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The Police Executive
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The Brass Key

For The Police Executive

Montgomery County Maryland Police Chief Charles Moose

Each issue of The Brass Key will feature a brief profile on a law enforcement executive. Sometimes a newly appointed executive will be our focus, sometimes we will look at a public safety professional who is in the news. We will consider leaders in departments large and small anywhere in the world.

Our first profile was the subject of more media scrutiny than any police chief in recent memory. As the public "point man" during the Washington, D.C. area sniper hunt he was both praised and criticized.

No matter what your opinion of Chief Moose, or how the sniper investigation was handled, he is a significant figure in U.S. law enforcement and someone you should know.

Charles Alexander Moose grew up in Lexington, North Carolina and attended the University of North Carolina in pursuit of a law degree. During his senior year a professor offered his class the opportunity to skip a test by visiting a Portland Oregon Police recruiter on campus

and writing an essay on the experience. He went, did the essay and then accepted a job offer, figuring he would be a cop for a few years before completing his law degree.

He began his career as a police officer in 1975 with the City of Portland, Oregon and rose through the ranks. On June 29, 1993 he became Portland's first African American Police Chief. He retired after 24 years in Portland and on August 2, 1999 was sworn in as the Chief of Police in Montgomery County, Maryland.

He was married, raised two sons, David and Lincoln, then remarried. He now resides with his wife Sandra in Maryland.

Chief Moose has been a national leader on the issue of racial profiling and an advocate of community policing. In 1999 he was instrumental in bringing Oregon police chiefs and union officials together on a resolution against racial profiling. This cooperative action was the first of its kind anywhere in the U.S.

Charles A. Moose, Ph.D.

Career History

8/2/99 - present
Chief of Police,
Montgomery County, MD
1999 - present
Major, District of Columbia
Air National Guard
2000 - present
Adjunct Faculty,
Montgomery College
6/93 - 7/31/99
Chief of Police,
City of Portland, Oregon
1994 - 1999
Adjunct Faculty, Criminal Justice,
Portland State University
1987 - 1998
Major, Oregon
Air National Guard
1992 - 1993
Deputy Chief, City of Portland,
Operations Branch
1991 - 1992 Captain
1984 - 1991 Lieutenant
1981 - 1984 Sergeant
1975 - 1981 Patrol Officer



Chief Charles Moose

Education

Bachelor of Arts, United States
History, University of North Carolina (1975)
Master of Public Administration,
Portland State University (1984)
Ph.D., Urban Studies/
Criminology, Portland State
University (1993)
FBI National Academy, 154th
Session (1988)
FBI National Executive Institute,
17th Session (1994).

Opportunities Featured In This Issue:

AR: Univ. of Arkansas

CA: Irvine Valley College
Palomar College
Pinole, City of

FL: Gulfport, City of

Haines City, City of
Longboat Key, Town of
Mangonia Park, Town of
University of Florida

GA: Dougherty County

IL: Flossmoor Police Dept

La Grange Police Dept
Mounds Police Dept
Sugar Grove, Village of

IA: Grinnell, City of

KS: Andover, City of
Eudora, City of
Iola, City of

MA: Northborough, Town of

MI: Northfield Township

MN: Duluth, City of
McGregor, City of

MS: Canton Police Dept

MO: Highlandville, City of

NE: Bancroft Police Dept

NJ: New Brunswick
New Jersey State Police
NJ Institute of Technology

ND: Crosby, City of

OH: Central State University

PA: Allegheny College
Koppel Police Dept

RI: RI School of Design

SC: Rock Hill, City of
Springdale, Town of

SD: Deadwood, City of

TX: Celina Police Dept

Fairview, Town of
Palestine, City of
Socorro, City of
Trenton, City of

VA: Alexandria, City of
Glasgow, Town of
Portsmouth, City of

WA: Medical Lake PD
Puyallup Police Dept
Vancouver Police Dept
Yakima, City of

WI: Twin Lakes Police Dept

ARKANSAS

Public Safety Commander University of Arkansas Fayetteville

155 S Razorback Rd
Fayetteville, AR 72701
479-575-3145

Population: 15,000
Sworn Officers: 27
Application Deadline: **not stated**

Salary: \$50,000 The University of Arkansas at Fayetteville seeks a Public Safety Commander III, who will assist the Director in establishing policy and procedure standards and administer their implementation, and oversee operations of either the police services or support services division. This position is charged with the responsibility of helping to set goals for the department, staying abreast of legal procedures, and acting as a liaison with other law enforcement agencies. Minimal qualifications: The formal education equivalent to a bachelor's degree (a master's degree is preferred) with a major in criminal justice or related field; plus six years of progressively more responsible experience in law enforcement or related area, including three years in a supervisory capacity. The UAPD is accredited through the Commission on Accreditation for Law Enforcement Agencies, Inc. Forward resume to Lawrence Slamons, Director of Public Safety, 155 S. Razorback Road, Fayetteville, AR 72701 Lawrence Slamons Contact Phone: (479) 575-3145 larrys@uark.edu

