

Volume 1, Issue 18

March 24, 2004

For The Public Safety Executive

www.policeexecutive.com

www.fireexecutive.com

The Brass Key

For The Public Safety Executive



*Houston Police Chief
Harold Hurtt*

Houston's New Chief The Highest Paid Employee in City History

When Harold Hurtt takes office as Houston's new police chief on April 1, he'll earn \$170,000 a year. That's more than Mayor Bill White, or any other employee in the city's history and a \$9,000 raise from his previous job as chief of the Phoenix police department, where he spent 30 of his 36 years in law enforcement.

Chief Hurtt's salary was determined considering comparables like Los Angeles, where the police chief earns \$248,000, Washington DC's \$175,000 and Miami's \$171,000.

Opportunities Featured In This Issue:

CALIFORNIA

California State University
Chief of Police
Southwestern College Police Dept.
Chief of Police
Sanger Fire Dept.
Fire Chief
University of California at Davis
Police Captain

FLORIDA

Indian River Community College
Academy Coordinator II
Eustis, City of
Director of Public Safety
Police Chief
Lighthouse Point, City of
Fire Chief
Captiva Island Fire Control District
Fire Lieutenant
Pinecrest, Village of
Police Sergeant

ILLINOIS

Arlington Heights Police Dept.
Chief of Police
University of St. Francis
Director of Safety & Security
Champaign, City of
Fire Chief
Evanston, City of
Fire Chief

INDIANA

Cumberland, Town of
Town Marshall/Chief of Police

KANSAS

Enterprise, City of
Chief of Police

KENTUCKY

Eastern Kentucky University
Police Dept.
Police Chief

MARYLAND

St. Mary's County Government
Public Safety Director

MASSACHUSETTS

Dennis Police Dept
Chief of Police

MINNESOTA

Richmond, City of
Chief of Police

MONTANA

Treasure County Sheriff's Office
Undersheriff

NORTH CAROLINA

Washington Fire Dept.
Chief of Fire
Rescue & EMS Services
Gastonia, City of
Chief of Police
Morrisville, Town of
Chief of Police
Roxboro, City of
Chief of Police
Wilmington Police Dept
Chief of Police
Weaverville, Town of
Fire Chief

OHIO

Mason Fire Dept.
Fire Inspector

OKLAHOMA

Shawnee Police Dept.
Police Chief

OREGON

Sherwood Police Department
Assistant Police Chief

PENNSYLVANIA

Cheyney University Police Dept.
Chief of Police

SOUTH DAKOTA

Chamberlain, City of
Chief of Police
Aberdeen Police Dept.
Police Chief

TEXAS

Corpus Christi School District
Chief of Police
Travis County HRMD
Fire Marshal
San Patricio County Juvenile
Detention Center
Shift Supervisor

VIRGINIA

Hopewell Police Dept
Chief of Police
Occoquan, Town of
Deputy Town Sergeant

WASHINGTON

Benton County Fire Protection
District No. 4
Fire Chief

WISCONSIN

Manawa, City of
Chief of Police
WI Department of Corrections
Correctional Sergeant
Ladysmith Police Dept.
Police Chief

CALIFORNIA

Chief of Police California State University Public Safety Dept.

51 50 N. Maple Avenue, JA 71
Fresno, CA 93740-8026
559-278-2083

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

Provides executive leadership & administrative oversight of university law enforcement & crime prevention operations. Responsible for law enforcement, crime prevention & investigation. Qualifications: BA; minimum 5-years progressively responsible law enforcement experience as a lieutenant or higher, in a college or university preferred. Strong management & leadership skills; excellent communication skills; understanding of law enforcement in university community; ability to work in diverse community; ability to meet all State of California Peace Officer Standards and Training (P.O.S.T.) employment standards; possess POST management certificate & have completed a variety of POST leadership. Salary commensurate with experience & qualifications. For complete vacancy details visit our web page at www.csufresno.edu/humres/.

Fire Chief Sanger Fire Dept.

1700 Seventh St.
Sanger, CA 93657
559-876-6301

Population: 20,000
Sworn Officers: 21
Application Deadline: **4/16/04**

Annual Salary: \$75,648 \$91,956. A commitment to community & active participation in community organizations is req'd. Min. reqs are a Bachelors Degree in Fire Science or related field from an accredited institution, or 5 yrs or more progressively responsible exp. in an administrative & supervisory role in a professional or mixed professional/volunteer fire dept or a combination of education & relevant exp. Spanish language ability is desirable. website www.ci.sanger.ca.us.

Chief of Police Southwestern College Police Dept.

900 Otay Lakes Road
Chula Vista, CA 91910
619-482-6395

Application Deadline: **4/30/04**

Full Time Salary: 5,333.00 to \$7,242.00 USD Per Month. Any combination equivalent to an Associate's Degree in Criminal Justice or a related field supplemented by possession of or eligibility for a P.O.S.T. Supervisory certificate, P.O.S.T. Management certificate and five years service as a first line supervisor or higher in a law enforcement agency. Completion of Peace Officer Standards and training (POST) Academy, CPR training and First Aid Certificate. www.swc.cc.ca.us. Submit the following application materials to the Human Resources Office: (1) Letter of Application (Cover letter) (2) Classified District Employment Application (3) Resume (4) Two letters of recommendation It is the sole responsibility of the applicant to ensure that all application materials are received by the deadline date. Only completed application packets will be forwarded to the Search Committee.

Police Captain University of California at Davis

c/o Dennis A. Joiner & Associates
4975 Daru Way
Fair Oaks, CA 95628-5452
916-967-7795

Population: 50,000
Sworn Officers: 52
Application Deadline: **3/31/04**

\$60,000 to \$107,900 per year. Must be a current Lieutenant; or Sergeant with at least three years of service. Must possess a California Advanced POST certificate. Experience at the rank of Police Lieutenant or above or be at the rank of Police Sergeant for 10 years, performing primarily administrative duties such as: planning, personnel, budget, management, analysis and comprehensive administrative processes. Must possess a California Advanced POST certificate. Interested applicants must send a completed resume, three references and responses to the four supplemental questions below to: Dennis A. Joiner & Associates 4975 Daru Way Fair Oaks, CA 95628-5452 phone/fax (916) 967-7795 joinerda@pacbell.net. Candidates must respond in writing

The Search for a Chief Dallas, Texas

The nationwide hunt for a new Dallas police chief ended on March 15th with 69 applications from cities such as San Jose, CA., Memphis, TN., Minneapolis, MN and McKinney, TX. But absent from the list were executives from the big cities that you might have expected.

