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For The Public Safety Executive

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The Brass Key

For The Public Safety Executive

Saint Paul's New Chief

John Harrington Takes Over in "The Other Twin City"



St Paul, MN Police Chief John Harrington

BY MARA H. GOTTFRIED Pioneer Press

St. Paul's new police chief begins restructuring the department today, creating a separate unit to investigate domestic violence cases, merging the training and internal affairs units to offer alternatives to disciplining officers, and organizing first responders under the same umbrella.

The changes are part of the approach John Harrington, whom Mayor Randy Kelly will swear into office today, said he wants to take to highlight the department's strengths.

To guide his decisions, Harrington said, he looked at the department from a business perspective. He used 3M as an example, pointing to it making "the best adhesives and abrasives in the world" but not manufacturing cars.

"They have decided there's certain things they're really good at it," Harrington said in an interview this week. "We reorganized things along that continuum of what are the things the St. Paul Police Department does best."

Harrington, who replaces the retiring William Finney, also has developed what he calls the four cornerstones of the department: excellence, ethics, empathy and education.

Though restructuring is taking place throughout the department, a few changes will be more noticeable to citizens than others.

One is moving the Emergency Communications Center to the division that houses the patrol divisions.

In the past, a citizen who called 911 and was upset about the way the call was handled wouldn't have one supervisor to complain to, Harrington said.

"You could have called the patrol commander, and he would tell you, 'The dispatcher issue isn't in my division at all, and there's nothing really I had to do with that. We just go where the dispatcher sends us,'" Harrington said. "And you could call the dispatcher's supervisor, and they would say, 'Well, I don't know why the cop would tell you that. We just do the best we can here.'"

Now, the patrol and communications divisions will answer to the same person, Harrington said.

The crimes against persons unit previously included domestic violence investigations, but those cases often "didn't rise to the level of homicides and some of the other high profile crimes, though they're far more endemic," Harrington said.

They'll now be investigated in the separate family and sexual violence unit.

The training unit will be grouped with the internal affairs unit.

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Opportunities Featured In This Issue:

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Department of Corrections
Corrections DC Administrator

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Kerman Police Dept
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Chief of Police
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Chief of Police
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Director of Public Safety

NORTH CAROLINA

Ramseur Police Dept.
Police Chief
 Rocky Mount Police Dept
Chief of Police

OHIO

Delaware Police Department
Chief of Police

OKLAHOMA

Chickasaw Nation Police Dept.
Police Chief & 6 Officers

OREGON

Coos Bay Fire Dept.
Battalion Chiefs

RHODE ISLAND

Providence VA Medical Center
Chief of Police

SOUTH DAKOTA

Martin Police Department
Police Chief

TENNESSEE

Knoxville Police Dept
Chief of Police

TEXAS

Bridgeport Police Dept
Police Sergeant
 College Station Police Dept
Police Chief
 Irving, City of
Chief of Police
 Kennedale, City of
Fire Chief
 Texas Tech University
Chief of Police

VIRGINIA

Albermarle County Fire and Rescue
Assistant Fire Chief
 Newport News, City of
Police Chief

WEST VIRGINIA

Morgantown Police Dept
Police Chief

WISCONSIN

Kenosha, City of
Fire Chief
 Whitefish Bay Police Dept
Police Chief

WYOMING

Laramie County Human Resources Office
Combined Communications Manager

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Chief Harrington

(Continued from page 1)

"A lot of times people file a complaint and say, 'Oh, I don't necessarily want the officer suspended or fired, what I want is the officer to be corrected,'" Harrington said, adding that the goal is to improve an officer's performance through training.

The St. Paul police union hasn't analyzed the restructuring, but President Dave Titus said officers have been braced for changes and are expecting Harrington will have good ideas.

Jocelyn van Toor, West Side Safe Neighborhood Council executive director, applauded the changes Harrington is making, but particularly the idea of discipline being less punitive and more corrective.

She hears people, especially young people, complain about the way some officers treat them.

"I don't want to see officers get in trouble, but I want them to learn to see the department being even more neighborhood friendly," she said. "Their reputation could soar if they would get to know that instead of acting tough with youth and trying to make them shape up. ... They can be friendly and set a good example."

ARIZONA

Corrections DC Administrator Arizona Department of Corrections

1601 West Jefferson Street
Phoenix, Arizona 85007
602-771-2100 ext. 254

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

Salary range: \$50,077-\$85,675 per year. Ten years of responsible correctional experience, five of which includes managerial or administrative experience at a command level OR a Bachelor of Science Degree in Criminal Justice/ Corrections, Public Admin., Business Admin. or Sociology/ Social Science from an accred. college/university & completion of prof. development program. For information contact: Personnel Recruiter at www.adcprisoninfo.az.gov.