CALIFORNIA

Deputy Chief of Police Irvine Valley College

28000 Marguerite Pkwy
Mission Viejo, CA 92692
949-582-4850

Population: 10,200
Sworn Officers: 8
Application Deadline: **1/3/03**

To plan, organize and supervise safety and security operations within the Police Department/Safety and Security Division; to provide highly complex staff assistance to the Chief of Police; and to perform a variety of technical tasks relative to assigned area of responsibility. Receives general direction from the Chief of Police. Exercises direct supervision over security and clerical staff. Requires 5 years of experience in law enforcement, including 3 years of supervisory or lead responsibility. Training equivalent to an

Associate of Arts degree from an accredited college or university with major course work in police science, law enforcement administration, criminal justice, public administration or a related field. For a complete job description, application information and instructions, visit the SOCCCD website at www.socccd.cc.ca.us or contact the Office of Human Resources, SOCCCD, 28000 Marguerite Parkway, Mission Viejo, CA 92692 or call (949) 582-4850.

Chief of Police Palomar College

182 Sentar Pl
San Marcos, CA 92069
760-744-1150 x2200

Population: 26,000
Sworn Officers: 19
Application Deadline: **1/3/03**

Palomar Community College, located 30 miles north of San Diego and 10 miles from the beach, invites applications for our position of Chief of Police. Starting salary: \$4,611.81 per month with full benefits. Minimum Qualifications: Any combination of experience and training that would likely provide the required knowledge and abilities is qualifying. In most cases the background required would be: currently employed as a full time California peace officer, with at least ten years of progressive experience in California law enforcement, five of which should be as a supervisor, sergeant, or above; and equivalent to a bachelor's degree from an accredited college or university with major coursework in Criminal Justice Administration, Police Science, Public Administration, Business or a related field; and possession of a POST Supervisory Certificate. Close Date: January 3, 2002 For full position announcement and downloadable application Visit www.palomar.edu/police/ for complete information: Please call with any questions.

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.

Forensic Section Supervisor

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.
www.santa-monica.org/hr

FLORIDA

Police Lieutenant Gulfport, City of

2401 53rd St S
Gulfport, FL 33707
727-893-1021

Population: 12,000
Sworn Officers: 30
Application Deadline: **12/27/02**

The City of Gulfport is currently seeking qualified applicants who have Current FL CJSTC certification, possession of a Bachelor's Degree in Criminal Justice, Public Administration, Law or a related discipline, a min. of 3 yrs at the rank of Sergeant with the Gulfport Police Dept, or 7 yrs at a supervisory or command rank at another Florida Law Enforcement Agency. Salary Range \$50,149 to \$73,718 annually. Successful candidate will complete extensive background investigation including polygraph & psychological evaluation. Applications accepted through December 27, 2002 and should be sent to City Hall or emailed to jvaldes@ci.gulfport.fl.us. Phone 727-893-1021, Fax 727-893-1005.

Chief of Police Haines City, City of

PO Box 1507
Haines City, FL 33845-1507
863-421-3600

Population: 13,500
Sworn Officers: 42
Application Deadline: **1/31/03**

Salary: \$51,306-\$71,829 Graduation from an accredited college or university with a Bachelor's degree in police or public administration or a related field, supplemented by extensive training in police science and administration. Master's degree preferred. Have a minimum of ten years' experience in

law enforcement with five of those years in a supervisory or management capacity; or an equivalent combination of training and experience. Certified State of Florida Law Enforcement Officer (or comparative compliance within six months of employment). Possession of a valid Florida driver's license. This is responsible administrative and technical police work in the direction of all employees and activities of the police department. Work involves responsibility for the protection of lives and property in the city through the supervision of all police functions. Duties include efficient operation of the police department through the control of activities, assuring that order is maintained and assuring that laws and ordinances are enforced. Work is performed with considerable independence and latitude in the conduct of police operations and is subject to the direction of the city manager. contact: Ruth Lovejoy P.O. Box 1507 Haines City, FL 33845-1507 Phone: (863) 421-3600 Fax: (863) 421-3663 Email: Rlovejoy@verizon.net www.ci.haines-city.fl.us