None of the applicants comes from a city larger than Dallas, which with a population of 1.2 million is the 8th largest municipality in the nation. With neighbor Houston offering their new police chief \$30,000 more, perhaps the \$140,000 Dallas is offering is not enough to attract more top quality candidates?

Dallas has been without a police chief since August, when City Manager Ted Benavides fired Terrell Bolton for poor job performance. Bolton's tenure was marred by scandal, lawsuits by demoted commanders, questionable hiring practices and one of the highest per capita crime rates in the nation.

Of the 69 applicants, 26 are from Texas, including several current and former Dallas assistant and deputy chiefs.

Only four candidates work in states west of Texas. No city police officials applied from large U.S. cities including Atlanta; Boston; Chicago; Denver; Fort Worth; Houston; Los Angeles; Nashville, Tenn.; Philadelphia; Phoenix; Portland, Ore; San Diego; San Francisco; or Washington, D.C.

Kevin L. Robinson, assistant police chief in Phoenix, and Los Angeles Deputy Chief Michael Berkow both withdrew their applications, and Berkow denied that he ever actually applied.

The list is expected to be narrowed to 15-20 candidates by then end of March and the city plans to have a new police chief in office by the end of May.

A complete list of the candidates begins on the next page.

Dallas's Next Police Chief: The Candidates

Cedric L. Alexander

Rochester, N.Y., deputy police chief

Louis R. Anemone

former deputy executive director of the Metropolitan Transportation Authority in New York City

Roy Arigo

Coral Springs, Fla., police chief

Vincent J. Aurentz

Dallas police traffic sergeant

William B. Berger

North Miami Beach, Fla., chief of police

Robert A. Bishopp

Defense Distribution Depot police chief in Susquehanna, Pa.

James Bolden

police chief, Memphis, Tenn.

Richard M. Bond

former Gainesville, Fla., public safety director

Jack R. Bragg Jr.

Dallas police audit and control captain

W. Lowell Cannaday

Irving police chief

Louie C. Caudell

former Little Rock, Ark., police chief

Albert D. Chesser

Governors State University police chief in University Park, Ill.

Michael Chimarys

U.S. Navy Criminal Investigation Service, senior special agent

Gerald Cliff

Detroit police officer

Louis A. Cobarruviaz

U.S. Department of Justice program manager in El Salvador

Barry J. Colicelli

Newark, N.J., police captain

Richard R. Cullen

private security consultant in Newnan, Ga.

Evelyn A. Daniel

unemployed Dallas resident

Martinez Davenport

Baltimore, Md., police lieutenant

Steven L. Doran

University of California director of public safety and system security

Michael T. Doyle

police captain, Cleveland, Ohio

Steve Elwonger

Dallas police patrol officer

Bill Ervin

Dallas-based private security consultant

Robert L. Flowers

Utah Department of Public Safety commissioner

to the following four numbered items. Your response to each question should be no more than one-half page in length (size 12 font). Describe your community policing philosophy. Include examples of programs instituted and problems solved. Describe your leadership/management style including your approach to maximizing the ethical behavior and productivity of others. Describe your experience preparing for and/or managing high risk/low frequency critical incidents. Describe two critical law enforcement decisions you have made: one in a limited amount of time and one when time constraint was not an important factor. For more information about the Police Department, see: <http://police.ucdavis.edu>.

FLORIDA

Fire Lieutenant

Captiva Island Fire Control District

PO Box 477
Captiva, FL 33924

Population: 6,000
Sworn Officers:
Application Deadline: **4/15/04**

Salary Range: \$40,000 to \$60,000 per year. The District is a barrier island in southwest Florida and serves an area of 1.25 square miles with seasonal population ranging from less than 1000 to over 6000 residents and guests. The Lieutenant works a 24/48 shift (shift assignment will vary according to staffing needs) and will be responsible for assisting the Training Officer, Fire Inspector, and Administrative Officer as deemed necessary by the Fire Chief or Captain. Minimum qualifications are Florida Firefighter Certificate of Compliance, Municipal Fire Safety Inspector Certificate of Compliance, Fire Service Instructor 1, Emergency medical Technician (EMT-B), and hold a valid Florida Class D with E endorsement driver's license. Additionally five or more years of experience in the fire/rescue service in a supervisory role is preferred. Please send resume and three professional reference letters to the above address.

Director of Public Safety/ Police Chief

Eustis, City of

PO Drawer 68 (109A E Orange Ave)
Eustis, FL 32726
352-483-5472

Population: 13,000
Sworn Officers: 41
Application Deadline: **12/31/04**

Position directs Public Safety Div, including Police & Fire Depts, which are supported by a Fire Chief, Fire Captain and 4 Fire Lieuts, as well as Police Captain, 3 Police Lieuts and 5 Sgts. As Chief, supervises 41 sworn and 14 civ., w/budget of \$3.05 million and as Director, oversees Fire Dept with 18 sworn & 1 civ., and budget of \$1.08 million. For more info, go to www.eustis.org. Application Close Date: Friday, 31 Dec 2004 Submit cover letter, resume, city application (obtain on our website), salary/benefit requirements and names/addresses of 4 professional references. Send Resume To: Human Resources City of Eustis P.O. Drawer 68 Eustis, FL 32727-0068 Employer Contact: Ann Isaacs Contact Email Address: isaacs@ci.eustis.fl.us Contact Mail Address: P.O. Drawer 68 (109A E Orange Ave) Eustis FL USA Contact Phone: 352-483-5472 Phone Extension: Contact Fax: 352-483-0492 www.eustis.org

Academy Coordinator II Indian River Community College

3209 Virginia Avenue
Fort Pierce, FL 34981

Application Deadline: **4/30/04**

The Indian River Academy prepares students who wish to pursue criminal justice, law enforcement and corrections careers. We are seeking an Academy Coordinator II. The general duties for this position include, but are not limited to: ensuring that all criminal justice basic recruit high liability classes are conducted in accordance with both FDLE and College policies. This includes preparing class schedules, instructor assignments, student advisement, scheduling facilities, short- and long-term planning, determining instructional materials and supplies, evaluating and revising curriculum as mandated changes occur. Application materials must be submitted directly to Human Resources, Indian River Community College. A cover letter, IRCC em-

(Continued on page 4)

ployment application, signed job description, three professional letters of recommendation and photocopies of transcripts are required. The IRCC employment application is required to be considered as an applicant for any IRCC position vacancies. The application and full job description are available on our website.