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CALIFORNIA

Commissioner California Highway Patrol

PO Box 942898
Sacramento, CA 94298
916-657-7152

Population: n/a
Sworn Officers: n/a
Application Deadline: **7/10/04**

The Office of Governor Schwarzenegger is seeking applicants for the position of Commissioner of the California Highway Patrol. As the top executive officer of the Department, the Commissioner is responsible and accountable to the Secretary of the Business, Transportation and Housing Agency, for the total operation of the Department. The Commissioner will exercise all powers and performance of all duties necessary to carry out and affect those purposes and requirements vested by law in the Department. The Commissioner is responsible for planning, organizing and directing the activities of the Department as it relates to state government, through establishment of policies, guidelines, and directives of the Department. The Commissioner represents the Department before legislative bodies, governmental groups and agencies, and civic groups, including conferences and conventions of professional organizations on matters of critical or significant importance to the Department, and will act as a

member of, or advisor to, governmentally established boards, committees and associations. The Commissioner is responsible for managing a staff of approximately 10,550 and a budget of approximately \$1.3 billion. Candidates should possess experience managing a law enforcement agency and should be well-versed in all aspects of budgeting, personnel management, legislative advocacy and public administration. The Governor appoints the Commissioner with the advice and consent of the California State Senate, and the Commissioner serves at the pleasure of the Governor. A candidate for Commissioner shall have resided within the State continuously for at least five years immediately preceding appointment. The statutory salary is \$131,412 annually. To apply, please e-mail your resume to the Governor's office at CHP.Commissioner@gov.ca.gov.

Chief of Police Imperial Police Dept.

420 S. Imperial Ave.
Imperial, CA 92251
760-776-8186

Population: 9,500
Sworn Officers: 11
Application Deadline: **7/9/04**

Salary: \$67,000-\$75,000 per year. The ideal candidate will have a minimum of ten years of law enforcement experience with a municipal agency with at least three years as a Lieutenant or higher. The ability

to be certified by the California Commission on P.O.S.T. is required. A Bachelor's degree in a related field from an accredited college or university is required. The Police Chief reports to the City Manager and is a key member of the City's leadership team. Due to the growth of the city, it is anticipated that a new police headquarters and a new Police/Fire Sub-Station will be constructed to serve and protect the growing community in the immediate future. A strong background and experience in developing positive community and inter-agency partnerships and program management is highly desirable. The successful candidate should possess an open management and communications style, and should be comfortable having a visible presence in a community with "small town" values. He or she should also have knowledge of planning and design of police facilities and dispatching operations.

Police Sergeant Kerman Police Dept

850 S Madera Ave
Kerman, CA 93630
559-846-6633

Population: 8,900
Sworn Officers: 20
Application Deadline: **not stated**

Salary range \$3,255-4,362 per month. 2 yrs of recent experience as a Police Officer required.

Chief of Police Morgan Hill, City of

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

Population: 34,300
Sworn Officers: 33
Application Deadline: **not stated**

We seek a strong, dynamic leader who can build trust within the department, with other City staff and with the community. Strong candidates will be professionals with a proven track record of establishing and reaching goals, communicating expectations as well as direction, and building strong partnerships. The Chief reports to City Manager Ed Tewes and serves as a member of the City's Executive Team. Applicants who best meet the selection criteria will be asked to respond to a supplemental questionnaire. Closing date is June 11, 2004. Top candidates will be invited to a day of interviews during the week of June 28; final interviews the week of July

6. The person selected will undergo a comprehensive background check, a polygraph exam, a psychological evaluation, a medical exam and a drug screen. Salary range: \$110,100-\$137,640 annually plus 2.5% performance pay; 3% at 50 PERS; generous medical and leave benefits; STD, LTD and life insurance; 13.5 paid holidays. For application materials, contact the City's HR Director at 408/779-7278. Send your resume, completed City application and letter of interest to: City of Morgan Hill, 17555 Peak Avenue, Morgan Hill, CA 95037 A City application is available on the City's website at <http://www.morgan-hill.ca.gov>.

Chief of Police Orland Police Dept

817 Fourth St
Orland, CA 95963
530-865-1616

Population: 6,281
Sworn Officers: 10
Application Deadline: **9/3/04**

Strong candidates will be professional with a proven track record of establishing and reaching goals, communicating expectations and direction, and building strong partnerships. Orland is a City Manager/Council, general law city. The Chief reports to the City Manager and serves as a member of the City's Executive Team. Applicants who meet the selection criteria will be asked to respond to a supplemental questionnaire. Requirements: extensive experience in major facets of policing, including at least three years of mid-management experience. A bachelor's degree and POST management certificate are highly desirable. Selected candidates will be subject to both City and Citizens review panels. The person selected will undergo a comprehensive background check, a polygraph exam, a psychological evaluation, a medical exam and a drug screen. Salary range \$49,753-\$63,530 annually, plus incentive pay; 3% @ 50 PERS; generous medical and leave benefits; Life insurance; 96 hours Holiday Pay. EOE. Interested candidates should submit resume, cover letter with current salary and five professional references by Friday, September 3, 2004 to: Joseph Riker, City Manager, 815 4th Street, Orland, CA 95963 Phone: 530/865-1603 Fax: 530/865-1632 Email: citymanager@cityoforland.com.

COLORADO

Fire Chief Eaton Fire Dept.

50 South Maple Avenue
Eaton, Colorado 80615
(970) 454-2115

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

Candidates for the position shall have a minimum of ten years career experience in a combination career/volunteer fire department with at least three years of responsibility in a Battalion Chief position or above. An eligible candidate shall hold a Bachelor's Degree in a related field, hold minimum Colorado certification levels of EMT-B and Fire Officer II or equal. Go to website for application and instructions. <http://www.eatonfire.org>.