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 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 Chief
Mangonia Park, Town of
1755 E Tiffany Dr
Mangonia Park, FL 33407
561-848-2513

Population: 2,500
Sworn Officers: 18
Application Deadline: **not stated**

Min. 10 years exp. with 5 years in supervision or management. Fax resumes to (561) 848-6940; or mail to Town of Mangonia Park, e-mail: mangonia@bellsouth.net

Chief of Police
University of Florida
Bldg 51 Museum Rd
Gainesville, FL 32611
352-392-4621

Population: 65,000
Sworn Officers: 90
Application Deadline: **1/13/03**

The University of Florida is currently recruiting for the Director, Safety and Security (Chief of Police). The University of Florida is a comprehensive land-grant university, a member of the Association of American Universities, and one of the nation's largest universities, enrolling over 47,000 students annually. The University's Police Department, a nationally accredited and State of Florida accredited law enforcement agency, is established to provide protection and service to the university community. Currently, the department employs 164 personnel, 90 sworn law enforcement officers and 74 non-sworn support personnel, with a budget of over \$7 million. The Chief of Police oversees all personnel and directs and coordinates all the activities of the University of Florida Police Department. Minimum qualifications: Master's degree in criminal justice or related field and six years of relevant experience or bachelor's degree in same and eight years of experience. Must be able to meet minimum employment standards as required by the Florida Criminal Justice Standards and Training Commission. Preferred qualifications: Extensive knowledge of law enforcement operations and criminal justice system. Salary: Negotiable based on qualifications and experience. The University of Florida also has a generous benefits and leave package. Please submit cover letter, resume, and a list of three references to

Melissa Curry, Human Resources, PO Box 115002, Gainesville, FL 32611; fax to (352) 392-7094; or e-mail MS Word documents to melissa-curry@ufl.edu. Reference LP# 825440. If an accommodation is needed to apply due to a disability, please call (352) 392-4621 or the Florida Relay System at 1-800-955-8771

GEORGIA

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

ILLINOIS

Fire Training Administrator
Flossmoor Police Dept

2800 Flossmoor Rd
Flossmoor, IL 60422
708-957-4500

Population: 8,700
Sworn Officers: 17
Application Deadline: **12/20/02**

Salary range is approximately \$46,918 to \$58,648 after four years. Competitive benefits, uniform allowance, life insurance, health insurance, paid holidays, vacations and State pension plan. Qualifications: State of Illinois Firefighter III, Fire Instructor II, Paramedic license South Cook County EMS approved, an Associates degree in Fire Science, and a valid State of Illinois drivers license are required at time of application. Candidates must be 21 to 35 years of age, and be able to successfully pass a written test, physical ability test, assessment cen-

ter process, oral interview, background investigation, psychological and medical examinations. Residency requirement: within 5 miles of the Flossmoor Village Hall

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 functions 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 bachelor's 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

Police Chief
Mounds Police Dept

217 1st St
Mounds, IL 62964
618-745-6114

Population: 1,400
Sworn Officers: 4
Application Deadline: **12/13/02**

The City of Mounds, Illinois is now taking applications for Chief of Police. Applications can be picked up at City Hall, M-F, 8:30am-4:30pm. Apps must be returned to City Hall Office no later than 12/13/02. Call 618-745-6114 for information.

Chief of Police
Sugar Grove, Village of

10 Municipal Dr
Sugar Grove, IL 60554
630-466-4507

Population: 5,200
Sworn Officers: 8
Application Deadline: **see below**

Sugar Grove, Illinois, located in Kane County, is 36 miles west of Chicago off I-88 at US Routes 47 & 30. A peaceful village with rural roots, in rapid transition from a small residential community to an economically diverse full-function community with an expected population of 15,000 by 2010. The Village is seeking an experienced, progressive individual to lead its Police Department and its commitment to developing and implementing a comprehensive community policing program. Current staff consists of 9 sworn full-time officers, part-time officers of 1 FTE and 1 civilian position. Educational Re-

quirements: A bachelors degree and graduation from Staff and Command or the FBI Academy is preferred. Significant law enforcement management experience in a similar environment is required. Other Requirements: Residency within a 10-mile radius required within 18 months. Additional Information: A recruitment profile is available on the Village web site at Salary Information: \$60,000+ DOQ. Contact: Interested and qualified candidates should apply at once, with resume, salary history and expectations, and five references to Brent M. Eichelberger, Village Administrator, Address: Village of Sugar Grove P. O. Box 49, Sugar Grove, IL 60554 Phone: 630-466-4507 Fax: 630-466-4521 Email: beichelberger@sugar-grove.il.us

IOWA

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.