Fire Chief

Lighthouse Point, City of

HR Dept., 2200 NE 38th St
Lighthouse Point, FL 33064
954-943-6500

Application Deadline: **3/31/04**

Bachelors degree fire science/pub. admin/related field. Min. 5-7 yrs. management experience. Must possess and maintain Valid FL FF Comp and Inspectors Certs. www.lighthousepoint.com.

Police Sergeant

Pinecrest, Village of

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

Application Deadline: **not stated**

Salary: \$52,000 Deadline to Apply: Open until filled 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 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. This position is a sworn police, working, first-line supervisor who supervises the activities of subordinates and also performs traditional and non-traditional law enforcement functions in a community involved and problem solving policing environment. Work is normally performed under the direct supervision of a Police Lieutenant, but the employee must be able to work under minimum supervision and exercise independent judgment. An employee in this class shall supervise as a normal part of his/her duties and may act as a unit or shift commander in their absence. The Village of Pinecrest is a prestigious residential community of 19,000 located in southeast Miami-Dade County. The police department has an authorized strength

of 58 sworn officers, 85 full-time employees with an annual budget exceeding 7 million dollars. The department is in the process of building a new state-of-the-art municipal complex projected for completion in June, 2004. The starting salary is \$52,000 with a generous benefit package that includes 457 and 401(a) retirement plans. Applicants must meet the following criteria: * Current certification or the ability to meet, by training, the requirements of the Florida Department of Law Enforcement, Criminal Justice Standards, for certification as a Florida Peace Officer. * Applicants must also complete all requirements established by the Village of Pinecrest for employment as a police officer. This includes, but is not limited to, a written examination, an oral board, a psychological evaluation, a polygraph examination, a physical agility test, a background investigation and a job-related medical examination including a drug screening test. * Be a non-smoker and not have used tobacco products within the last twelve months. Qualified candidates interested in applying for this position must submit a fully completed Village of Pinecrest Police Department employment application to the Personnel Office. Resumes alone will not be accepted. Applications and additional information may be obtained from the "Employment/Personnel Section" of our web site at: ci.pinecrest.fl.us. For additional information applicants may call (305) 234-2109. Village of Pinecrest Personnel Office 11551 South Dixie Highway (305) 234-2121 www.ci.pinecrest.fl.us

ILLINOIS

Chief of Police Arlington Heights Police Department

33 S Arlington Hts Rd
Arlington Hts, IL 60005
847-368-5000

Population: 77,000
Sworn Officers: 105
Application Deadline: **4/16/04**

The Village of Arlington Heights, IL, a progressive community with over 76,000 citizens, is accepting resumes for the position of Chief of Police. This recruitment anticipates a late May, 2004 retirement of Chief Rod Kath who has served the Village for 38 years, including the past 24 years as Chief. Arlington Heights

Dallas's Next Police Chief: The Candidates

(Continued from page 3)

Daniel V. Garcia

Dallas police captain
Anthony D. Garrett
former Ardmore, Ok., police chief
Howard A. Giles III
Ronceverte, W. Va., police chief

Manuel Guevara

Dallas police lieutenant
Randy R. Hampton
Dallas acting police chief

James L. Heironimus

Texas Police Corps executive director in Houston
C.J. Hetherington
New York City Office of Emergency Management deputy commissioner for homeland security

Robert L. Johnson

private security consultant in Jackson, Miss.

W. Barnett Jones

former police chief, Sterling Heights, Mich.

James E. Kohl

executive director for public safety, Rutgers University, N.J.

Douglas A. Kowalski

police chief, McKinney, TX

David Kunkle

deputy city manager, Arlington, TX

Demosthenes Long

former New York City assistant police chief

Troy McClain

Dallas deputy police chief for homeland security

Michael A. Marino

City of New York police inspector

Bernard K. Melekian

police chief, Pasadena, Calif.

David B. Moore

former Jackson, Miss., police officer

Howard H. Morris

Bethel, Ark., police chief

Daniel J. Moses

Pine Bluff, Ark., police chief

Armando Nava Jr.

El Paso police commander

Robert K. Olson

former Minneapolis, Minn., police chief

Alfred C. Ortiz

Premont, Texas, police chief

Daniel Parfitt

Plano-based U.S. Treasury Inspector General regional inspector general

(Continued on page 5)

new Chief will lead 151 employees including 113 sworn Police Officers and 38 civilian employees. This position is appointed by and reports to the Village Manager who is in his twelfth year with the Village. The Department has a budget of over 15 million dollars; patrol officers are represented by the Fraternal Order of Police. Educational Requirements: Requirements include a Bachelor's degree in Criminal Justice, Public Administration or a related field. A Master's degree in an applicable discipline is desirable. Completion of advanced police leadership training programs such as FBI National Academy, Northwestern Center for Public Safety School of Staff and Command, or similar program is desirable. Candidates must be certified as a Police Officer in the State of Illinois or be able to obtain such certification in a timely fashion. At least 10 years of extensive and increasingly responsible experience in a law enforcement position is desired. Preferred candidates will have served as a Chief. Other Requirements: Qualified candidates should be of the highest integrity and possess strong skills and experience in labor relations, communication skills and demonstrated abilities in strategic planning, budgeting, organizational development and supervision. Candidates must have knowledge of all facets of law enforcement including: patrol, criminal investigations, crime prevention and administrative experience. Contact: Village of Arlington Heights 33 South Arlington Heights Road, Arlington Heights, IL 60005 Telephone: 847-368-5000 Email: Ethna Bartels, ebartels@vah.com Website: A Recruitment Profile for this position is available at www.vah.com Closing Date Information: All applicants must submit a resume and five business references no later than 5:00 pm Friday, April 16, 2004.

