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For The Public Safety Executive

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The Brass Key

For The Public Safety Executive



Knoxville, TN Chief Sterling Owen

Knoxville's New Chief Former FBI Agent Sterling Owen Takes Over September 1st

police work and respect for police officers, a love of the city and a desire to see Knoxville become the best city it can be," the mayor said. "I believe I.V. possesses all these traits and will serve Knoxville citizens well."

"I have pledged my loyal and unconditional commitment to the men and women of the Knoxville Police Department and the citizens of Knoxville in accepting the job as the city's police chief," Owen said. "I will be available to members of the community and sensitive to neighborhood concerns. My mission will be to hire and retain excellent police officers, to ensure they receive outstanding training, to provide officers with the best equipment possible and to lead the department by example."

Mayor Haslam tapped Owen from a field of six candidates that the mayor and a citizens advisory committee developed after reviewing and discussing some 40 applications generated by national advertisements for the post.

"We had six good candidates any of whom would have been a good chief," Mayor Haslam said. "The finalists included three deputy chiefs who I am glad are part of the leadership team at the Knoxville Police Department, as well as two out-of-state candidates. "I.V.'s breadth and depth of experience in law enforcement, strong recommendations from peers and proven leadership abilities lead me to offering him the position," he stated.

Sue Atchley, one of nine citizens who served on the police selection advisory committee, praised the candid environment in which the committee deliberated.

"This was one of the greatest committees I ever served on because everyone was honest as the day is long," she said. "The mayor listened carefully to each of us, was thoughtful in his questions and was determined to pick the very best candidate."

Sterling Owen IV, a 22-year law enforcement veteran with extensive experience working with federal, state and local agencies and a history of Knoxville community involvement, will be sworn in as chief of the Knoxville Police Department on Sept. 1.

"Knoxville is lucky to have someone with I.V.'s experience and commitment to the community to lead its police department," said Mayor Haslam. "During his career as a federal officer, coordinator of multi-agency task forces, supervisor of agents and small business owner he has earned the respect of many for his outstanding leadership skills."

"The job of the Knoxville police chief requires someone who displays discipline and compassion, a passion for

(Continued on page 11)

Opportunities Featured In This Issue:

The Brass Key

ALABAMA

Montgomery Police Dept
Police Chief

ALASKA

Dillingham, City of
Chief of Police

ARKANSAS

Greenwood Police Dept.
Police Chief

CALIFORNIA

Colleges of Contra Costa,
Police Sergeant

Gilroy Police Dept
Police Captain

Rio Vista, City of
Fire Chief

Solana Beach, City of
Deputy Fire Chief

COLORADO

Dillon Police Dept
Chief of Police

Elk Creek Fire Protection District
Fire Chief

Erie, Town of
Chief of Police

Fountain, City of
Deputy Police Chief

CONNECTICUT

Bloomfield Police Dept
Police Captain

Stamford, City of
Chief of Police

FLORIDA

Eustis, City of
Director of Public Safety

GEORGIA

Toccoa, City of
Chief of Police

ILLINOIS

Charleston, City of
Chief of Police

Highland, City of
Police Chief

Oak Park Fire Dept.
Fire Chief

Windsor, Village of
Police Chief

INDIANA

East Chicago Police Dept
Chief of Police

IOWA

Denver Police Dept.
Police Chief

Johnston Fire Dept.
Fire Chief

KANSAS

Derby, City of
Fire Chief

MASSACHUSETTS

East Longmeadow Police Dept.
Chief of Police

Mashpee, Town of
Chief of Police

MICHIGAN

DeWitt Charter Township
Chief of Police

Meridian Charter Township
Police Chief

Sumpter Township
Police Commander

MINNESOTA

Owatonna, City of
Chief of Police

Vadnais Heights, City of
Fire Chief

MISSOURI

Branson West Police Dept
Police Chief

Harrisonville, City of
Police Chief

West County (Missouri) EMS and
Fire Protection Dist.
Fire Chief

NEBRASKA

Bennington, City of
Police Chief

NEVADA

Reno, City of
Police Chief

NEW MEXICO

Clayton Police Dept.
Police Chief

Mountainair Police Dept.
Police Chief

San Juan County Communications
Authority (SJCCA)
Director of Communications

NORTH CAROLINA

Belhaven Police Dept.
Police Supervisor

Bunn, Town of
Police Chief

Morehead City, Town of
Police Chief

Oriental Police Dept.
Police Chief

Smithfield Police Dept
Police Lieutenant

Spring Lake Police Dept
Police Chief

OKLAHOMA

Comanche Police Dept
Chief of Police

Hominy, City of
Police Chief

PENNSYLVANIA

Greenville, Borough of
Chief of Police

Lewisburg Police Dept
Chief of Police

SOUTH CAROLINA

Greer, City of
Police Chief

TEXAS

Colleyville Police Dept
Police Chief

Sugar Land, City of
Assistant Chief of Police

VERMONT

Vermont Dept. of Corrections
Corrections Facility Director

WASHINGTON

Lewis County Fire District #5
Fire Chief

Puyallup Police Dept
Police Commander

Redmond, City of
Fire Chief

WISCONSIN

Kronenwetter Police Dept.
Police Chief

The Brass Key

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872 S Milwaukee Ave., #270
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Phone: 847-548-0222
Fax: 847-548-0333
Kevin@theblueline.com

ALABAMA

Police Chief
Montgomery Police Dept
 320 N Ripley St
 Montgomery, AL 36104
 334-241-2651

Population: 200,104
 Sworn Officers: 479
 Application Deadline: **not stated**

\$86,672 - \$123,380 Plan and direct the operations of the Montgomery Police Department. Bachelor's degree in Criminal Justice, Public Administration, Business Administration, or a closely related degree. Five years of highly responsible police management experience to include policy development, budget administration, personnel administration, operations evaluation, and public relations in a jurisdiction with a population of 75,000 or more; or an equivalent combination of education and experience. Must be Alabama Post Certified within a year of employment. Submit an application with a resume to Montgomery Personnel Department, P.O. Box 1111 Montgomery, AL 36101-1111 Or fax to (334) 241-2219

ALASKA

Chief of Police
Dillingham, City of
 PO Box 889
 Dillingham, AK 99576
 907-842-5354

Population: 2,200
 Sworn Officers: 7
 Application Deadline: **9/24/04**

The City of Dillingham is seeking qualified candidates w/strong leadership skills to administer the Department of Public Safety. The dept. consists of 20 F/T employees with 7 sworn Police Officers & a budget of over \$1.2 million. Police Chief serves as Project Director for grants received, formulates budgets for Patrol, Communications, Corrections, DMV & Harbor & is responsible for the supervision of its employees. Min. Qualifications: BA/BS in Criminal Justice or related field pref.; 8 yrs current/consecutive Law Enforcement exp., (3) of which must be in a supervisory position. Knowledge of the principles & practices of modern Police Administration, State & Local laws & enforcement of criminal justice & civil process laws which impact law enforcement personnel. Qualified for cert. as both a Basic & Intermediate Police Officer in the State of AK; Grant writing; Budget

prep.; Computer literate. Must be able to pass physical & psychological examination, background investigation, interview, polygraph, & any other requirement necessary for employment. Salary DOE; Health/Life Insurance; P.E.R.S.; Annual/Sick Leave. Submit resumes to: City Manager, City of Dillingham, P.O. Box 889, Dillingham, AK 99576. Closing date: Sept. 24, 2004 EOE. Women & AK Natives are encouraged to apply.