Police Chief & Police Officer Gilcrest Police Dept

332 3rd St
Gilcrest, CO 80623
970-737-2426

Population: 1,162
Sworn Officers: 4
Application Deadline: **not stated**

Call for information.

CONNECTICUT

Police Chief Torrington Police Dept

576 Main St
Torrington, CT 6790
860-489-2000

Population: 38,000
Sworn Officers: 70
Application Deadline: **7/13/04**

Qualifications: B.S. in Police Science, Law Enforcement Administration or related field + 20 yrs of broad and progressively responsible law enforcement exp incl. at least 5 yrs as supervisor in the rank of Captain or higher. Residency req'd. within 6 mos. of employment. Salary: \$82,885 per year. Contact: Personnel Dept., 140 Main St., Torrington, CT 06790; Ph: 860-489-2394 for req'd City application form.

FLORIDA

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

GEORGIA

Chief of Police Conyers Police Dept.

1184 Scott St.
Conyers, GA 30012
770-483-6600

Population: 10,689
Sworn Officers: 43
Application Deadline: **9/1/04**

Bachelor's degree in Public Administration, Criminal Justice, or related field required. Master's degree preferred Five (5) years of progressively responsible supervisory and management experience including all phases of law enforcement. Competitive benefit package includes paid group, health, and life insurance, retirement plan, paid holiday, sick, and vacation leave. Salary

based on qualifications and experience. Send application or resume to City Manager, City of Conyers, address above.

Chief of Police Fairburn Police Dept

191 W Broad St
Fairburn, GA 30213
770-964-1441

Population: 4,500
Sworn Officers: 23
Application Deadline: **8/1/04**

Requires considerable education and experience equivalent to BS in criminal justice, public administration or related field; Master's Degree desired; at least 10 yrs. of progressively responsible experience in police administration and management or other public law enforcement/military agency, including 5 yrs. of senior supervisory experience. Successful candidate must have a proven record of leadership and common sense. Candidate must also be able to demonstrate a commitment to community policing, as well as a hands-on, proactive management style. Responsibilities: Rapidly growing municipality seeks experienced professional for senior management position in the city's Police Department. The position reports directly to the Director of Public Safety and is responsible for a staff of 24 sworn officers and 10 non-sworn personnel. Considerable administrative responsibility in preparation of short & long-range plans, department policies, annual budgets & capital improvements; highly developed supervisory and communications skills. For more information, contact: Nancy Faulkner 56 Malone Street Fairburn, GA 30213. Email: nancy@fairburn.com. Website: <http://www.fairburn.com>. How To Apply: Send application or resume to Nancy Faulkner, Director of Administration, City of Fairburn, 56 Malone Street, Fairburn, GA 30213. Emails are acceptable, however, please do not fax.

Chief of Police Floyd County Police Dept.

3 Government Plaza, #130
Rome, GA 30162
706-235-7766

Population: 43,000
Sworn Officers: 64
Application Deadline: **7/31/04**

The position requires a Bachelor's degree in Criminal Justice, Social

Science, Public/Business Administration, five years of management experience in local government involving law enforcement, criminal investigation, and police administration or an equivalent combination of training and experience in the position of Captain or above that would provide the required knowledge and abilities to perform the job. P. O.S.T. certification required.

Assistant Chief of Police Kennesaw, City of

2539 J.O. Stephenson Ave
Kennesaw, GA 30144
770-429-4544

Population: 22,000
Sworn Officers: 44
Application Deadline: **7/12/04**

The Kennesaw Police Department has 70 total personnel, 45 certified with a total budget of 3.3 million. Kennesaw is a growing city of 25,000 in the northern part of the Atlanta Metropolitan area. The Assistant Chief is a highly responsible management, operational and human relations position in a State Certified Law Enforcement Agency. The position assists in the planning, organization, and command of all police services in the agency and has specific planning and management responsibilities over specific functional areas. The Assistant Chief assumes command of the department in the absence of the Chief of Police. Minimum Qualifications: Twelve years in law enforcement with five years in a command position. Experience in the State of Georgia preferred. A Bachelor's Degree from an accredited university is required. A Master's Degree is highly desirable. Graduate from a recognized institution such as the F.B.I. National Academy, Southern Police Institute or the Georgia Police Command College is preferable. Salary Range \$57,699.00 - \$83,512.00. Email: lkeanum@kennesaw.ga.us.

Deputy Police Chief Portage Police Dept.

7810 Shaver Rd
Portage, MI 49024
269-329-4567

Population: 45,000
Sworn Officers: 55
Application Deadline: **See below**

\$61,453-\$86,035 per year. Reports directly to police chief and manages 55 full-time sworn law enforcement officers in police pa-

tro, investigations, school liaisons, crime prevention, tactical team, lab team, and cooperative drug units. Must be MCOLES-certified within one year of employment; must obtain a Michigan driver's license; must possess a bachelor's degree in criminal justice or related field; and, have a minimum of 5 years of high-level command experience in modern police practices and technology. A master's degree and/or extensive experience is preferred. Successful candidate will be required to complete a physical exam including a drug and alcohol screening, a psychological assessment, a written assessment, and a complete background investigation. Open until filled. CONTACT: Robert E. Slavin, President Slavin Management Consultants 3040 Holcomb Bridge Road, Suite B-1 Norcross, Georgia 30071 (770) 449-4656 (770) 416-0848 FAX or slavin@bellsouth.net.