Fire Chief
Champaign, City of
 102 N. Neil Street
 Champaign, IL 61820
 217-403-8855

Population: 67,959
 Sworn Officers: 91
 Application Deadline: **4/26/04**

Fire Chief Salary range: \$87,362 - \$117,939 per year. For full consideration, submit resume, references, and salary history by Monday, April 26, 2004. City of Champaign's web site at www.ci.champaign.il.us or call

the Job Hotline at (217) 403-8855. The City of Champaign, IL, a university community of 67,959, is seeking a Fire Chief to manage all activities and employees of the Fire Department. Responsibilities include providing leadership and supervision to approximately 91 sworn and 15 civilian personnel with a budget of 8.2 million. Candidates must have extensive experience in fire service as a Chief, Deputy Chief, or equivalent; graduated from an accredited college or university with a degree in fire science, public administration or related field, master's degree desired; comprehensive knowledge of current issues in fire management and the principles of public administration; comprehensive knowledge of building and construction codes; and the ability to organize, direct and control local fire and emergency operations consistent with the requirements of laws, union contracts and municipal policy. The ideal candidate would have experience in and demonstrated commitment to intergovernmental cooperation, community problem solving, have excellent interpersonal and communication skills, team leadership ability, possess a participative management style, and the ability to work with diverse groups and individuals.

Fire Chief
Evanston, City of
 2100 Ridge Avenue
 Evanston, IL 60201
 847-866-2918

Population: 74,000
 Sworn Officers: 108
 Application Deadline: **not stated**

Email: jwitt@cityofevanston.org
 Salary: \$80,000-\$116,000/yr
 DOQ The City of Evanston, IL is a full-service municipality adjacent to Chicago and northern residential suburbs. We seek broadly-experienced Fire/EMS Executive to lead 108 career personnel, 5 station, \$10 million budget Department in service to a mature community with significant economic development in progress; significant multi-university, business/commercial, public buildings and residential exposure. The ideal candidate will be appointed by a professional City Manager, will be an active member of City's top management team and will advocate for progressive fire service organization. Strong leadership, management, communications, labor relations/collective bargaining and interpersonal skills with degree(s) or equivalent experience

Dallas's Next Police Chief: The Candidates

(Continued from page 4)

- Joe Henry Pope**
Tarrant County Sheriff Department chief deputy for courts and security in Fort Worth
- Russell J. Qualliotine**
Nesconset, N.Y.-based U.S. Marshal Service marshal
- Roseanna Renaud**
Dallas police lieutenant
- William O. Russell**
Fayetteville, N.C.-based private loss prevention consultant
- Gilbert Sandoval**
former San Antonio deputy police chief
- Anthony J. Schembri**
Florida Corrections Commission commissioner in Inverness, Fla.
- Leon C. Schenck**
Miami-based private security consultant
- Kenneth R. Snead**
former Bald Head Island, N.C., police chief
- Rick D. Stone**
former Wichita, Kan., police chief
- David M. Sullivan**
Dallas police officer
- Tony R. Taylor**
Fort Walton Beach, Fla., police captain
- Jason Tenner**
North Dakota-based U.S. Air Force security patrolman
- Robert H. Torgerson**
Muscatine, Iowa, police captain
- Tommy W. Tunson**
Mount San Jacinto Community College police chief in Riverside County, Calif.
- David M. Van Laar**
Former U.S. Army 3rd Infantry Division public safety director at Fort Stewart, Ga.
- Manuel Vasquez**
Dallas Independent School District police chief
- Louis A. Vega**
Miami assistant police chief
- Thomas A. Ward**
Dallas assistant police chief
- Norman D. Williams**
police chief, Wichita, Kan.
- Paul R. Williams**
Austin Community College police chief in Austin
- Gerald M. Wilson**
former Prince George's County, Md., police chief
- Darren T. Yarbrough**
Detroit-based U.S. Department of Labor Jobs Corps Center public safety director

required. Proven record in EEO/AA recruitment/retention and service in urban, multi-cultural, racial and economically diverse community important. Apply at once with complete resume, references and salary expectations to: Judith R. Witt, Director of Human Resources, City of Evanston, 2100 Ridge Avenue, Evanston, Illinois 60201. Ph: 847/866-2918 | Fax: 847/448-8109 Email: jwitt@cityofevanston.org The City of Evanston is an Equal Opportunity Employer – Women and Minorities Encouraged to Apply.

Director of Safety & Security University of St. Francis

500 Wilcox Street
Joliet, IL 60435
708-923-0400

Population: n/a
Sworn Officers: n/a
Application Deadline: **4/15/04**

Salary Range: \$35,000 to \$45,000
Requires a bachelor's degree in Criminal Justice or related field (master's degree preferred) and or more year's successful experience in Safety & Security administration (preferably within a higher education setting) or 3 to 5 years progressively responsible supervisory law enforcement experience, or an equivalent combination of the preceding. Successful candidates must exhibit a proven ability to relate to all segments of the University Community, with a special emphasis on communicating with students. Salary range is \$35,000 -- \$45,000 DOQ with an excellent benefit package. Please direct resumes by April 15, 2004 to: Stephen J. Pollak, Executive Vice President American Heritage Protective Services 7000 W. 111th St., Suite 101 Worth, IL 60482 Fax: 708-923-0939 E-mail: spollak@ahpservices.com Website: www.stfrancis.edu

INDIANA

Town Marshall/Chief of Police Cumberland, Town of

11501 East Washington Street
Cumberland, IN 46229
317-894-6203

Population: 6,000
Sworn Officers: 11
Application Deadline: **4/2/04**

The Town of Cumberland is currently seeking applicants for the position of Town Marshal/Chief of Police. The Town is interested in qualified candidates who can demonstrate the following qualifications: Successful completion of Indiana Law Enforcement Training Academy. At least 8 years of progressive law enforcement experience, with at least three or more years of supervisory/management experience in a police agency. Thorough knowledge of modern police practices, principles and procedures. Commitment to building a team-oriented work environment. Support for community policing initiatives. Commitment to diversity in hiring practices. Community Leadership. Ability to communicate effectively with the community and other units of town government. Ability to position the Town's law enforcement services to meet expected community growth. Salary Range: \$45,000 - \$50,000 per year. www.town.cumberland.in.us.