ARKANSAS

Police Chief
Greenwood Police Dept.
 PO Box 1450
 Greenwood, AR 72936
 479-996-4119

Population: 7,219
 Sworn Officers: 17
 Application Deadline: **9/13/04**

The City of Greenwood is seeking a professional to lead our Police Department. The successful candidate will be certified or have the ability to be certified within one year of employment. Must have administrative and management level experience, have excellent communication and leadership skills; experience with community relations programs a must. Bachelor Degree preferred with five (5) years related experience or equivalent combination of experience, education and training. The City offers a competitive salary and benefit program. Applicants should send resume to the Mayor, PO Box 1450, Greenwood, AR 72936.

CALIFORNIA

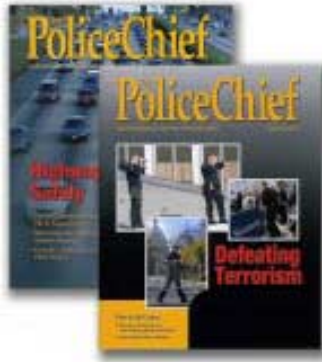
Police Sergeant
Colleges of Contra Costa,
Martinez
 500 Court Street
 Martinez, CA 94553
 925-229-1000

Population: n/a
 Sworn Officers: 20
 Application Deadline: **9/17/04**

\$4,374-\$5,330 per month. Variety of shifts with primary focus on evening/night shift. Requires an AA degree or 60 college units or a current P.O.S.T. intermediate certificate. Three (3) years of experience as a police officer in a P.O.S.T. certified department, current P.O.S.T. basic certificate and a valid CA Driver's License. Full job announcement, application & instructions can be found at www.4cd.net.

Police Chief Magazine

Official Publication of the IACP



This official monthly publication of the International Association of Chiefs of Police provides a forum for sharing the collective expertise of the law enforcement practitioners who write the magazine articles. Our principal mission is to enhance our readers' understanding of the latest trends and practices in the law enforcement profession.

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Or go to www.policeexecutive.com and click the magazine cover.

Police Captain

Gilroy Police Dept

7370 Rosanna St
 Gilroy, CA 95020
 408-846-0406

Population: 32,000
 Sworn Officers: 49
 Application Deadline: **10/1/04**

Salary \$92,223 - \$119,922 per year. Minimum Qualifications: • A Bachelor's degree in Political Science, Organizational Behavior, Public Administration or a related field and a minimum of three years experience as a Police Sergeant. OR • Possess a Associates degree in Police Science, Organizational Behavior, Public Administration or related field and five years of experience as a Police Sergeant with the Gilroy Police Department. • Must successfully complete a thorough background check, psychological evaluation, and pre-employment physical exam and drug screen. These are minimum qualifications. The "Ideal" Candidate will possess the following qualities: • Practices exceptional customer service and can inspire others to do the same. • Has designed and/or led major projects involving: making a needs assessment, creating a vision and action plan, establishing a budget, implementation, on-going evaluations, and making necessary adjustments. • Demonstrates effective communication, interpersonal and conflict resolution skills. • Is approachable, comfortable and effective working with

a diverse staff and customers. • Works well with others and values collaborative leadership. • Will make decisions and engage in appropriate "risk taking." • Is solution oriented. • Holds self and others responsible and accountable. • Values community involvement and will actively participate in community events and meetings. • Committed to staff development, mentoring and innovative problem solving. A detailed job description is available at www.ci.gilroy.ca.us/hr/.

Fire Chief

Rio Vista, City of

City Managers Office, One Main Street
 Rio Vista, CA 94571
 707-374-6451

Population: 3,900
 Sworn Officers: n/a
 Application Deadline: **not stated**

Salary: \$6,113 - \$7,430 per month. The ideal candidate will be self-motivated, a team player and will have a proven track record of establishing and reaching goals. This individual will need to be a leader who can build trust in the Department, with other City staff members and with the community. has provided the knowledge, skills, and abilities for a Fire Chief. A typical way of obtaining the required qualifications is to possess the equivalent of eight years of experience in all phases of fire suppres-

sion and prevention, and a high school diploma or equivalent. A Bachelor's degree from an accredited college or university with major work in fire science, public or business administration, or a closely related field is desirable. Possession of Class C California driver's license; possession of Class B California driver's license; possession of a valid California State Fire Marshal Certification as a Chief Officer or completion of an equivalent program from another state or federal institution; possession of a PC 832 certification; possession of a California State Fire Marshal's Firefighter One Certificate; possession of an EMT-1 certification is desirable.

Deputy Fire Chief Solana Beach, City of

635 S. Highway 101
Solana Beach, CA 92075
858-720-2438

Population: 13,000
Sworn Officers: n/a
Application Deadline: 9/9/04

Salary \$83,300 to \$128,800 per year. The City is seeking a strong, innovative leader who processes a collaborative management style to serve as Deputy Fire Chief/Fire Marshal with an exceptional ability to interact with fire service and other public safety personnel, City management, elected officials, and the community in a positive, innovative, and professional manner. Minimum Qualifications: Any combination of education and/or experience that has provided the knowledge, skills, and abilities necessary for satisfactory job performance. Example combinations include an A. S. Degree in Fire Science (Bachelor degree in a related field is highly desirable), or equivalent, and five years of increasingly responsible experience in all major functions of a municipal fire department, fire district, or closely related organizational unit including at least three years of management and supervisory experience. Additionally, the ideal candidate will have fire service experience specific to fire prevention bureau responsibilities and activities.

COLORADO

Chief of Police Dillon Police Dept

PO Box 335
Dillon, CO 80435
303-747-2930

Population: 850
Sworn Officers: 8
Application Deadline: 9/10/04

Town of Dillon, CO is located in Summit County in a World-Class recreation area. Reqs: demonstrated leadership, exc communication skills, integrity and community service orientation. Bachelors degree & Colo POST req'd; Masters degree a plus. Candidates must have a min of 10 years law enforcement exp, including 5 yrs of leadership exp at rank of Sergeant or higher. EOE. Send resume, cover letter with email & 5 refs by Friday, Sept 10, 2004, to: fredRainguet, Ph. D., Rainguet & Associates, LLC, PO Box 267, Palisade, CO 81526 or Call 303-747-2930.

Fire Chief Elk Creek Fire Protection District

11993 Blackfoot Road
Conifer, CO 80433

303-816-9385
Population: 25,000
Sworn Officers: n/a
Application Deadline: 10/11/04

The estimated salary range is \$60,000 to \$75,000 per year. Interested candidates may obtain a position description and application from the District website www.elkcreekfire.org or by contacting Admin. Coordinator, Kindra Cardinal at 303-816-9385.