Fire Chief Smyrna Fire Dept.

2800 King St.
Smyrna, GA 30080
770-319-5300

Population: 41,000
Sworn Officers: n/a
Application Deadline: **not stated**

The City of Smyrna, GA seeks a Fire Chief. Under the guidance of the City Administrator, functions as head of the City of Smyrna Fire Department. Provides direction over a wide range of fire/rescue activities to protect city life and property, including Fire Suppression and Rescue, Emergency Medical Services, Emergency Management, Fire Prevention, and Fire and Emergency Medical Training. Plans, organizes controls, directs, coordinates, budgets, and staffs a department consisting of headquarters and multiple station/substation locations which operate on a twenty-four hour basis. Minimum requirements include a minimum of an Associate's degree (bachelors degree preferred) with course work emphasis in Fire Science; supplemented by six years previous experience and/or training that includes progressively responsible fire administration, management/supervision, and all aspects of fire science; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills and abilities for this job. Must meet the requirements of NPQ Fire Officer IV and Hazardous Materials Technician Certification. Provision of basic/advanced emergency medical care requires possession of valid First

Aid, CPR, Emergency Medical Technician. Or Paramedic Certification as Appropriate endorsement. Must be a Certified Emergency Manager OR be able to meet the requirements to challenge the certification. Must have experience, training or certification in fire prevention activities. To request a detailed Job Announcement and City Application, please call (770) 319-5300 during normal business hours. Salary range \$ 63,644 - \$ 95-466.

Assistant Jail Chief Union City Municipal Regional Jail

4057 Union St.
Union City, GA
770-969-8448

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

Seven years work experience as a fully commissioned public safety officer in patrol or jail division, three of which must be in command level supervision. Two year community college degree or vocational school training in police science, law enforcement, criminal justice, public administration, or a related field desirable. Graduation from either FBI-NA or SPI Academy is desirable. Knowledge of general law enforcement practices; federal, state, and local criminal and juvenile laws and legal procedures; and the rules, regulations, policies and procedures for jail operations. Ability to appropriately respond to a variety of complex interpersonal matters. Ability to react quickly and calmly under emergency situations and exercise independent judgment. Skill in planning, organizing, and supervising the work of others. Oversees work distribution to assigned intermediate and first-line supervisors. Issues written and verbal commands, instructions, and recommendations to personnel that are consistent with Union City policy and procedures. Plans and develops training programs and conducts mandatory training. Performs duties of personnel functions to include applicant processing, interviewing, employee evaluations, promotions, and transfer decisions. Assists in the development of the annual agency budget. Corrects employees by identifying substandard performance or conduct. Conducts inspections of personnel, facilities, equipment, supplies and vehicles. Resumes may be sent to esaxby@unioncityga.org or faxed to (770) 969-4945.

IDAHO

Police Chief Boise, City of

HR Dept., 601 W. Idaho St., P.O. Box 500
Boise, ID 83701
208-384-3850

Population: 178,000
Sworn Officers: 263
Application Deadline: **not stated**

\$73,128 to \$117,000 per year. The superior candidate will demonstrate extensive and varied (10 years or more) local-level law enforcement and crime prevention experience showing progressively increasing responsibility; with 5 years or more management and supervisory responsibility in command position; and graduation from an accredited college or university with a bachelors or masters degree in Criminal Justice, Public Administration or a related field; or any equivalent combination of experience and training which provides the required knowledge, skills and abilities. Please submit a cover letter addressing your public safety philosophy and the size of agencies and communities you have served, with your curriculum vitae and completed Boise City application. On an additional sheet, no more than 500 words, describe the essential ingredients of a successful police department and how your demonstrated skills and abilities will help Boise achieve and maintain this ideal. Agency Website: <http://www.cityofboise.org>. Agency E-Mail Contact: hr@cityofboise.org.

INDIANA

Chief of Police East Chicago Police Dept

2301 E Columbus Dr
East Chicago, IN 46312
219-391-8331

Population: 36,446
Sworn Officers: 110
Application Deadline: **9/19/04**

Salary: \$85,000 per year. The Chief will be appointed by and report directly to the Mayor. 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. Responsibilities: The City of East Chicago, Indiana is seeking an experienced law enforcement professional for the position of Chief of Police. The Police Chief will be responsible for a department of 120 sworn officers. Special Conditions: 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 communicate effectively with sworn and civilian personnel, elected and appointed officials, and all members of the public. For more information, contact: Terry Chowanec or Rick Overman 1120 Connecticut Ave., NW Suite 930 Washington, DC 20036 USA Phone: (202) 466-7820 Fax: (202) 466-7826 Email: tchowanec@policeforum.org richover@bellsouth.net Website: <http://www.policeforum.org>.

IOWA

Police Chief Creston Police Dept

302 N Pine St
Creston, IA 50801
641-782-8402

Population: 9,000
Sworn Officers: 12
Application Deadline: **7/9/04**

Salary Range \$42,000-\$46,000 per year. Call 641-782-2000 for full details.

Police Chief Gilman, City of

PO Box 157
Gilman, IA 50106
641-498-2531

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

Must be ILEA certified. Please mail resume to the department, listed above.