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**

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.

Police Chief Iola, City of

PO Box 308
Iola, KS 66749
620-365-4960

Population: 6,300
Sworn Officers: 18
Application Deadline: **12/20/02**

The City of Iola is accepting applications for the position of Police Chief. This position reports to the City Administrator and manages and/or oversees the activities of 30 employees involved in Police, 911 Emergency Dispatch, Animal Control and Court Services. The Chief plans, organizes and directs the activities of the Police Department utilizing 3 Lieutenants. Salary range is \$32,240-\$39,655 DOQ. A Bachelors degree in Criminal Justice or a closely related field plus 7 years of progressively related experience is required. Please send resumes to: Human Resources, City of Iola, PO Box 308, Iola, KS 66749, fax to 620-365-4906 or e-mail to: hrmanager@iolaks.com

MASSACHUSETTS

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 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

Police Chief Northfield Township

PO Box 576
Whitmore Lake, MI 48189
734-449-8900

Population: 8,252
Sworn Officers: 20
Application Deadline: **1/17/03**

The Township of Northfield is seeking qualified applicants. The area is mostly rural, 36 sq. mi., with Highway U.S. 23 traveling the length of the Township. The dept. consists of a 10 full time, 5 part time and 5 auxiliary officers. Required qualifications include: MCOLES certification, Bachelors degree or higher in criminal justice or related field and/or at least 10 years of responsible law enforcement experience, including command experience; strong leadership ability with solid background in operations and finance. Successful applicant must pass a physical exam, drug screen test and criminal and personal background checks. Salary range \$55,000-\$70,000, depending on experience, with full benefits package. The Police Chief reports to the seven member Township Board. Send cover letter, resume, salary history & 5 references to the Northfield Township Clerk, P.O. Box 576, Whitmore Lake, MI 48189.

MINNESOTA

Police Chief Duluth, City of

HR Div., Rm 313 411 West 1st St.
Duluth, MN 55802
218-723-3224

Population: 86,000
Sworn Officers: 141
Application Deadline: **12/20/02**

Salary: \$5,233-\$7,924 Minimum qualifications include bachelor's degree, extensive law enforcement experience including 5 years' management or administrative experience. Must possess strong leadership and communication skills. Reports to the chief administrative officer and manages a 179-person department. contact: City of Duluth Human Resources Room 313 411 West 1st Street Duluth, MN 55802 Phone: (218)723-3224 www.ci.duluth.mn.us

Police Chief McGregor, City of

PO Box 100
McGregor, MN 55760
218-768-2717

Population: n/a
Sworn Officers: n/a
Application Deadline: **1/3/03**

Applicants must be MN POST Board license or eligible to be licensed. Salary is \$14.00/hour with benefits.

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

Chief of Police Highlandville, City of

298 Garges Blvd
Highlandville, MO 65669
417-443-2326

Population: 872
Sworn Officers: n/a
Application Deadline: **12/13/02**

Salary: \$22,000 Missouri P.O.S.T. Certified General responsibilities associated with position of police chief which may include but not be limited to, establishing policies and procedures for newly formed department, enforcing city ordinances, patrol city, supervising subordinates. contact: Mayor Lee Coates.