Chief of Police Erie, Town of

PO Box 750
Erie, CO 80516
303-926-2745

Population: 11,000
Sworn Officers: 18
Application Deadline: 9/30/04

Position: Chief of Police Deadline: 09/30/2004 Agency: Erie Police Department Location: Erie, CO USA Salary: 88,000 Qualifications: The ideal candidate will have a Bachelors degree in Law Enforcement, Criminal Justice or a related field

and ten years of professional law enforcement experience, five of which must have been at a command level. Must be Colorado POST certified and be able to pass a comprehensive background investigation. Valid driver's license required. Responsibilities: Erie, a growing community located between Denver and Boulder is seeking a Chief of Police to be responsible for a 20 member, community policing oriented department. Position reports to Town Administrator. Responsible for the overall financial, personnel and operational line management of a full service municipal police department. The Erie PD is a progressive, growing department and the new Chief should bring strong management & leadership skills, the ability to grow an organization and a strong sense of community service. For more information, contact: Eric Marburger, 645 Holbrook St, PO Box 750, Erie, CO 80516 USA Phone: 303-926-2745 Fax: 303-926-2705 How To Apply: To apply, send resume to HR, Town of Erie, 645 Holbrook, PO Box 750, Erie, CO 80516.

Deputy Police Chief Fountain, City of

HR Dept, 116 S Main Street
Fountain, CO 80817
719-322-2002

Population: 15,000
Sworn Officers: 24
Application Deadline: 9/6/04

The City of Fountain is accepting employment applications for the position of Deputy Police Chief. Monthly Salary Range is \$4,387.00 to \$5,484.00 depending on related work experience, education, and qualifications. The City offers an excellent benefit package. For information about the City of Fountain visit our website at POSITION SUMMARY: Provides managerial and technical leadership to Patrol, Investigations, Communications, Records Management, and Reserve Divisions. Plans, organizes, and directs the supervision of sergeants, police officers, and reserve officers. Responds to citizen complaints, investigates and reports concerns, policy violations, and related matters. Assumes public, departmental, and City organizational responsibilities of the Police Chief in his/her absence. POSITION REQUIREMENTS: Minimum five (5) years of responsible command experience in municipal law enforcement, including supervisory, and administrative responsibility. Two-year degree from an accred-

ited college or university with major course work in criminal justice, police science, or related field. Four-year degree from an accredited college or university with major course work in criminal justice, public/business administration, or related field preferred. Valid Colorado Driver's License. Colorado Basic Post and Police Supervision Certification. Apply in person at the City of Fountain, Human Resources Dept., located at 116 S. Main Street, Fountain, Colorado or fax your resume to (719) 322-2002. Application Deadline: Monday, September 6, 2004, 5:00 p.m. EOE/AA/ADA

CONNECTICUT

Police Captain Bloomfield Police Dept

785 Park Ave
Bloomfield, CT 6002
860-769-3544

Population: 20,095
Sworn Officers: 50
Application Deadline: 9/10/04

\$54,953 to \$87,367 per year. Bachelor's degree in Law Enforcement or a related field and six years of progressively responsible law enforcement management experience, including at least three years in a supervisory capacity. Possession of valid Motor Vehicle Operator's License and current Connecticut Police certification. Contact HR Department at 860-769-3542 for additional information.

Chief of Police Stamford, City of

888 Washington Blvd, PO Box 10152
Stamford, CT 06901
203-977-4681

Population: 108,056
Sworn Officers: 300
Application Deadline: 9/7/04

Chief of Police Candidates should forward a cover letter, resume, and three (3) police-related references to: Dennis C. Murphy, Director of Human Resources, City of Stamford Human Resources Division, 888 Washington Boulevard, PO Box 10152, Stamford, CT 06904-2152. Documents must be submitted or postmarked on or before September 7, 2004. For further information, visit our web site at An EOE/AA Employer.

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, address above. isaacs@ci.eustis.fl.us. www.eustis.org.

GEORGIA

Chief of Police Toccoa, City of

PO Box 579
Toccoa, GA 30577
706-886-8655

Population: 11,000
Sworn Officers: 28
Application Deadline:

Toccoa, Georgia, Population 10,000+ is seeking a well-qualified professional individual for the position of Chief of Police. Toccoa's Police Department has a budget of \$1.8 million and employs 38; including 28 POST certified officers and 10 support staff. The Chief works directly for the City Manager and is responsible for all day-to-day activities including hiring, promotions, discipline, staffing, fiscal management, community relations, training, and quality performance. Individuals considered for this position must have a minimum of five years senior

command experience; a four-year college degree in management, criminal justice or a related field; and all required state certifications. Prior experience as a Chief is preferred. Desirable knowledge and skills include a strong background in community relations, interpersonal relations, organization, personnel management, law enforcement procedures, and demonstrated leadership ability. Toccoa is a growing, progressive commercial/industrial community that serves as the economic center of a three county area. Located in the Northeast Georgia Mountains near Lake Hartwell, Toccoa is 90 miles from Atlanta and 60 miles from Greenville, S. C. The City has a City Hall, which includes a 4,300 square foot, Police Station with an additional 125 seat capacity courtroom. The City does not operate a jail but uses the County's jail. The salary range for this position is negotiable depending upon experience and qualifications. (The salary range is \$45,000 - \$65,000) The fringe benefit package is excellent and includes retirement, family health, dental and life insurance, all paid 100% by the City. Inquiries should be accompanied with a personal resume and salary history and mailed to Brenda Yearwood, HR Director, City of Toccoa, PO Box 579, Toccoa, Georgia 30577. The City of Toccoa is an EOE. End Date: October 30, 2004

ILLINOIS

Chief of Police Charleston, City of

614 6th St
Charleston, IL 61920
217-348-5650

Population: 21,000
Sworn Officers: 32
Application Deadline: **10/22/04**

\$55,000 - \$68,000 (DOQ) annually, commensurate with qualifications and experience. Excellent benefits. The City of Charleston (pop. 21,000), seeks a proven professional Chief of Police. The City of Charleston's Police Department has an approximate staff of 32 full-time sworn officers and 3 full-time civilian employees. Present chief is retiring after 30 years of service with the City. Charleston is a vibrant, stable, council/manager community, home of Eastern Illinois University and located in east central Illinois. The

ideal candidate must have a minimum of a Bachelor's degree in Criminal Justice or related field, advanced degree preferred. Also a minimum of 10 years of progressively responsible law enforcement experience, including effective leadership and administrative abilities and excellent interpersonal and written/oral communication skills. Successful completion of F.B.I. National Academy program or equivalent is preferred. Successful Candidate must have a proven track record in Community Policing, crime prevention and all other aspects of police operations and administration. This position is appointed by and reports to the City Manager. All applications kept confidential. Faxes and e-mails not accepted. For additional community information, see www.charlestonillinois.org. Send resume, letter of interest and salary history to: Scott Smith, City Manager City of Charleston 520 Jackson Avenue Charleston, IL 61920 (217) 345-5650 Closing date for application: October 22, 2004.