MASSACHUSETTS

Chief of Police Kingston Police Dept

244 Main St
Kingston, MA 02364
781-585-0523

Population: 11,000
Sworn Officers: 24
Application Deadline: **7/30/04**

Applicants must possess a bachelor's degree in criminal justice or a related field; a master's degree is preferred; a minimum of ten years' experience in law enforcement or a related field, five of which must have been in a responsible command position, or an acceptable combination of education and experience. Applicants must possess strong management leadership skills, communication skills, and a strong knowledge of police administrative practices. Submit resume and cover letter by July 30 by the close of the business day to Kevin R. Donovan, Town Administrator, Town House, 26 Evergreen Street, Kingston, MA 02364. Email: kdonovan@kingstonmass.org.

Police Chief Sunderland Police Dept

12 School St
Sunderland, MA 01375
413-665-7036

Population: 6,300
Sworn Officers: 3
Application Deadline: **7/30/04**

Applicants must have a minimum of 10 years experience in law enforcement, five of which is in a responsible command position, or an acceptable combination of education and experience. A Bachelor's Degree or better in law enforcement or related field is desirable. Applicants must possess strong management, leadership and communication skills and a strong knowledge of police administrative practices. Duties include administration of, direction and supervising the police department including budgeting, communicating with the public, the media and other town departments. Submit resume, cover letter and salary requirements no later than noon, July 30, 2004 to Dana W. Kennan, Town Administrator, 12 School Street, Sunderland, MA 01375 clearly marked as "Police Chief Search."

MISSOURI

Police Chief Holden Police Dept.

110 W. 3rd St.
Holden, MO 64040
816-850-4154

Population: 2,500
Sworn Officers: 8
Application Deadline: **not stated**

The applicant should have a minimum of 12 years experience in law enforcement with a minimum of 5 years of supervisory experience and a minimum of 2 years administrative experience. Applicants must be a U.S. citizen with a high school/ GED and no felony convictions, a valid Missouri driver's license and must be POST certified in the State of MO.

Chief of Police Lake Ozark Police Dept.

PO Box 370
Lake Ozark, MO 65049
573-365-5371

Population: 1,500
Sworn Officers: 12
Application Deadline: **7/15/04**

Starting salary \$40,000-\$45,000. A qualified candidate must be Missouri P.O.S.T. certified or be certified within 1 year of employment, have at least ten years law enforcement experience, have an Associates Degree in Criminal Justice or related field, and must have an excellent knowledge of federal, state, and local laws. A combination of supervisory experience and completed college hours may be used to meet the Associates Degree requirement. Must have excellent computer skills, along with written, and verbal communication skills. Please submit cover letter, resume, and 3 professional references to Lake Ozark Police Chief Search c/o City Administrator, address above.

NEW HAMPSHIRE

Police Major Concord Police Dept.

41 Green St.
Concord, NH 03301
603-225-8535

Population: 35,344
Sworn Officers: 70
Application Deadline: **7/9/04**

Requirements: Bachelors degree in Criminal Justice, Public Administration, Business Administration or a related field (Masters degree is desirable) and six years of progressively responsible law enforcement experience or any combination of education, training and experience which provides the knowledge, skills and abilities required for the job. Valid drivers license and certification as a Police Officer is required. Salary: \$59,717 - \$77,938 per year. www.concordmonitor.com

NEW MEXICO

Director of Public Safety Rio Rancho Dept of Public Safety

500 Quantum Rd
Rio Rancho, NM 87124
505-891-5922

Population: 52,000
Sworn Officers: 102
Application Deadline: **7/16/04**

Salary: \$75,000 to \$90,000 per year. Applicant must be at least 18 years of age with a Bachelor's degree (BA, BS) from an accredited college or university in Criminal Justice, Public Administration, Business Administration, Fire Science, Police Science or related field. Ten years of public safety or law enforcement experience including five years of command level experience as a Captain, Major, Deputy or Assistant Chief, Under-sheriff, or equivalent in a State, County, Municipal or Federal level department with supervisory responsibility of no less than 20 full-time employees. State of New Mexico Law Enforcement certified or

the ability to obtain certification through the certification by waiver course within one year of appointment. New Mexico Fire Fighter certification or the ability to obtain certification within eighteen months of appointment. For more information, contact: Steven G. Meilleur, Ph.D., SPHR 3900 Southern Blvd. Human Resources - Suite 207 Rio Rancho, NM 87124 USA Phone: (505)891-5011 Fax: (505)891-9183 Email: hrdps@ci.rio-rancho.nm.us Website: <http://www.ci.rio-rancho.nm.us>

NORTH CAROLINA

Police Chief Ramseur Police Dept.

PO Box 545
Ramseur, NC 27316
336-824-8663

Population: 1,628
Sworn Officers: 6
Application Deadline: **not stated**

Applicants must be able to perform responsible admin. & superv. work of 6 fulltime & 3 auxiliary officers. Thorough knowledge of policies, practices & procedures necessary to operate police dept. Independent judgment & initiative is req'd in handling responsibilities. Special consideration given to applicants w/ considerable superv. exp. in law enforcement & working knowledge of government organizations. Qualified apps. should be skilled in use of firearms & other police equip. & have ability to train, superv., & evaluate work of others. Successful applicant should have ability to exercise sound judgment in routine & emergency situations, deal firmly & tactfully w/ public, while establishing & maintaining effective working relationships w/ elected officials, other law enforcement agencies & town staff. Min. req: HS diploma or equiv., basic law cert. & advanced courses in law enforcement. Be at least 21 yrs old, have valid N.C. drivers license & able to pass pre-employment substance screening & physical. Hiring range \$32,036 - \$38,443 per year.