NEBRASKA

Chief of Police Bancroft Police Dept

500 Main St
Bancroft, NE 68004
402-648-3331

Population: 550
Sworn Officers: 1
Application Deadline: **12/14/02**

The Village of Bancroft is taking applications for Chief of Police. Application deadline is December 14, 2002. Employment date to begin January 1, 2003. Certification is preferred. For a job application call the Village Clerk at 402-648-3332, the Chief of Police at 402-648-3331. Or, mail a resume to the: Bancroft Police Department P.O. Box 56 Bancroft, NE 68004 Wages and Benefits are negotiable

NEW JERSEY

Chief of Police Rutgers University

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

Population: 33,000
Sworn Officers: 65
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

Superintendent New Jersey State Police

PERF, 1120 Connecticut Ave., NW
Ste 930
Washington, DC 20036

Population: n/a
Sworn Officers: 2,700
Application Deadline: **2/15/03**

The successful applicant must have proven organizational and management skill; must be committed to implementing police reforms and standards of accountability; and must have a proven record of integrity and leadership. He or she must be prepared to achieve organizational and operational changes mandated in a Federal Consent Decree. Familiarity with high-tech policing and with advanced policing concepts preferred. A four-year college degree and a minimum of eight years of administrative experience in policing or criminal justice are required. An advanced degree is preferred. The state of New Jersey seeks a superintendent to lead its state police agency of approximately 2700 officers and 1200 civilians. Headquartered in the state capital, Trenton, the NJSP has the responsibility for providing police services to rural communities, full-time services to 74 municipalities and part-time or supplemental services to 22 municipalities. The NJSP also provides general police services on contract to the New Jersey Turnpike, the Garden State Parkway and the Atlantic City Expressway. The Division of State Police comprises nine main sections: field operations, investigations, intelligence services, special and technical services, emergency management, office of professional standards, records and identification, administration section, and the division staff section. The largest component is field operations, which encompasses the division's overall highway safety effort and is responsible for the five troops located throughout the state. The superintendent is appointed by the governor and reports to the state attorney general. The division's budget is approximately 300M. To apply, send a resume, a list of five professional references and a one-page letter summarizing your qualifications to: Police Executive Research Forum 1120 Connecticut Ave, NW, Suite 930 Washington,DC 20036

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.

NORTH DAKOTA

Police Chief/Patrolman Crosby, City of

PO Box 67
Crosby, ND 58730
701-965-6359

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

Now hiring Police Chief/Patrolman. 1,000 population rural city/county seat. Salary negotiable based on experience/certification. Competitive benefit package. Send application/resume to: City of Crosby PO box 67 Crosby, ND. 58370

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 candidate 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.

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

RHODE ISLAND

Assistant Director of Public Safety Rhode Island School of Design

2 College Street
Providence, RI 02903
401-454-6376

Population: 2,000
Sworn Officers: 20
Application Deadline: **not stated**

Assistant Director of Public Safety Serves as second in command within the department. Supervises daily public safety services operations and provides 24-hour administrative on-call coverage of all serious incidents and activities occurring within the College. Ensures adequate staffing grid approves overtime and

scheduling changes. Provides training to department members. Directs campus safety/crime prevention programs. Requires Bachelor's in law enforcement or equivalent combination of education and experience (related area and/or security industry/police training preferred); at least 5 years' progressively responsible experience with a law enforcement agency; passing of pre-employment physical, fingerprinting, National Crime Records Check and driver's record check. For a complete job description, please visit our website: www.risd.edu Interested candidates should forward their resume to: Human Resources

SOUTH CAROLINA

Police Chief Rock Hill, City of

HR Dept., PO Box 11706
Rock Hill, SC 29731
803-329-7225

Population: 50,289
Sworn Officers: 107
Application Deadline: **3/7/03**

Salary Range is \$64,430 - \$99,856 depending on qualifications. City of Rock Hill – Population 50,289 Rock Hill, South Carolina An award-winning city located in the center of the Carolinas, 25 miles south of the Charlotte, North Carolina metropolitan area. Police Department is nationally accredited by the Commission on Accreditation for Law Enforcement Agencies (C.A.L.E.A.). Council-manager form of government. Qualifications: Personal integrity and record of achievement in community policing, crime prevention and detection, and neighborhood involvement. Strong administrative and employee relations skills. Willingness to be visible and accessible to all citizens and to build positive relationship with various community groups. Reports to City Manager. Oversees \$8 million dollar budget and 150 employees. Bachelor's in criminal justice or public administration or related field and 10 years progressively responsible experience, most recently at the senior level. To apply, submit resume to Human Resources Department

Chief of Police Springdale, Town of

2915 Platt Springs Rd
Springdale, SC 29170
803-796-3160

Population: 3,500
Sworn Officers: 10
Application Deadline: **not stated**

Salary Range \$36K-\$42K. Springdale is located just west of Columbia near the Metro Airport. Department consists of 8 officers and 1 support person. Requires min. 3 years law enforcement at super. level. Must demonstrate record in community oriented policing, leadership & communication skills, administrative & employee relations skills. Must be easily accessible to citizens and businesses within the community. Chief is integral part of town mgmt team, emphasis on team. Reports to Town Administrator. Send resume, cover letter, and references to Ross Beebe, Town Administrator, 2915 Platt Springs Rd. Springdale, SC 29170