Police Chief Highland, City of

P.O. Box 218
Highland, IL 62249
618-654-2131

Population: 8,200
Sworn Officers: 18
Application Deadline: **9/30/04**

Salary: \$65,000 to \$75,000 per year. Experienced law enforcement professional with skills in planning, supervision, and staff development who is committed to community service with outstanding leadership and administrative skills. Exceptional interpersonal and communication skills considered important. Must possess ability to develop a good working relationship with other law enforcement agencies, and have a minimum of 10 years progressively responsible law enforcement experience, including 5 years supervisory and/or management experience. Bachelor's degree required; advanced degree preferred. Additional specialized training programs such as FBI National Academy, Southern Police Institute or Northwestern Center for Public Safety School of Staff and Command is highly desirable. Responsibilities: St. Louis metropolitan area. Management of police department with 19 sworn officers and 8 civilian personnel. Chief reports directly to the City

Manager. Special Conditions: Residency required within six months. Excellent benefit package. Equal opportunity employer. Women and minority candidates are encouraged to apply. Highland population is 8,500. For more information, contact: Laimutis "Limey" Nargelenas 426 S. Fifth St, Suite 200 Springfield, IL 62701 USA Phone: (217) 523-3765 Fax: (217) 523-8352 Email: lnargelenas@ilchiefs.org. www.ilchiefs.org.

Fire Chief Oak Park Fire Dept.

Population: 54,042
Sworn Officers: 72
Application Deadline: **10/4/04**

\$98,000 to \$108,000 per year. The Oak Park Fire Department operates from three fire stations and provides delivery of fire suppression, Emergency Medical Services (EMS), HazMat, Fire Prevention, Public Education and Fire Investigation. Oak Park's Fire Department prides itself on the emphasis placed on public education and prevention, as well as training and firefighter safety. Requirements for the Fire Chief position include a minimum of a Bachelor's degree in Fire Services, Fire Administration, Public Administration, Management or related fields, with a Master's degree and/or advanced education and training, such as the Executive Fire Officer's course provided by the National Fire Academy, the Harvard Senior Government Executive Institute, Chief Fire Officer Designate (CFOD), or similar endeavors preferred. The next Fire Chief will be a high energy professional who will possess a minimum of ten years' senior or executive command level service with at least five years as a Chief, Assistant/Deputy or 10+ years as a Battalion Chief in a large metropolitan or suburban fire department. He/she will possess strategic planning skills, fiscal and budget management, and outstanding communications and organizational skills. Qualified individuals please submit a statement of interest, resume and current salary information to:
The Oldani Group
10900 NE 4th Street, Suite 2030
Bellevue, Washington 98004
Phone: 425-451-3938
Fax: 425-453-6786

Police Chief Windsor, Village of

125 N Third Ave.
Windsor, IL 61957
217-459-2282

Population: 1,240
Sworn Officers: 6
Application Deadline: **9/30/04**

The Village of Windsor, New Windsor, Mercer County, Illinois is now accepting applications for position of Police Chief. Applicants must be fully certified with state P.T.I. training and firearms training and must be willing to relocate to New Windsor. The starting salary for the Police Chief position is \$23,500 with benefits. Send complete resumes with copies of training certificates and references to: Village of Windsor, 125 North Third Avenue, New Windsor, Illinois 61465. Applications must be received by Noon on September 30, 2004.

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
Phone: (202) 466-7820
Fax: (202) 466-7826
tchowanec@policeforum.org
richover@bellsouth.net
www.policeforum.org.

IOWA

Police Chief Denver Police Dept.

PO Box 394
Denver, IA 50622
319-984-5642

Population: 1,850
Sworn Officers: 3
Application Deadline: **9/17/04**

The City of Denver is seeking applicants for the position of Police Chief. Position requires ILEA Certification, leadership skills, must pass all screening procedures, supervisory experience preferred. Residency will be required. Submit resume, cover letter and salary history to the City of Denver, C/O Public Safety Committee, P.O. Box 394, 100 Washington St., Denver, IA 50622.

Fire Chief Johnston Fire Dept.

PO Box 410
Johnston, IA 50131

Population: 10,000
Sworn Officers: n/a
Application Deadline: **9/17/04**

The City of Johnston is seeking applicants for a full-time Fire Chief. This newly created position is responsible for overseeing all operations of the city's volunteer fire de-

partment including personnel management, budget development, long-range planning and coordinating fire and rescue activities for a rapidly growing community. Qualified candidates will have a minimum of five years experience in fire/rescue department administration as a Chief and/or Officer; possess Iowa Firefighter II, Iowa Fire Officer I, first aid and CPR certifications; valid Iowa CDL; and have comprehensive knowledge of current fire/rescue techniques and services and safety codes. B.A./B.S. degree preferred, A.S. degree in fire science required. Successful candidate must reside within a 10-minute response time within six months of hire; City of Johnston residency preferred. A detailed job description is available at www.cityofjohnston.com.

KANSAS

Fire Chief Derby, City of

611 Mulberry Rd.
Derby, KS 67037-3533
316-788-1519

Population: 19,850
Sworn Officers: n/a
Application Deadline: **10/11/04**

The ideal candidate will have a thorough knowledge of firefighting techniques, safety procedures, hazardous material management. Fire & Life Safety Enforcement, state and local fire building codes, and personnel management. Derby's fire service is currently a volunteer department. The Fire Chief will lead the efforts of moving to a partial paid/partial volunteer fire service in July 2005. The Fire Chief will also supervise the Fire Marshall as well as the cities volunteer fire and volunteer emergency medical services. Bachelor's degree in related field required, master's preferred. At least 10 years of progressive experience in the fire service, with at least 5 years of experience in a command position equivalent to Battalion Chief's level or higher. Must have EMT certification. www.derbyweb.com/jobs.htm. Email Shawne Boyd at shawnboyd@derbyweb.com.

MASSACHUSETTS

Chief of Police East Longmeadow Police Dept.

160 Somers Rd
East Longmeadow, MA 01028
413-525-5440

Population: 14,972
Sworn Officers: 20
Application Deadline: **9/10/04**

Compensation Range: \$75,000 - \$98,000 per year. Applicants must have a minimum of fifteen years experience in law enforcement, five of which is in a responsible command position. Experience within an accredited law enforcement agency is preferred. A Bachelor's degree in law enforcement or a related field is required, Masters degree preferred. Applicants must possess strong management, leadership and communication skills and a strong background in police administrative practices. Experience in a unionized environment of equal or greater size is preferred. Residency is required within an adjoining Massachusetts community within one year of appointment; residency within the Town of East Longmeadow is preferred. All qualified applicants are encouraged to apply. Submit resume, cover letter and salary requirements to: Mr. Leon A. Gaudmond, Executive Secretary, address above.

Chief of Police Mashpee, Town of

16 Great Neck Road North
Mashpee, MA 02649
508-539-1480

Population: 12,000
Sworn Officers: 32
Application Deadline: **not stated**

Chief of Police Mashpee, MA The Town of Mashpee seeks a Chief of Police. Salary: \$80,000 to \$90,000. Town of Mashpee, population 14,000 winters, 30,000 summers, a fast growing, diverse seaside community located on Cape Cod, is seeking qualified applicants for the position of Chief of Police. Ideal candidate should be energetic, with strong communication skills, community oriented and have the ability to act as department advocate. Applicants must possess the advanced knowledge, skills, ability and progressive experience necessary to serve as the Town's Chief Law Enforcement Officer. Requirements

include Bachelor's Degree in Public Administration, Business Administration or related field, ten years of progressively responsible police experience and at least five years of command experience at Rank of Lieutenant or above, or any equivalent combination of education and experience. Interested applicants send resume with cover letter and references. To: Mashpee Personnel Dept. 16 Great Neck Road North Mashpee, MA 02649 The Town of Mashpee is an EOE/AA Employer. Applications from Women and Minorities are encouraged.