KANSAS

Chief of Police Enterprise, City of

206 S. Factory, PO Box 245
Enterprise, KS 67441
785-263-8323

Population: 950
Sworn Officers: 4
Application Deadline: **not stated**

KLETC required. Salary \$25,000-\$31,000 per year. Position requires a valid driver's license, 21 years of age, high school diploma. Pre-employment written and psychological examinations required. Residency required. Resumes accepted until position is filled.

KENTUCKY

Police Chief Eastern Kentucky University Police Dept.

521 Lancaster Ave.
Richmond, KY 40475-3102
859-622-5094

Sworn Officers: 17
Application Deadline: **3/29/04**

Bachelor's degree required. Master's degree preferred. Strong consideration given to degrees in Criminal Justice, Public Administration, or related fields from an accredited college or university. Proven ability to communicate effectively to various constituencies. Certification by the Commonwealth of Kentucky or eligibility for certification by the Commonwealth of Kentucky. Prefer candidates that have law enforcement experience in a four year public residential university environment. Ten years in Law Enforcement methods and practices, 5-7 of those years in administration and management in campus police and/or university public safety. Provide resume and contact information for three references. Include a cover letter detailing your interest in this position and connecting your professional experiences with requirements of this job. Competitive salary. Apply online at www.eku.edu.

MARYLAND

Public Safety Director St. Mary's County Government

PO Box 653
Leonardtown, MD 20650
301-475-4200 ext. 1100

Population: 90,000
Sworn Officers: 106
Application Deadline: **not stated**

\$62,228 - \$82,451 per year. Requires a Bachelor's degree in Emergency Management Planning or related field; training in situations affecting hazardous materials; eight years experience in emergency communication, telecommunication, or hazardous materials, which includes four years in a management/supervisory capacity; and five years experience in emergency management and emergency contingency planning. A 2002 County Application is required. Jobs Line: 301-475-4200 Extension: 1109. www.co.saint-marys.md.us.

MASSACHUSETTS

Chief of Police Dennis Police Dept

685 Rte 134
S Dennis, MA 02660
508-394-1315

Population: 13,994
Sworn Officers: 35
Application Deadline: **4/1/04**

Chief of Police Town of Dennis, Massachusetts The Dennis Board of Selectmen seeks to recruit a new Chief of Police to lead its 41-member department in service to a small but complex residential, recreational, and seasonal tourist community on Cape Cod. Special emphasis is placed on the need to provide leadership to a department that serves a small permanent population that, in turn, serves as host to significant seasonal populations and sometimes special events. The ideal candidate will possess at least a bachelors degree and 10 years experience in police administration as a Chief or Deputy in a comparable setting. Salary range \$90,000 to \$100,000, DOQ. Residency not required. Send resumes by April 1, 2004 to: Richard T. Bennett, c/o Bennett Yarger Associates, 23 Doctors Hill Drive, Scituate MA 02066. 781/545-7616x12. Fax: 781/545-8565. Electronic correspondence preferred: rbennett@bennetyarger.com.

MINNESOTA

Chief of Police Richmond, City of

45 Hall Ave., SW PO Box 400
Richmond, MN 56368
320-597-2075

Population: 1,215
Sworn Officers: 2
Application Deadline: **4/16/04**

The City of Richmond is accepting applications for a Chief of Police. Competitive compensation and benefits package. Candidate must have 5 years law enforcement experience, whereby 3 of those years must be in the capacity of supervisor. Candidate must also demonstrate creative problem solving, leadership experience with a high degree of personal and professional integrity, strong organizational and management skills, public and interpersonal skills and the ability to provide intelligent solutions to sensitive issues. Starting wage per hour depending on years of law enforcement experience.

MONTANA

Undersheriff Treasure County Sheriff's Office

PO Box 511
Hysham, MT 59038
406-342-5211

Population: 869
Sworn Officers: 2
Application Deadline: **not stated**

Salary: \$23,000 - \$23,000 per year. The Undersheriff has the same powers and duties as a Deputy Sheriff they will perform law enforcement work such as but not limited to patrol of the county and towns with in the county, enforce state and federal laws along with all traffic laws, write reports on incidents, serve civil papers and criminal warrants, testify in court, investigate criminal activity and traffic accidents, write citation, transport inmates to appointments and court, search and rescue operations, preserve the peace, court bailiff, assist the public and community, takes the role of the sheriff in their absence, and other duties as required by law or the sheriff. This position will require assuming some supervisory duties.

NORTH CAROLINA

Chief of Police Gastonia, City of

PO Box 6175
Gastonia, NC 28056
704-866-6890

Population: 56,000
Sworn Officers: 169
Application Deadline: **not stated**

Gastonia is an All America City and first in NC to be named a Millennium Community serving 68,255 over a 48.6 square mile area located in the Southern Piedmont region of North Carolina, 20 miles west of Charlotte. We are seeking a progressive, team-orientated individual possessing strong administrative, interpersonal, management skills to direct the activities of our Police Department which totals 195, including 173 sworn officers. Successful candidate will be responsible for managing a \$12.1 million budget, while directing all aspects of the department. Must be able to move

the department forward on issues covering Community Relations, Diversity, Customer Service, and Inter-jurisdictional Cooperation. BS/BA in Criminal Justice, Public Administration or related field from accredited institution required, MS/MA a plus. The retiring Chief's salary was \$89,128 within a salary range of \$59,982 to \$108,108. Salary of individual selected will be commensurate with experience. Submit résumé with salary history/requirements and references to: jennifer@jpdavisonline.com or mail to: Jennifer P. Davis Post Office Box 6175 Gastonia, North Carolina 28056-6000 Position Open Until Filled.

Chief of Police Morrisville, Town of

Morrisville, NC 27560
919-463-6153

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

Progressive police department accepting applications for experienced and qualified candidates to fill a key role of leadership and mgmt. Develops and maintains annual budget; provides training plans and develops strategies to achieve goals and objectives of the department and personnel. Desire a progressive community leader with proactive approach to crime prevention. Must possess the ability to build and maintain effective working relationships with citizens, business community, staff, and elected officials. Requires excellent interpersonal skills, leadership abilities and mgmt exp. in the field of law enforcement. Bachelor's degree in law enforcement or related field with 10 or more years of progressively responsible exp. or equivalent combination of education and exper. Salary DOE. For further details or to download an app. you may visit our website at www.ci.morrisville.nc.us. To request an app., you may contact 919-463-6153.

