police and Security. The Director serves as a member of the Administrative Affairs Management Team and is responsible for providing leadership in the planning, management and administration of a comprehensive policing, law enforcement and security program for the University of Wisconsin - Whitewater. Please see <http://www.uww.edu/admin/employmt/asnt.htm> for a complete position description and the application

**The Police Executive**  
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