Chief of Police Rocky Mount Police Dept

PO Box 1180
Rocky Mount, NC 27802
252-972-1434

Population: 58,000
Sworn Officers: 156
Application Deadline: **7/15/04**

Qualifications: Requires educ./exp. equiv. to BS in criminal justice, public admin or related field; Master's Degree a plus; at least 10 yrs. of progressively responsible exp. in police admin./mgmt. or other public law enforcement agency, including 5 yrs. of supervisory exp. at the Lt. level or above. Successful candidate must have a proven record of leadership and a demonstrated commitment to community policing and participative mgmt. For more information, contact: Brenda Anderson at (252) 972-1186. Email: andersonb@ci-rocky-mount.nc.us. <http://www.ci.rocky-mount.nc.us>

OHIO

Chief of Police Delaware Police Department

70 N Union St
Delaware, OH 43015
740-368-1600

Population: 25,000
Sworn Officers: 43
Application Deadline: **7/9/04**

The ideal candidate has strong leadership, management and organizational skills, experience and success with community oriented policing and is involved in the Delaware community. C.A.L.E.A. accreditation is preferred as is a commitment to Human Diversity Programs. Minimum qualifications Bachelors Degree in Criminology/ Criminal Justice, Police Science, or Public Administration from an accredited institution or a combination of formal education and experience equivalent; 10 years full time law enforcement experience; 5 years of law enforcement command level supervision;

must attain OPOTA certification within eighteen months from date of hire; must be employed as a law enforcement officer during the twelve-month period immediately preceding application. The City of Delaware only recognizes degrees granted from a university or college if the degree granting institution is accredited by a nationally recognized accrediting organization. Salary range \$72,467-\$84,905 depending on qualifications, plus a comprehensive benefit package. Information regarding the applications and testing and assessment process will be subject to public disclosure under ORC 149.43. Serious inquires can be made at (740) 363-8696 or humanresources@delawareohio.net.

OKLAHOMA

Police Chief & 6 Officers Chickasaw Nation Police Dept.

PO Box 1548
Ada, OK 74821
580-436-1166

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

Must be 21, have valid driver's license, with minimum three years supervisory experience for chief and two years in law enforcement for officers. Have and maintain a clean record, with no convictions for felonies or qualifying misdemeanor crimes of domestic violence which would prohibit receipt or possession of firearms or ammunition within the last 24 months. HSD required, BA in Criminal Justice preferred. BIA commission and specialized experience in working with Indian Law and Indian Communities preferred. Must have completed or be willing to attend the 16 week training program at the Indian Police Academy located in Artesia, New Mexico. Native American Preference. www.chickasaw.net.

OREGON

Battalion Chiefs Coos Bay Fire Dept.

150 S 4th Street
Coos Bay, OR 97420
541-269-1191

Population: 15,600
Sworn Officers: n/a
Application Deadline: **7/15/04**

The City is recruiting to fill two Battalion Chief positions in the Fire Department. Salary \$4426 - \$5380 per month. Applicants must be Oregon certified EMT-B or the equivalent and certified NFPA Fire Officer II. Deadline for submitting an application is 5:00 p.m. July 15, 2004. Requires completion of a City application, Fire Department supplemental application, and resume. An assessment center and interviews of selected applicants will be held during the week of July 26th. All applicants will be notified of the status of their application and the date and time the assessment center and interviews will be held. Agency Website: <http://www.coosbay.org/cb/employment/Employment.htm>.

RHODE ISLAND

Chief of Police Providence VA Medical Center Police

830 Chalkstone Avenue
Providence, RI 02908
401-457-3072

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

This is a full-time position with full administrative and managerial responsibility for the security program at the medical center. Candidates must have a documented history that demonstrates experience as a police officer with responsibility for supervising a police staff. Interested candidates should contact Tammy Holt, HR Specialist, at (401) 457-3072 to obtain an application.

SOUTH DAKOTA

Police Chief Martin Police Department

101 Main St., PO Box 687
Martin, SD 57551
605-685-6765

Population: 1,100
Sworn Officers: n/a
Application Deadline: **not stated**

Salary \$35,000 - \$45,000 per year. Must have valid South Dakota drivers license, South Dakota certification.

TENNESSEE

Chief of Police Knoxville Police Dept

800 Howard Baker Jr Ave
Knoxville, TN 37915
865-215-7313

Population: 174,000
Sworn Officers: 392
Application Deadline: **7/8/04**

Salary: \$100,000 \$140,000 per year. Ten years of law enforcement experience or experience in a related field is required. An undergraduate four-year degree is required. The Chief of Police will manage a nationally accredited department of 513 employees (414 uniformed and 99 civilian) with a budget of 37.5 million in a city of 178,000 people. The police chief is appointed by the Mayor and works at the will of the Mayor. Applicants must be able to become P.O.S.T. (Peace Officers Standards and Training) certified by the State of Tennessee within a year of taking office. For more information, contact: Margie Nichols Suite 691, 400 W. Main Street Knoxville, TN 37902 USA Phone: (865) 215-2040 Fax: (865) 215-2085 Email: mnichols@cityofknoxville.org Website: <http://www.cityofknoxville.org>.