MICHIGAN

Chief of Police DeWitt Charter Township

1401 W. Herbison Road
DeWitt, MI 48820

Population: 12,500
Sworn Officers: 13
Application Deadline: **10/1/04**

Chief of Police DeWitt, MI Chief of Police - \$55,000 - \$63,000 Chief administers a 1.5 million budget and a staff of 13 sworn and 3 civilian. Full job description available on contact website. Bachelor's degree in criminal justice or related field. Eight (8) years of progressively responsible experience in police operations and administration including a minimum of four (4) years as a supervisory/command officer. MCOLES certified or ability to obtain certification. Send cover letter and resume to the Personnel Director 1401 W. Herbison Road, DeWitt, MI 48820 at contact address by 10/1/04.

Police Chief Meridian Charter Township

5151 Marsh Rd
Okemos, MI 48864
517-349-1200

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

Police Chief Meridian Twp, MI Position: Police Chief Deadline: Position is Open Until Filled Agency: Meridian Township Police Department Location: Okemos, MI USA Salary: \$69,460 - \$85,089 Qualifications: Qualified candidates will possess a bachelor's degree in criminal justice or related field and a minimum of 10 years progressively responsible experience in police operations and administration. Applicants must be MCOLES certified or ability to obtain certification. Candidates must

possess the ability to demonstrate proven management skills, planning and excellent interpersonal communication skills as well as budget accountability. Responsibilities: Meridian Charter Township, population 39,116, seeks professional/ experienced local government law enforcement executive. The Police Chief reports to the Township Manager and administers a 4.5 million budget with a staff of 46 sworn and 7 civilian employees. The department, which holds a recognition level accreditation from the Commission on Accreditation for Law Enforcement Agencies, has progressive crime prevention and community-oriented policing programs. For more information, contact: Paul J. Brake, Meridian Charter Township, 5151 Marsh Road, Okemos, MI 48864-1198 USA Phone: (517) 349-1200, Fax: (517) 349-0506 How to Apply: Interested parties may send resume and cover letter to Meridian Charter Township, Personnel Office, 5151 Marsh Road, Okemos, Michigan 48864.

Police Commander Sumpter Township

23480 Sumpter Road
Belleville, MI 48111
734-461-6201 ext.231

Population: 12,000
Sworn Officers: 20
Application Deadline: **not stated**

Police Commander Sumpter Twp, MI Sumpter Township is a rural community of approximately 12,000 residents. Sumpter Township Police Department provides full police and Ordinance services. This position answers directly to the Chief of Police. Pay range is commensurate with experience, vehicle is available for official use, plus a full range of fringe benefits including: health, dental, optical, life insurance, vacation, and retirement. Key competencies sought for this position: Must be MCOLES certified. Candidates must possess the ability to demonstrate proven management skills, planning and excellent interpersonal communication skills as well as budget accountability. Prior training experience and unit supervision at the rank of Sergeant or above, a plus. Must reside within 20 miles of Sumpter Township. Interested parties may apply to the Sumpter Township Human Resources Department, 23480 Sumpter Road, Belleville, MI, 48111. (734) 461-6201 ext. 231. Review of credentials begins immediately and continues until position is filled. Sumpter Township is an Equal Opportunity Employer.

MINNESOTA

Chief of Police Owatonna, City of

204 E Pearl St
Owatonna, MN 55060
952-945-0246

Population: 23,000
Sworn Officers: 30
Application Deadline: **9/7/04**

Starting salary range \$65,454 to \$71,617. City of Owatonna (pop. 23,000) Owatonna, Minnesota Position is subject to a civil service process and reports to the City Administrator. Responsible for department of 30 full-time and 7 part-time personnel. Candidates must possess a four year degree in police science, law enforcement, criminal justice, public administration or a closely related field plus have ten years experience in police work, five years of which are equivalent to a police sergeant or higher position. Completion of basic law enforcement training certification is required. Candidates must be P.O.S.T. certified or have eligibility. Completion of an executive development program is desirable. Desired experience includes community policing, staff development and unity, and strategic planning. Position Profile available. Apply to: THE BRIM-EYER GROUP EXECUTIVE SEARCH, Fifty South Ninth Avenue, Suite 101, Hopkins, MN 55343 (952) 945-0246 * FAX: (952) 945-0102 Closing date for application: September 7, 2004

Fire Chief Vadnais Heights, City of

800 East County Road E
Vadnais Heights, MN 55127
651-204-6000

Population: 13,500
Sworn Officers: n/a
Application Deadline: **9/10/04**

Minimum qualifications include bachelor's degree in Fire Science or related field, or equivalent; and seven years of related experience as a command officer or equivalent, five of which is in an administrative /supervisory role. Must have completed Firefighter I and II or equivalent, EMT, and Incident Command Education. Salary range is \$28.86 - \$34.63 per hour. Please contact Kathy Keefe, 651-204-6013 or by email at kkeefe@cityvadnaisheights.com.

MISSOURI

Police Chief Branson West Police Dept

110 Silver Lady Ln
Branson West, MO 65737
417-272-3400

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

10 yrs of law enforcement experience, 2 yrs in supervisory position required.

Police Chief Harrisonville, City of

300 E. Pearle St., PO Box 367
Harrisonville, MO 64701
816-380-5200

Population: 8,000
Sworn Officers: 18
Application Deadline: **9/30/04**

Requirements include minimum of BS degree in Criminal Justice, Police Science, Public Administration or related fields. Graduation from FBI National Academy or similar executive command training programs and/or a Master's degree is preferred. 10 years of progressively responsible law enforcement experience, with at least 5 years in an administrative or senior command level role (rank of Captain or above) in an agency of equivalent size or larger is required. Minimum of 5 years at the supervisory/ management level must have been served in a municipal police organization. Acceptable candidates will be certified under the State standards or have the ability to become certified within one year of employment and must pass all screening procedures to include polygraph testing, psychological assessments, and reference/complete background reviews. Preference may be shown for those candidates who have previously served in the capacities of Chief, Assistant/Deputy Chief or major Division Commander in a larger law enforcement agency. Successful candidate should have excellent leadership skills, be business-minded, and have excellent communication and people skills. Residency will be required. Starting salary range from \$51,000 to \$60,000 per year.

Fire Chief West County (Missouri) EMS & Fire Protection Dist.

The Oldani Group, Inc.,
10900 NE 4th Street, Suite 2030
Bellevue, Washington 98004
Phone: 425-451-3938
Fax: 425-453-6786.
E-mail:
resume@theoldanigroup.com
www.theoldanigroup.com

Population: n/a
Sworn Officers: 64
Application Deadline: **9/24/04**

The West County EMS & Fire Protection District (residential population 45,000/daytime population 175,000) has engaged The Oldani Group to assist them in finding a top quality Fire Chief for the community. The District provides fire and safety services for some of the most desirable suburban communities in the western vicinity of St. Louis County. The next Chief will manage a high-performing staff of 64 and an operating budget of over \$8 million, and the remaining proceeds from a \$12 million capital improvement bond. There are three fire stations, including a newly built administrative headquarters/fire station; in addition, the voter approved bond issue has funded the purchase of new fire and emergency equipment and apparatus. The Chief is directly accountable to a three-member Board of Directors and charged with the provision of superb management, operations, communications and administrative skills for the communities served. An Associate's degree in Fire Services or Administration, Business or Public Administration, Finance, Government, Management or related fields is required. A Bachelor's or Master's degree (MBA or MPA) or other advanced degrees will be viewed favorably. At least five years of successful managerial responsibility over professional staff must be demonstrated.