Chief of Police Roxboro, City of

PO Box 128
Roxboro, NC 27573
336-599-3116 ext 223

Population: 8,964
Sworn Officers: 33
Application Deadline: **not stated**

Northern Piedmont Region of North Carolina along the Virginia Border location. Current Police Chief retiring after 30 years department service. Successful candidate must have 10 yrs. of law enforcement experience, incl. a min. of 5 yrs. in a mid/upper managerial and supervisory role. Dept. of 33 sworn officers, 2 administrative personnel, 1 animal control officer and \$2.1 million operating budget. Desire a progressive community leader with high ethical standards, ability to build/maintain effective working relationships with citizens, staff, and elected officials. Applicant should have a combination of education and experience equivalent to associate's degree in criminal justice, police science and/or related field, supplemented by advanced courses in police administration and considerable experience in municipal law enforcement activities. Also, must possess a NC Advanced Law Enforcement Certification and completed minimum requirements established by the NC Justice Training and Standards Council for certified law enforcement officers. Hiring range: \$59,968 - \$62,966, plus benefits. Prefer Applications and resumes to be received by 19 April 2004, however, the City will continue to accept applications and resumes until position is filled. Interested applicants should submit a City of Roxboro application and resume to: City of Roxboro Attn: Human Resources Mgr PO Box 128 Roxboro, NC 27573 Applications available at 105 S. Lamar Street and/or downloaded from the City of Roxboro's website at www.roxboronc.org. or by calling (336) 599-3116 ext. 223 to request an application by mail.

Chief of Fire, Rescue & EMS Services Washington Fire Dept.

PO Box 1988
Washington, NC 27889

Population: 9,583
Sworn Officers: 26
Application Deadline: **3/31/04**

4-year degree in fire science, fire protection, or related field and considerable experience in municipal fire service, or equivalent. NC drivers license and EMT certification or ability to obtain. Reside in city limits within 12 months. Salary range \$46,747 \$69,189 per year.

Fire Chief Weaverville, Town of

PO Box 338
Weaverville, NC 28787
828-645-3500

Population: 2,450
Sworn Officers: 17
Application Deadline: **4/20/04**

The Town of Weaverville has an opening for Fire Chief. Desired minimum qualifications are as follows: A) Graduation from a college or university with a bachelor's degree in fire science, public administration or a closely related field, and B) Seven (7) years of experience in fire or emergency medical service work, three years of which must have been equivalent to a fire lieutenant or higher, or C) An equivalent combination of education and experience. This position requires a candidate to perform a variety of technical, administrative, and supervisory work in planning, budgeting, organizing, directing and implementing fire prevention, suppression and emergency medical services. The Fire Chief works at the direction of the Town Manager. The position requires experience working with paid and volunteer firefighters. Starting salary range is \$37,444 to \$43,041 based upon experience. Please send detailed resume to: Town Manager Post Office Box 338 Weaverville, North Carolina 28787.

Chief of Police Wilmington Police Dept

115 Red Cross St
Wilmington, NC 28401
910-343-3610

Population: 90,000
Sworn Officers: 249
Application Deadline: **4/30/04**

The City of Wilmington, North Carolina, is seeking an experienced law enforcement professional with proven leadership abilities for the position of Chief of Police. The Police Chief will be responsible for a department of 295 authorized employees, 252 sworn and 43 civilians. The Wilmington Police Department currently operates with a \$19.2 million budget and serves an approximate 50 square mile area. The City Council will appoint the Chief of Police, but the chief will report directly to the City Manager. Application Close Date: Friday, 30 Apr 2004 Web Link: File Attachment: Submission Information: Finalist candidates will be required to complete State-mandated forms and City of Wilmington application and the final candidate must pass pre-employment medical examination to include substance abuse screening. To apply, please send a current resume and a cover letter summarizing your qualifications and five references. Send Resume To: Police Executive Research Forum Wilmington Search 1120 Connecticut Ave., NW, Suite 930 Washington, DC 20036 Employer Contact: Contact Email Address: tchowane@policeforum.org Minimum requirements include a Bachelor's Degree from an accredited college or university in fields such as Criminal Justice, Public Administration, Criminology or a related discipline; and ten years of experience in law enforcement. Strong preferences include a Master's Degree in a related field; five years of upper-level management experience; advanced training at the FBI National Academy, Southern Police Institute, Senior Management Institute for Police, or other recognized management development courses; and Advanced Law Enforcement Certification. Candidates should have an established record of success in public safety, public sector management, and community policing. In

addition, candidates must be able to develop an organization to its highest potential to effectively meet the needs of a diverse service population. The candidate must possess the ability to build strong interpersonal relationships and have the demonstrated ability to communicate effectively with sworn and civilian personnel, elected and appointed officials, and all members of the public.

OHIO

Fire Inspector Mason Fire Dept.

6000 Mason-Montgomery Rd.
Mason, OH 45040
513-229-8500

Population: 25,000
Sworn Officers: n/a
Application Deadline: **3/29/04**

Minimum requirements are Fire-fighter I and EMT-B. of application, including all Licensure, certification. Hiring range \$17.22 to \$19.94 per hour. www.imagemason.org.

OKLAHOMA

Police Chief Shawnee Police Dept.

PO Box 1448
Shawnee, OK 74802
405-878-1680

Population: 30,000
Sworn Officers: 53
Application Deadline: **4/16/04**

The ideal candidate will have a Bachelor's degree or equivalent from an accredited college or university with major course work in police science, public or business administration or a related field and ten years of progressively responsible experience in law enforcement with at least five years of managerial experience. Preference will be given to a candidate with managerial experience in a department that had a collective bargaining agreement. Salary will be determined based on individual qualifications.

OREGON

Assistant Police Chief Sherwood Police Dept

20 NW Washington St.
Sherwood, OR 97140
503-625-4244

Population: 11,000
Sworn Officers: 17
Application Deadline: **4/2/04**

Assistant Police Chief - Salary \$4954-\$5469/mth plus 6% City Paid PERS Salary currently under review Submit City application, resume and cover letter by April 2, 2004 at 5:00 PM. Recorded recruitment information is also available by calling the JOB STATUS HOTLINE at (503) 625-4244. Please send completed application materials to: Human Resources - City of Sherwood 20 NW Washington St. Sherwood, OR 97140

PENNSYLVANIA

Chief of Police Cheyney University Police Dept.