TEXAS

Police Sergeant Bridgeport Police Dept

900 Thompson St
Bridgeport, TX 76426
940-683-5901

Population: 5,095
Sworn Officers: 12
Application Deadline: **not stated**

The City of Bridgeport, TX, is accepting applications. Must be TCLEOSE cert., have 5 yrs officer exp; 2 yrs as supervisor. Starting \$33,900 DOQ. Contact Lt. Stanford 940-683-5901

Police Chief College Station Police Dept

2611 A Texas Ave
College Station, TX 77840
979-764-3600

Population: 65,580
Sworn Officers: 100
Application Deadline: **7/15/04**

The City is seeking a replacement for a well respected Chief, who has served in that capacity for 14 years and over 39 years with the Police Department. College Station employs 816 full-time personnel and has a \$160.3 million operating budget. The College Station Police Department (CSPD) operates with 100 sworn and 43 civilian personnel and has a \$9.2 million budget. CSPD is a modern, well equipped and highly respected law enforcement agency that has a strong Community Oriented Policing focus. A current \$3.3 million expansion of Police Headquarters is under way. Requirements for the position include a minimum of a Bachelor's degree, including but not limited to Police Science, Criminal Justice, Public Administration of similar fields. A Master's degree is preferred along with advanced management schooling at the F.B.I. National Academy, F.B.I. LEEDS, PERF's Senior Management Institute, the S.W. Law Enforcement Institute, Northwestern University's Senior Traffic Management School, or similar activities. Qualified individuals should submit a statement of interest, resume and current salary information No later than July 15, 2004 to: Mr. Jerry Oldani THE OLDANI GROUP, INC. 10900 NE 4th Street, Suite 2030 Bellevue, Washington 98004 Phone: 425.451.3938 / Fax: 425.453.6786 Email: resume@theoldanigroup.com <http://www.theoldanigroup.com>.

Chief of Police Irving, City of

HR Dept., 825 West Irving Blvd
Irving, TX 75060
972-721-2696 or 972-721-2532

Population: 197,000
Sworn Officers: 325
Application Deadline: **not stated**

The City of Irving is seeking applicants for Chief of Police. Irving (population 197,000) is located in the heart of the Dallas/Fort Worth metroplex. Under a Council/Manager form of government, the progressive Irving Police Department has an outstanding reputation in the community. The Chief of Police provides leadership to a staff of 548, including 325 sworn personnel; and assumes responsibility for all police department services and activities, including crime prevention and detection, criminal investigation, emergency communications and other related law enforcement activities. The Chief confers with officials and citizens on law enforcement issues and provides highly responsible and complex administrative support to the City Manager, City Council and the Mayor. The annual department budget is approximately \$36 million. A bachelor's degree from an accredited four-year college or university and ten years of experience in a police leadership position are required. Familiarity with Texas Local Government Code, Chapter 143, is desirable. The incumbent must be able to establish and maintain open communication and cooperative relationships with those contacted in the course of work, including Police Personnel in all ranks; and have, or be able to obtain, certification as an Intermediate Police Officer in the State of Texas. Certification at the Master level is preferred. For further details, closing date and pay information, see the City website or call the job line at 972-721-3773 ext. 346. An application may be obtained from Human Resources or downloaded from the website. The completed application and/or detailed resume may be mailed to HR or faxed to 972-721-2582. www.ci.irving.tx.us or www.irvingpd.com HUMAN RESOURCES DEPARTMENT 825 West Irving Boulevard, Irving, TX 75060 972-721-2696 or 972-721-2532

Fire Chief
Kennedale, City of
 405 Municipal Dr
 Kennedale, TX 76060

Population: 6,000
 Sworn Officers: 12
 Application Deadline: **not stated**

Supv plng, operation, admin of fire-fighting, emerg. Medical svcs, fire inspections, loss prevention, safety & fire svcs activities; Provides overall direction for the fire dept; Establishes policies, procedures & regulation; Develops annual budget & controls expenditures. Min req incl: Bachelors, related field or equiv exp, Advanced Firefighter Cert, 10+ yrs paid w/5 yrs supv; EMT Cert, Valid Class "B" operator lic. Appl avail: City Secretary's Office, 405 Municipal Dr, Kennedale, TX 76060 M-F 8a-5p or Fax res (817) 483-0133.

Chief of Police
Texas Tech University
 2901 Fourth St
 Lubbock, TX 79409
 806-742-3931

Population: 25,000
 Sworn Officers: 38
 Application Deadline: **not stated**

Qualified applicants must possess a Bachelor's degree, a minimum of ten years law enforcement experience, including progressively responsible management experience, and a Texas Commission on Law Enforcement Officer Standards and Education license. Applicants must demonstrate the ability to provide visionary leadership addressing the needs of multiple constituencies; proven organizational and managerial capabilities involving personnel, budgetary and public relations skills. Preferred qualifications include demonstrated abilities in the following areas: leadership and decision making, including a high degree of professionalism; knowledge of the Texas Penal Code, Code of Criminal Procedure and Uniform Traffic Law; organizational; interpersonal; training and supervisory experience, including five years of command experience; excellent oral and written communication skills, experience developing policy, and administration of a substantial budget. Experience on a college or university campus. For more information, contact: Jim Brunjes TX USA Website: <http://ttu.edu>. For a complete job description and to complete the online application visit our web site at <http://jobs.texastech.edu>.