SOUTH DAKOTA

Police Chief Deadwood, City of

102 Sherman St
Deadwood, SD 57732
605-578-2623

Population: 1,830
Sworn Officers: 10
Application Deadline: **12/20/02**

The City of Deadwood is accepting applications for position of Police Chief. Wages DOE. Interested parties should have completed the Law Enforcement Officers Standards and Training Academy Certification or equivalent. Candidate must have successfully completed a minimum of Associate Degree in a related field from an accredited college or university. Applicants should submit a resume no later than 5pm. December 20, 2002. Mail resume to Deadwood Finance Office at 102 Sherman Street Deadwood, SD 57732.

TEXAS

Chief of Police Celina Police Dept

302 W Walnut St
Celina, TX 75009
972-382-2121

Population: 2,500
Sworn Officers: 7
Application Deadline: **12/31/02**

A minimum of seven years as a commissioned peace officer, with at least three years' experience in a supervisory capacity with budget responsibilities; command experience desired. Minimum education of a four-year degree from an accredited university required, bachelor's in criminal justice, police science, public administration or related field preferred. Must possess or be capable of obtaining an advanced certification from TCLEOSE. Must have record of integrity, teamwork, positive hands-on leadership, modern police techniques, interagency collaboration, Texas state accreditation and strong communication skills. The chief of police plans, directs and evaluates the 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 city administrator, the chief of police supervises the maintenance of police-related records, conducts routine patrol duties, responds to calls for service and assistance and coordinates all communications within the department as needed. Celina, Texas, is located north of Frisco, Texas, (the second-fastest-growing city in the U.S.A.). Celina is one of the top 10 fastest-growing small cities in North Texas. The planning area for Celina incorporates approximately 99 sq. miles. Candidates considered for this position must be able to plan/direct a department during periods of expansive growth with a fiscally conservative environment. contact: Carl Nielson The Nielson Group P.O. Box 922 Prosper, TX 75078 Phone: (972) 346-2892 Fax: (972) 346-3326 Email: CelinaPoliceChief@nielsongroup.com
www.nielsongroup.com

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 Palestine, City of

501 N. Queen Street
Palestine, Texas 75801
972-235-5912

Population: 18,000
Sworn Officers: 37
Application Deadline: **1/6/03**

Palestine is located 108 miles SE of Dallas and 150 miles north of Houston in scenic East Texas, 35 miles east of I-45. The County Seat of Anderson County, Palestine affords its citizens superior municipal services and quality of life that includes a diverse citizenry, affordable housing, competitive public schools, and outdoor recreational opportunities. Palestine hosts over 1,800 historic sites and serves as a regional trade, medical and tourism destination. Reporting directly to the City Manager, the Police Chief will participate as a member of the city's executive team and provide leadership to a department of 37 officers and six non-sworn employees, operating under State Civil Service statutes. The City seeks an experienced, visionary law enforcement professional who is committed to customer service and community interaction. Outstanding leadership and administrative skills, exceptional oral and written communications ability, and unquestioned personal and professional ethics are sought. Requires a minimum of five years progressively responsible municipal law enforcement experience including a mini-

mum of three years supervisory experience. Associates degree in criminal justice or a related field (Bachelor's degree preferred) and a minimum of Intermediate certification from TCLEOSE, or eligibility to obtain Texas peace officer status, is required. Completion of the FBI National Academy or similar advance training is preferred. Salary range from \$49,231 to \$73,982 DOQ with use of city vehicle and full range of benefits. Interested candidates can apply on line at www.ralphandersen.com using the Resume Submittal(tm) feature or call (916) 630-4900 for more information. Closing date: January 6, 2003. For questions, contact Mr. Rohre in Dallas at (972) 235-5912. Under Texas open records statues, names of applicants are subject to public disclosure. Detailed brochure available at www.ralphandersen.com.

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. TCLEOSE 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

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.