1837 University Circle
Cheyney, PA 19319

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

Cheyney University of Pennsylvania seeks applicants for a Director of Public Safety / Chief of Police. The primary responsibilities of the position include, but are not limited to, the management of the Department of Public Safety that includes Campus Police, Fire Safety, Parking Services, and Security. Also will enforce department and university policy, and other duties as required. The candidate must possess a High School diploma and a Bachelor Degree. The candidate must also have 10 years experience as a sworn commissioned law enforcement officer. Requirements include passing a interview panel, background investigation, and physical and psychological examinations. Cheyney University offers a competitive salary and complete medical, dental, vision, and retirement benefits package.

SOUTH DAKOTA

Police Chief Aberdeen Police Dept.

123 S Lincoln St
Aberdeen, SD 57401
605-626-7013

Population: 25,887
Sworn Officers: 39
Application Deadline: **3/26/04**

Starting Salary is \$59,861/year. City of Aberdeen Aberdeen, South Dakota City of Aberdeen (population 25,000) is seeking a professional Police Chief for the administration, direction and coordination of personnel and activities of all divisions of the Police Department. Bachelor's degree in Criminology, Criminal Justice, Administration and six (6) years experience (five in a supervisory capacity or an equivalent combination of experience/education). Applications/information: City of Aberdeen Human Resources 123 S. Lincoln Street Aberdeen, SD 57401 605-626-7013 www.aberdeen.sd.us Closing date for application: March 26, 2004.

Chief of Police Chamberlain, City of

PO Box 66
Chamberlain, SD 57325
605-734-4401

Population: 2,500
Sworn Officers: 6
Application Deadline: **4/2/04**

Six years law enforcement with supervisory experience preferred. Must be South Dakota certified or able to become so within three months. Wages DOE. Excellent benefit package. Call 605/734-4401 for application. Submit application and resume by April 2, 2004, to Chamberlain Finance Office, PO Box 66, Chamberlain, SD 57325.

TEXAS

Chief of Police Corpus Christi Independent School District

PO Box 110 (801 Leopard)
Corpus Christi, TX 78403
361-886-9200

The Corpus Christi ISD is accepting applications for the following position: Chief Police Services Salary range is \$266.91 daily to \$400.37. Position is open until filled. Only completed applications and required documentation received by the given deadline will be considered. This position is being advertised internally and externally concurrently. For applications and job descriptions: www.corpuschristisd.org/ccisdjob@admin.corpus-christi.k12.tx.us - P O Box 110 (801 Leopard) Corpus Christi, Texas 78403-0110 Fax 361-886-9860

Shift Supervisor San Patricio County Juvenile Detention Center

PO Box 1122
Sinton, TX 78387

Accepting applications for a Full-Time Shift Supervisor/Juvenile Detention Officer Duties include: supervision of staff, provide for the safety and security of residents and facility, provide for the health and welfare of residents, work out crisis situations, and perform these and other duties in accordance with policy and procedure. This position is scheduled on a 168 hour/28 day work period which include working on some holidays and weekends. The shift is twelve hours and is at night 6:00pm-6:00am. Requirements: applicants must be at least 21 years old, have a High School Diploma or G.E.D. and have two years of experience working with emotionally disturbed children or in the correctional field as a supervisor, have a valid drivers license and a good driving record. Preference will be given to applicants who have acquired a Bachelor's Degree. Starting salary is \$1,866.00 per month. This is a drug free workplace and a drug screen is required prior to making a job offer as well as a physical, criminal history check and psychological assessment. If interested, please submit an application to Detention Superintendent Edward Salazar, P.O. Box 1122 Sinton, TX 78387. Job is open until filled. Job descriptions are available at the Juvenile Detention Center 107 W. 5th St Sinton, Texas 78387.

Fire Marshall Travis County HRMD

1010 Lavaca Street
Austin, TX 78701

Population: 95,000
Sworn Officers: n/a
Application Deadline: **3/31/04**

\$4,387.07 - \$5,484.27/MO DOE Experience and education equivalent to six years of experience in fire protection, law enforcement, or emergency management of which three years were in a management/supervisory capacity plus a Bachelors degree in emergency management, criminal justice, public administration, fire technology, or related field. Must hold current certification as, at minimum, a Basic Peace Officer under the Texas Commission on Law Enforcement Officers Standards and Education (TCLEOSE). Must also hold current certification as, at minimum, a Basic Structural Firefighter, Basic Fire and Arson Investigator, Basic Fire Inspector under the Texas Commission on Fire Protection. Deadline to apply: March 31, 2004, 5:00 PM. Submit resume by direct mail, e-mail or in person to: Travis County HRMD, Attn: H. Franklin, 1010 Lavaca Street, Austin, TX 78701, resumes.hr@co.travis.tx.us. View the detailed job posting at www.co.travis.tx.us/human_resources/jobs

VIRGINIA

Chief of Police Hopewell Police Dept

300 N Main St
Hopewell, VA 23860

Population: 22,354
Sworn Officers: 48
Application Deadline: **3/25/04**

Salary competitive DOQ plus excellent benefits. Requires bachelor's degree in criminal justice, law enforcement, police science or a related field or equivalent experience and at least ten years experience in law enforcement in a diverse community of similar or larger size with five or more years in a managerial role as a chief, deputy/assistant chief, or in a command level position. Master's degree highly desirable. Significant experience and strong skills in crime prevention and reduction, community outreach/community policing, budgeting, team building and technological innovation as it relates to policing in the

21st century. Self assured as a leader with the ability to inspire, motivate, guide, direct and challenge all department staff to achieve organizational goals and city-wide vision. Excellent written and verbal communication skills and the desire to live and work in a small city environment. The successful candidate will demonstrate outstanding interpersonal skills to build and maintain effective working relationships with the city staff and officials, departmental staff, other law enforcement agencies and members of the Hopewell community and media. Must have, or be able to obtain within six months of employment, certification as a law enforcement officer in Virginia. City residency required. Submit letter of application, detailed resume with salary history and work related references to: John A. Anzivino, Vice President or Roger M. Scott, Senior Vice President, Springsted Incorporated, 1206 Laskin Road, Suite 210, Virginia Beach, VA 23451; Fax 757-422-6617 or e-mail: virginia-beach@springsted.com by March 25, 2004. For further information visit www.springsted.com.