VIRGINIA

Assistant Fire Chief
Albermarle County Fire and Rescue

401 McIntire Rd.
 Charlottesville, VA 22902
 434-296-5827

Population: n/a
 Sworn Officers: n/a
 Application Deadline: **7/16/04**

The department is a combination career/volunteer agency with over 400 volunteers and over 40 career staff. The department is in the process of designing an additional new fire rescue station with 2 additional stations identified in the capital budget. Graduation from a two-year college, with either major course work in fire protection, fire science, EMS management, or a related field; or comparable experience. Possession of a valid driver's license by the State of Virginia will be required; certified as Fire Officer I, Hazardous Materials Operations, Emergency Medical Technician B, State Fire Programs Instructor Level I. Salary: \$44,067 - \$57,287/Annually, depending on experience and qualifications. For a complete job description and to apply on-line: www.albemarle.org/jobs.asp.

Police Chief
Newport News, City of

Personnel, 700 Town Center Dr, Ste 200
 Newport News, VA 23606
 757-926-8700

Population: 184,216
 Sworn Officers: 393
 Application Deadline: **not stated**

\$90,000-\$120,000 per year. Residence in city required. For more details, see www.mercergroupinc.com. Contact James Mercer; The James Mercer Group, Inc. 5579B Chamblee Dunwoody Road, #511 Atlanta, Georgia 30338 (770) 551-0403 (770) 399-9749 FAX or mercero@mindspring.com. <http://www.mercergroupinc.com>.

WEST VIRGINIA

Police Chief
Morgantown Police Dept

300 Spruce St
 Morgantown, WV 26505
 304-284-7522

Population: 28,000
 Sworn Officers: 53
 Application Deadline: **7/16/04**

Minimum requirements for the position include a bachelor's degree in a related field and five years of progressively responsible experience in the supervision and management of law enforcement operations or any combination of experience and education that provides the required knowledge, skills and abilities. Extensive and progressively responsible work in law enforcement and subordinate supervision. Must meet all requirements for law enforcement employment as defined in West Virginia Statute Law. Ability to establish and maintain an effective working relationship with other City officials, government authorities, civic leaders, and the general public. Desirable Qualifications Masters Degree in Law Enforcement. Previous experience as a Police Officer in both a practicing and administrative enforcement position. Salary \$62,857. Resumes will be accepted until July 16, 2004, addressed to: Dan Boroff, City Manager, 389 Spruce Street, Morgantown, WV 26505.

WISCONSIN

Fire Chief
Kenosha, City of

The PAR Group 100 N Waukegan Road, Suite 211
 Lake Bluff, IL 60044
 847-234-0005

Population: 90,350
 Sworn Officers: 154
 Application Deadline: **not stated**

The City of Kenosha, WI seeks exceptional Fire/EMS Administrator with a minimum of ten years (10) of progressively responsible work in the administration of Fire/EMS services, including long range strategic planning. Bachelor's degree from an accredited university/college in Fire Science, Public or Business Administration or related field. Department consists of 154 personnel, 7 stations and a \$15 million budget. Salary range: \$77,784-\$97,152, DOQ. For information: The PAR Group - Paul A. Reaume, Ltd., 100 N. Waukegan Road, Suite 211, Lake Bluff, IL 60044 TEL: 847/234-0005 FAX: 847/234-8309 Lead consultant for this recruitment: Robert Beezat rbeezat@pargroupltd.com

Police Chief
Whitefish Bay Police Dept

Whitefish Bay, WI 53217
 Milwaukee County
 414-962-3830

Population: 14,413
 Sworn Officers: 23
 Application Deadline: **7/22/04**

Qualifications: Bachelor's degree in police science, criminal justice or related field; Master's preferred. min. 15 years related experience, including 5 in a management position. Special Conditions: Eligible to be certified by the Wis. Law Enforcement Standards Board. For more information, contact: Village Manager 5300 N. Marlborough Drive Whitefish Bay, WI 53217. Fax: 414-962-5651. Email: manager@wfbvillage.org. <http://www.wfbvillage.org>.

WYOMING

Combined Communications Manager
Laramie County Human Resources Office

310 W. 19th St, Ste 320
 Cheyenne, WY 82001
 307-633-4355

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

Combined Communications Center Manager Salary: \$42,500 - \$57,000. Benefits: Health, Dental, Vision, Rx, life insurance; retirement; paid leave. Laramie County Cheyenne, Wyoming Full scope of management, public safety dispatch center, serving emergency service dispatch to Laramie County, supervision of staff, work with Advisory Committee, work directly for Laramie County Commissioners. (911, Sheriff, Police Dept, Fire.) Five years experience, Assoc or Bachelor Degree in criminal justice, public or business admn or equivalent experience. Laramie County Human Resources Laramie County Government 310 W. 19th St, Ste 320 Cheyenne, WY 82001 307-633-4355 * FAX: 307-633-4329 Ich320@laramiecounty.com laramiecounty.com