Police Chief Portsmouth, City of

801 Crawford Street
Portsmouth, VA 23704
757-393-8622

Population: 100,565
Sworn Officers: 250
Application Deadline: **2/28/03**

A progressive city government, implementing team-oriented management concepts focused on renewal of its community with a population of 100,565, is seeking an innovative, motivated professional to lead, plan, organize & direct all operations of the Portsmouth Police Department, with a staff of 323 employees. Operates under the council-manager form of government, reporting to the City Manager. Requires initiative, ability to work cooperatively with multiple levels of organization, effective decision making, budgeting, & sound technical skills in law enforcement, criminal justice & public safety. Salary: \$62,044 - \$83,760 plus automobile & competitive fringe benefits. Education/Experience: Bachelor's degree in Police Administration, Criminal Justice or a related field, & 10 to 15 years of progressively responsible experience in law enforcement work, including 3 to 5 years of major command responsibility; or any equivalent combination of training & experience which pro-

vides the required skills, knowledge & abilities. Candidate must obtain a DCJS Police Officer Certification & possess a valid Virginia driver's license. Please apply to: City of Portsmouth, Department of Human Resource Management, 801 Crawford Street, Portsmouth, VA 23704. Resumes are accepted along with a City of Portsmouth application available from the Department of Human Resource Management, phone (757) 393-8622, fax (757)393-8697, Internet website, or any Virginia Employment Commission. EOE. www.ci.portsmouth.va.us

WASHINGTON

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 Department employs 51 sworn officers 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.

Assistant Police Chief Vancouver Police Dept

300 E 13th St
Vancouver, WA 98660
360-619-4104

Population: 135,000
Sworn Officers: 176
Application Deadline: **12/15/02**

Salary: \$77,016 - \$98,304/yr Qualifications: Five years of progressively responsible experience in law enforcement including three years in an administrative capacity at the rank of captain, commander or above ranks is required. A bachelor's degree from an accredited college is also required. Responsibilities: The Vancouver Police Department is comprised of patrol, tactical operations and administrative services divisions. The department employs 176 sworn officers and 30 civilians. The annual budget is 19 million. Please visit www.vanpolice.org for more information about the department. The assistant chief will assist in the management and oversight of all activities and operations of the police department. contact: Lee Knottnerus P.O. Box 1995 Vancouver, WA 98668 Phone: (360) 619-4104 Fax: (360) 696-8176 Email: lee.knottnerus@ci.vancouver.wa.us www.vanhr.org Please send your cover letter and resume

Chief of Police Yakima, City of

HR Div., 129 N. Second St.
Yakima, WA 98901
509-575-6090

Population: 64,382
Sworn Officers: 117
Application Deadline: **12/13/02**

\$6,295min. to \$7,647max .per month. The City is now accepting applications for the exempt position of Chief of Police of the Yakima Police Department. To apply each applicant must submit a or E-Mail to asutton@ci.yakima.wa.us, including the following: background and experience for the position; chronological educational background; training courses completed; certifications/licenses held; chronological listing of all positions/ranks held; total years of department service; special recognitions and accomplishments, professional affiliations. Supplemental application; finalist interviews with interested parties and City Management. Under the admin-

istrative direction of the City Manager, is responsible for the administration, planning and coordination of all Police Department activities and community policing programs. Supervises subordinate officers and reviews their activities. Involved in the formulation and adoption of policies, procedures and regulations for the Department; making decisions pertaining to emergency police procedures. Ensures that appropriate information is provided to the City Council, City Management, public and the news media regarding major crimes and incidents and ongoing investigations. Work also includes the preparation of the annual budget for City management/ City Council review; the appointment of Department staff based upon Civil Service examinations and labor contract provisions; analysis of needs for police facilities, equipment and personnel; negotiation and administration of police employee labor contracts, and coordination of departmental activities with other City departments, emergency agencies and neighborhood/community groups. Qualifications include: Current or previous experience serving a Law Enforcement Agency in an increasingly responsible commissioned supervisory/administrative capacity, including two years at a level equivalent to Police Lieutenant or two years at level of Police Captain. A Bachelor's Degree in Criminology, law enforcement, law, or a related field is desirable. FBI Academy or Washington State Police Academy Training/Certification is desirable. HOW TO APPLY: Submit a personal resume as required above to the Human Resources Division. For additional information contact Archie Sutton at 509-575-6124.

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.

The Police Executive www.thepoliceexecutive.com

Checkpoint Press, Inc
872 S Milwaukee Ave., #270
Libertyville, IL 60048

Phone: 847-548-0222
Fax: 847-548-0333
Kevin@theblueline.com

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