NEBRASKA

Police Chief Bennington, City of

PO Box 221
Bennington, NE 68007
402-238-2375

Population: 934
Sworn Officers: 7
Application Deadline: **9/24/04**

The City of Bennington is accepting applications for Police Chief. Requirements include that the applicant have a minimum of eight years of law enforcement experience, including a minimum of four years in administration or in supervisory roles with a rank of Sergeant or above. A college degree is preferred, but not

required. Applicant must be certified as a Nebraska Law Enforcement officer or be eligible for in lieu of certification. Further, applicant must have successfully completed the basic supervision and management training as prescribed by the Nebraska Law Enforcement Training Center. Salary Range: \$36K - \$40K depending upon qualifications. Benefits package negotiated upon hiring. Applications can be obtained by contacting the City Clerk at (402) 238-2375 or City Offices 15514 Warehouse Street. Completed Applications and Resumes can be sent to City of Bennington P. O. Box 221 Bennington, NE 68007. No applications accepted after Sept. 24, 2004, 4 PM.

NEVADA

Police Chief Reno, City of

455 E 2nd St
Reno, NV 89502
916-784-9080

Population: 195,727
Sworn Officers: 364
Application Deadline: **9/24/04**

The City of Reno, Nevada (population 195,727) is a world-class tourist destination in northern Nevada with a rich arts scene and year-round outdoor activities inside its 85.2 square miles. The City is seeking a new Police Chief with a clear vision for the Reno Police Department and one who can articulate that vision to the community and staff. Working in a Department of 364 sworn officers, 14 paid reserve officers, and 175 civilian personnel and with a budget of 50 million, the ideal candidate will be a strategic and forward thinker with excellent oral and written communication skills. The new Chief will be expected to create alliances and work well with the City Council, public officials, other City Departments, and local police agencies. Candidates with a successful history in working with unions and those who will help to sustain a healthy and productive working relationship with them are highly desired. Candidates must have six years of increasingly responsible law enforcement experience, including three years of management and administrative responsibility. Upper command level experience in a Police Department similar in size to Reno and/or Police Chief experience is highly desired. Candidates must possess a Bachelor's Degree from an accredited college or university with major course work in Criminal Justice, Police Science, Public Administration, or a related field. The salary for the Police Chief is 92,695- 133,476 (currently under review) with eligibility for up to a 10% bonus. The

City also offers an attractive benefits package. If you are interested in this outstanding opportunity, please submit your resume, by September 24, 2004 to Regan Williams, Bob Murray and Associates, 735 Sunrise Avenue, Suite 145, Roseville, CA 95661, (916) 784-9080, (916) 784-1985 FAX, or e-mail . Brochure Available.

NEW MEXICO

Police Chief Clayton Police Dept.

1 Chestnut St.
Clayton, NM 88415
505-374-8331

Population: 2,500
Sworn Officers: 9
Application Deadline: **not stated**

Candidates must be certified by the New Mexico Law Enforcement Academy and have three years supervisory experience in police work. Successful applicant must be proficient in all law enforcement procedures. Valid New Mexico drivers license is required.

Police Chief Mountainair Police Dept.

109 N Roosevelt Ave
Mountainair, NM 87036
505-847-2806

Population: 1,200
Sworn Officers: 4
Application Deadline: **not stated**

Contact the department for details.

Director of Communications San Juan County Communications Authority (SJCCA)

305 S. Oliver Dr.
Aztec, NM 87410
505-334-6000

Population: n/a
Sworn Officers: n/a
Application Deadline: **9/30/04**

\$55,000 to \$70,000 per year. The Director is the Chief Executive Officer for the 911 Consolidated Communications Center and is responsible for the day-to-day operation of the Center. The center is a combined communications center, which receives calls for services from the public and dispatches ground and air ambulances, seventeen (17) fire agencies and five (5) law enforcement agencies. SJCCA is the largest combined (encompassing all entities and agencies) in the State of New Mexico. Under the general direction of the SJCCA Board of Directors, the Director manages the operation of

the Communications Center, coordinates the operation of the center with other user agencies, and performs related duties as assigned, or as outlined in the Directors employment contract. Five years of dispatching experience in an emergency or public safety dispatch center including two years of supervisory dispatching experience, and at least five years of management experience in public safety and or/ a combination of training education, and experience that is equivalent to one of the employment standards listed above and that provides the required knowledge and abilities. Starting pay will be based on qualifications and experience.

NORTH CAROLINA

Police Supervisor Belhaven Police Dept.

PO Box 220
Belhaven, NC 27810
252-943-2242

Population: 1,950
Sworn Officers: 10
Application Deadline: **9/13/04**

Position requires patrol and investigative experience. Applicants must possess a NC general certification or greater; a high school diploma or greater; and, a NC driver's license. Also requires 4 years of demonstrated supervisory experience. Must be willing to meet department residential requirements.

Police Chief Bunn, Town of

PO Box 398
Bunn, NC 27508
919-496-2782

Population: n/a
Sworn Officers: 6
Application Deadline: **9/15/04**

Located 30 miles NE of Raleigh. Oversees one fulltime officer and 5 part-time officers. Candidate should have proven experience in community oriented policing. Must be able to maintain strong relationships w/ community, employees, town staff, elected officials and other law enforcement agencies. Req.: 5 years in law enforcement, with some supervisor experience. Hiring range \$29,000-\$34,000. DOQ and benefits. Must meet certification requirements. Send resume with cover letter and 3 references to: Town of Bunn, P.O. Box 398, Bunn, NC 27508 by 9/15/04.

Police Chief
Morehead City, Town of
 706 Arendell
 Morehead City, NC 28557

Population: 7,800
 Sworn Officers: 39
 Application Deadline: **not stated**

Located on Crystal Coast of N.C. Currently seeking a qualified individual res. for managing, supervising & coordinating all operations & personnel of city's police dept. Must be team oriented, possess strong admin., interpersonal & mgmt. skills to direct activities of 49 employees (39 sworn & 10 non-sworn). Responsible for managing \$2.6M budget, while directing all aspects of dept., incl. communications, criminal investigations, narcotics, motorcycle & bike patrol, animal control, K9, dive operations, parking enforcement, DARE school resource program. Dept. accredited through CALEA since 1998 & has consistently maintained accreditation status since then. Must possess any comb. of edu. & exp. equiv. to grad. from an accredited college or univ. w/ major course work in law enforcement, public admin. or related field & ext. exp. in police service. Salary range \$47,407-\$68,659, based on exp. & qualifs. Excel. benefits pkg. Qualified applicants may apply at any Employment Security Commission (ESC) office or mail cover letter & resume to: Town of Morehead City, Attn: Personnel, 706 Arendell St., PMB #M, Morehead City 28557. Open until filled. EOE.

Police Chief
Oriental Police Dept.
 PO Box 472
 Oriental, NC 28571-0472
 252-249-0555

Population: 1,000
 Sworn Officers: n/a
 Application Deadline: **not stated**

Chief will supervise one part time officer and report to Police Commissioners. Mail resume to above address. At least 5 years experience required.