Deputy Town Sergeant Occoquan, Town of

PO Box 195
Occoquan, VA 22125
703-491-1918

Population: 600
Sworn Officers: 2
Application Deadline: **not stated**

A valid Virginia driver's permit and certification as a qualified Virginia Police Officer by a recognized training academy is required.

WASHINGTON

Fire Chief Benton County Fire Protection District No. 4

BCFPD#4, P.O. Box 4248
West Richland, WA 99353
509-967-2945

Population: 15,000
Sworn Officers: n/a
Application Deadline: **3/27/04**

Salary: \$65,000 - \$83,000 plus excellent benefits Benton County Fire District #4 Benton County, Washington Located in West Richland along the scenic Columbia and Yakima Rivers in sunny southeastern Washington in the heart of the Pa-

cific this fire district provides the citizens the fire suppression services, fire investigation, emergency medical services (BLS), annual fire and hazard prevention inspection programs and code enforcement. The Fire Chief reports to a 3 member Commission and is responsible for the management and administration of all fire and rescue services that serve the community. District personnel include six FTE's consisting of the Fire Chief, an Admin Assistant, Training Officer, 3 firefighters and approximately 40 volunteer firefighters, and has a total coverage of 52 square miles. The ideal candidate will be a successful fire manager and leader from a progressive organization and will be experienced in all facets of the fire service. A BA in fire science or a related field, a MA is preferred and a minimum seven to ten years of experience in a comparable or larger agency with extensive experience in a senior management role such as Fire Chief, Deputy Fire Chief or Operations Chief. Benefits: - Full Medical - Dental - Vision Plan - Washington State LEOFF II Retirement - Long Term Disability - Vacation Leave - Sick Leave - 12 Paid Holidays Greg Prothman Prothman Company 126 NW Canal St. Suite 210 Seattle, WA 98107 206-368-0050 * FAX: 206-368-0060 humanresources@prothman.com www.prothman.com

WISCONSIN

Police Chief Ladysmith Police Dept.

PO Box 431, 120 W. Miner Ave.
Ladysmith, WI 54848
715-532-2186

Population: 4,002
Sworn Officers: 8
Application Deadline: **3/31/04**

Bachelor of Science Degree Desired Study of Criminal Justice, Police Administration, Public Administration or related field. Professional Licenses/Certifications: Must be WI LESB certified. 10 years of progressively responsible municipal law enforcement experience; 5 years supervisory or management experience. Experience is necessary in budgeting, investigations, planning, personnel administration, labor relations and community relations. U S Citizen. Residency restrictions apply. Have excellent driving record. Excellent communication skills are re-

quired. Knowledge and skills of computer operation. Ability to work with and at the direction of the Police & Fire Commission. Chief for seven full time officers, one part time officer and one full time support staff. Enforce appropriate state and federal laws as well as municipal ordinances. Provide patrol coverage as needed. Work with and at the direction of the Police & Fire Commission. Provide management, administration, investigation, planning, budgeting and community relations to the department. Computer operation. E.O.E. requires a written examination, oral interview, psychological profile, medical examination, drug screening, and thorough background investigation of the finalist. Benefits: Full benefits package will be available. Company Profile: Municipal government. For an application packet contact: Terry T. Carter Police & Fire Commission City of Ladysmith. Email: tt_carter@centurytel.net.

Chief of Police Manawa, City of

500 S. Bridge St., PO Box 248
Manawa, WI 54949
920-596-2577

Population: 1,343
Sworn Officers: 5
Application Deadline: 4/1/04

Bachelor of Science Degree Desired Bachelor's degree preferred, Associates degree in Criminal Justice, Police Science, considered. Professional Licenses/Certifications: No Licenses or Certifications Requested Vehicle: Required Drivers License: Type: Class D - Regular (Auto, Light Truck, Moped) Required Endorsements: No Endorsement Requested Age: 18 or older Required Experience: Supervisory & management experience essential. Qualifications: No felony or domestic abuse convictions, able to possess firearms, good verbal, written, computer skills. Selection process may include oral, written, psychological, wellness exams, background check. Residency required. Duties and Responsibilities of the Job: The city of Manawa Wisconsin is seeking a police chief to head the city police department. Supervise and manage department. Benefits: Insurance: Health Insurance, Life Insurance, Disability Insurance Leave and Holidays: Sick Leave, Vacation, Paid Holidays Retirement & Financial: Retirement Other Benefits: Clothing allowance. Company Profile: City of Manawa, in the heart of Waupaca County in Wis-

consin. Mail a Resume Submit resume & Wisconsin DJLE-330 application form to City Clerk Cheryl Hass, 500 S Bridge St, P O Box 248, Manawa, WI 54949 by April 1, 2004 Complete job description, phone 920-596-2577.

Correctional Sergeant Wisconsin Department of Corrections

3099 E Washington Ave
Madison, WI 53707
715-240-5508

Population: n/a
Sworn Officers: n/a
Application Deadline: 3/29/04

Correctional Sergeant-Trainee Wisconsin Department of Corrections Division of Adult Institutions Black River Correctional Center Starting Pay is currently \$12.24 per hour with increases (currently \$.40) every 6 months of the training period. This position is responsible for supervising and monitoring inmate behavior, counseling inmates, maintaining records, conducting personal searches, and physically controlling inmates when necessary. This position includes a paid sever-week pre-service training program at the Corrections Training Center. Trainees must meet performance standards including physical fitness, and firearms training, etc. SPECIAL REQUIREMENTS: 1) 18 years or older upon appointment; 2) a valid driver's license upon appointment; 3) because of the need to bear firearms, applicants with felony convictions or misdemeanor domestic violence convictions will not be considered unless they have received a pardon. To request special application/examination materials call (715) 240-5508 or e-mail catharine.walters@edoc.state.wi.us. Deadline date for completed application/examination materials is 4:30 p.m., Monday, March 29, 2004. For additional information please see wiscjobs.state.wi.us/public.

The Brass Key

www.policeexecutive.com

www.fireexecutive.com

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Fax: 847-548-0333
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