Police Lieutenant
Smithfield Police Dept
 110 S. 5th St
 Smithfield, NC 27577
 919-934-2121

Population: 13,000
 Sworn Officers: 34
 Application Deadline: **9/20/04**

\$36,089-\$37,900 per year. Must be US citizen and at a minimum: have at least 2 years of supervisory experience; have a total of at least 80 hours of management/supervisory training; and, have been awarded the intermediate law enforcement certificate by the NCCJ Ed. & Trng. Stds. Commission. Smithfield Town Hall 350 E. Market Street Smithfield, NC 27577 (919) 934-2116.

Police Chief
Spring Lake Police Dept
 300 Ruth St
 Spring Lake, NC 28390
 910-436-0350

Population: 9,000
 Sworn Officers: 25
 Application Deadline: **not stated**

Salary range \$48,260-\$73,741 per year. Send resumes to: Spring Lake Personnel Director, P.O. Box 617, Spring Lake 28390.

OKLAHOMA

Chief of Police
Comanche Police Dept
 500 N Rodeo Dr
 Comanche, OK 73529
 580-439-5212

Population: 2,000
 Sworn Officers: 4
 Application Deadline: **9/15/04**

Must be currently CLEET certified. Prior experience managing police reserves a plus. Shall perform regular patrol shift in uniform in addition to dept. management.

Police Chief
Hominy, City of
 202 W. Main Street
 Hominy, OK 74035
 918-885-2164

Population: 3,000
 Sworn Officers: 5
 Application Deadline: **not stated**

The Chief must possess six or more years law enforcement experience in Oklahoma with 3 years experience as Chief. Must have or be able to obtain CLEET certification. Any candidate interviewed will undergo a thorough background check.

PENNSYLVANIA

Chief of Police
Greenville, Borough of
 125 Main Street
 Greenville, PA 16125

Population: 6,380
 Sworn Officers: 9
 Application Deadline: **9/8/04**

The Borough of Greenville, Mercer County, Pennsylvania is seeking qualified applicants for Chief of Police. Greenville Borough has a population of 6,380 and covers 1.9 square miles. The Borough also provides contracted police services to neighboring West Salem Township with a population of 3,565 covering 37 square miles. The Borough operates a full-time police department with nine full-time and three part-time officers with an annual police budget of \$783,000. Starting salary will be \$40,000- \$43,000/yr depending on qualifications. Applicants must meet the following minimum qualifications: *Must be a U.S. Citizen 21 years of age and have a valid PA driver's license *Must have been continually employed in police service for at least five years *Must have satisfactorily completed a basic training program for police officers and have graduated from a recognized police school *Must demonstrate a working knowledge of police science & administration and demonstrate the ability to deliver and supervise the work of subordinates *Must have received a satisfactory service rating in their most recent performance evaluation. The selection process will include an oral interview, drug screening, background investigation, physical exam, and psychological test. The successful applicant will be required to pass a non-competitive civil service exam. To apply, send a letter of interest and resume to: Vance Oakes, Borough Manager, 125 Main Street, Greenville, PA 16125. Resume should include positions held, salaries, department size and budget, type of police responsibilities, and accomplishments. Applications must be received at the office of the Borough Manager no later than 4:00PM on September 8, 2004.

Chief of Police
Lewisburg Police Dept
 55 South Street
 Lewisburg, PA 17837
 570-524-4302

Population: 5,600
 Sworn Officers: 6
 Application Deadline: **9/30/04**

The Borough of Lewisburg, located in central Pennsylvania, is seeking a proven, exp'd, progressive police officer &/or police administrator for this position. The Chief of Police is expected to lead a department of six (6) full-time sworn officers & one (1) half-time civilian employee, with a budget of \$500,000. Bachelor's degree in criminal justice, law enforcement administration or related field pref'd; equivalent documented experience may be substituted for the educational requirement. A minimum of ten (10) years in law enforcement is req. The candidate must demonstrate strong expertise in leadership, operations, supervisory skills, budgeting, & scheduling. Effective communications skills are a high priority, especially in working with all segments of a diverse, college community. Candidates must have a valid PA motor vehicle operator license & have Act 120 Certification at time of hire. Background checks will be conducted. Residency req. within one (1) year of employment. Salary negotiable & an excellent benefit package. Resumes, including five (5) references, must be submitted by September 30, 2004 to: Lewisburg Police Department, Attn: Lisa Bennett, Police Secretary, 55 South Street, Lewisburg, PA

SOUTH CAROLINA

Police Chief
Greer, City of
 101 W Poinsett St
 Greer, SC 29650
 864-848-2160

Population: 16,000
 Sworn Officers: 52
 Application Deadline: **not stated**

\$53,000 to \$92,000 per year. The Greer Police Department is nationally accredited through CALEA and consists of 54 sworn and 14 civilian employees. Successful candidates will be familiar with modern trends and techniques in rural and urban policing and will be able to demon-

strate evidence of proactive strategies they have employed to address traditional and emerging crime and quality of life issues. Effective communication with members of the community, the police department, and the media (print and electronic) is essential. A bachelor's degree from an accredited college or university and at least five years' experience at a command level are required. Preferred qualifications include a master's degree from an accredited college or university. Equivalent combinations of education and experience will be considered. The International Association of Chiefs of Police is assisting in the selection process. To apply, submit a resume and a one to two-page letter of interest to IACP, Attention: City of Greer Executive Search, 515 North Washington Street, Alexandria, VA 22314-2357. Replies may be faxed to (703) 836-4543 or sent by e-mail to search@theiacp.org.

TEXAS

Police Chief Colleyville Police Dept

5201 Riverwalk Dr
Colleyville, TX 76034
972-235-5912

Population: 19,800
Sworn Officers: 30
Application Deadline: **9/10/04**

The City's preference is for candidates with a broad experience in all areas of a municipal police department including patrol, investigation, and administration. A demonstrated commitment to teamwork, customer service, involving the community and unquestioned integrity and professional ethics is essential. Bachelor's degree from an accredited college or university with major coursework in police science, criminal justice, public administration or a closely related field is required. Graduate degree and advanced training such as FBI National Academy, ILEA or LEMIT is preferred. In addition, candidates should have eight years experience in municipal police work including four years of command level position experience, lieutenant or above, in a comparable or larger agency. Candidates must also possess, or be eligible to attain, advanced certification from TCLEOSE and a valid Texas State Driver's License. Salary range is negotiable DOQ beginning in the high 80's to low 90's, plus automobile and excellent benefits. Responsibilities: The City of Colleyville, TX, (pop. 19,800) is seeking a strong, experienced law enforcement pro-

fessional to be the new Police Chief. Colleyville is located on SH26 in the mid-cities area just minutes from DFW International Airport and Fort Worth. Colleyville's winding roads, magnificent homes, plush parks, and lush landscaping enamor visitors and residents alike, evoking an inviting sense of community. The Police Chief reports to the City Manager and supervises a department with 30 sworn officers and 10 civilian personnel and a current operating budget of 3.1 million. Special Conditions: The resume deadline is September 10, 2004. Apply on-line at www.ralphandersen.com using the Resume Submittal™ feature or call (916) 630-4900. For detailed brochure call (916) 630-4900 or visit www.ralphandersen.com. To learn more about Colleyville, visit www.ci.colleyville.tx.us. Applications are subject to public disclosure under Texas statutes. The city of Colleyville is an Equal Employment Opportunity Employer and does not discriminate in employment or provision of service. For more information, contact: Chuck Rohre, 5800 Stanford Ranch Rd., #410, Rocklin, CA 95765
Phone: (972)235-5912
Fax: (916)630-4911

Assistant Chief of Police Sugar Land, City of

PO Box 110
Sugar Land, TX 77487
877-356-2924

Population: 61,587
Sworn Officers: 112
Application Deadline:

The City of Sugar Land is looking for an individual who has a thorough knowledge of managing a comprehensive program of law enforcement with the ability to plan and direct departmental activities under the direction of the Police Chief. This individual will be responsible for directing two of the department's four divisions. Responsibilities will include directing departmental policies, procedures and regulations and managing law enforcement functions to insure the maintenance of a modern effective police department and provision of maximum police protection to the community. Responsibilities also include providing management direction to department's service functions such as internal security, department reports, department statistics, and training. The department currently has 112 sworn officers and 37 civilian employees and 3 part time civilian employees. Additional growth is expected with the 2004-05 budget. Must be able to effectively and

efficiently communicate on a professional level including making presentations and have demonstrated the ability to provide leadership including the ability to assist with the development of short and long range planning as well as assisting with the development and administration of the annual budget. Previous experience in researching, obtaining and managing grants programs is a plus. The successful candidate will have a Bachelor's Degree from an accredited university (preferred) or an equivalent of a combination of education and experience in Police Management, Criminal Justice or related field. Previous experience will include at least 10 years of law enforcement experience reflecting progressive responsibilities in directing and managing police personnel. Interested candidates should complete an on-line application at [click on jobs.com](http://click.onjobs.com) then scroll to ALL and select Assistant Police Chief. Attach a resume to a cover letter and submit to the City of Sugar Land Human Resources Department, Attn: Phyllis Ashton or submit a resume attached to a cover letter and send to: City of Sugar Land, Human Resources Dept., P.O. Box 110, Sugar Land, TX 77487. Finalists will be subject to a thorough interview process and a background investigation to include verification of credentials and experience. Inquiries on a confidential basis are welcomed. Be advised that under Texas Open Records statutes, identities of candidates are subject to disclosure.

VERMONT

Corrections Facility Director Vermont Dept. of Corrections

AHS Personnel, 103 S. Main Street
Waterbury, VT 05671-0202
(802) 241-2784

Application Deadline: **9/10/04**

Candidates with at least a BA and a minimum of 10 years of experience as a corrections professional, at least 4 years of which are in management within a correctional facility, are preferred. Experience as a facility superintendent and/or senior manager in offender programming, medical/mental health services or offender case management in coordination with field-based correctional services are also preferred. This is an exempt-status position.

WASHINGTON

Fire Chief Lewis Co. Fire District #5

PO Box 259
Napavine, WA 98565
360-740-1408

Population: n/a
Sworn Officers: n/a
Application Deadline: **9/30/04**

Applicants must have 5 years exp in fire service, holding the position of Captain or above preferably. EMT and/or advanced fire education preferred. This is a part-time paid position. Salary negotiable.

Police Commander Puyallup Police Dept

311 W Pioneer Ave
Puyallup, WA 98371
206-441-4144

Population: 34,920
Sworn Officers: 51
Application Deadline: **9/20/04**

Requires bachelor's degree and 2 years exp at level of police lieutenant in a city, county, or state agency in Washington State. \$68,316-\$88,812 per year.
www.ci.puyallup.wa.us

Fire Chief Redmond, City of

See Below

425-451-3938

Population: 46,000
Sworn Officers: 127
Application Deadline: **10/4/04**

\$91,500 - \$123,200 per year. Redmond is a quality suburban community of 46,000 residents situated in the scenic Pacific Northwest. The City is known as an employment center with approximately 3,000 businesses and 80,000 employees and is home to Microsoft and other nationally recognized corporations. Redmond is one of the Seattle area's premier suburban communities. In addition to the Redmond community, the Fire Department serves the adjacent fire district. The successful candidate will possess a

Knoxville Chief Sterling Owen

(Continued from page 1)

bachelor's degree in Fire Sciences, Public Administration, Business Administration or a related field and ten (10) years command experience, including five (5) years as Deputy/Division Chief, Assistant Chief, or Fire Chief. A Master's degree is preferred. Experience in a community with a service population of 50,000+ is desired. Qualified individuals are encouraged to submit a statement of interest, resume and current salary information to: The Oldani Group
10900 NE 4th Street, Suite 2030
Bellevue, Washington 98004
Phone: 425.451.3938.
Fax: 425.453.6786.

WISCONSIN

Police Chief

Kronenwetter Police Dept.

1582 Kronenwetter Dr.
Mosinee, WI 54455-9003
715-693-4200

Population: 6,100
Sworn Officers: n/a
Application Deadline: **not stated**

\$50,000 to \$60,000 per year.
Minimum Requirements of Employer:
Education: Bachelor of Science Degree Desired Associates degree in criminal justice/police science mandatory for those not having bachelor degree. Must be WI LESB certified. At least 7 years experience in a police management position and WI LESB certified. Residency must be established within 25 miles of Kronenwetter Municipal Center within 6 months of appointment date. Village of Kronenwetter (pop. 6,100), just S. of Wausau, WI is starting its own police department and is seeking applicants for the inaugural chief's position. email henry@kronenwetter.org.

Committee member Carl McCarter agreed the search process was productive. "As a representative of the Fraternal Order of Police, I was pleased with the process and believe it was a good way to select a chief," McCarter said. "We had input into the process, the Mayor listened to our concerns and the questions we raised were asked of the candidates."

Owen has been the owner for the past nine years of a Knoxville-based security consulting firm, working as a trustee for the U.S. Bankruptcy Court, inspector for weapons and non-weapons laboratories for the Department of Energy; and organized crime investigator for the Department of Justice.

He has served as the chairman of the Police Advisory Review Commission since its inception in 1998. The commission's aim is to strengthen the relationship between the members of the Knoxville Police Department and the citizens they serve through an independent review of police actions.

Prior to starting his own business, Owen was supervisory special agent in the FBI's Knoxville office, where he was responsible for white collar, civil rights and other criminal programs.

He participated both as an operative and administrator in multi-agency investigative efforts including those concerning the Butcher bank failure, illegal gambling and environmental crimes. He was a SWAT coordinator involved in the resolution of the Atlanta Federal Prison riot and capture of FBI Top Ten fugitive Michael Wayne Jackson.

He received the FBI's Merit Award resulting from the rescue of 13 hostages from the Talladega, Alabama, Federal Prison and was named National Criminal Investigator of the Year representing all federal law enforcement agencies. His civic activities include serving as vice chairman and volunteer of the Knoxville Open Golf Tournament for the benefit of the Boys and Girls Club and as a squad coordinator for the United Way.

He is a graduate of Leadership Knoxville and the Knoxville Citizens Police Academy Graduate.

Owen received a bachelor's degree in accounting from Carson-Newman College and has attended numerous professional law enforcement courses over the course of his career.

Owen lives in the Holston Hills neighborhood with his wife, Jolene. He has two adult daughters and three grandsons.



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