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For The Public Safety Executive

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The Brass Key

For The Public Safety Executive

Kuau'i's New Chief

21 Year Department Veteran Takes Over Island Police Department



Kauai, HI Chief K.C. Lum

Lum, 55, has been acting chief since May. The department also has been divided over Lum. He has had strong support from the patrol officers but some opposition from the more traditional senior supervisors.

The Police Commission picked Lum over finalists Lt. Regina Ventura, who heads the vice squad, and Honolulu police Maj. Darryl Perry, a Kauai native.

Lum was born in Hong Kong and raised on military posts in Japan, Arkansas and Oklahoma. He is a graduate of the University of Oklahoma. He moved to Kauai in 1976 and joined the Police Department in 1983.

Since taking over as interim chief, Lum has

made many changes in the assignments of top police administrators.

The biggest change has been in the vice squad, which handles all narcotics cases. In the past year, two former vice officers have sued the Police Department claiming the past two chiefs ignored complaints of corruption among vice squad members.

The changes made by Lum have brought results with a soaring number of drug arrests.

Lum acknowledged that in the past, Kauai residents so deeply distrusted the vice squad that they were afraid to come forward with complaints. Lum said the vice squad is now receiving so much information he does not have enough officers to investigate it all.

"They are getting a lot of information," he said. Among his immediate goals are to increase the number of patrol cars on the road -- 10 one-officer cars per shift -- by adding two more patrols to Lihue and another two to Kapaa, Lum said in an interview yesterday.

Lum is a major supporter of a program allowing officers to take their patrol cars home at night. About 80 percent of Kauai's officers take a car home. Lum would like to increase that to 100 percent.

He said the program has paid off with rapid response by off-duty officers to a series of recent incidents. In addition, the cars are lasting twice as long because officers treat them as personal vehicles.

Lum said many of the changes he wants to make already are under way and have been since he became interim chief in May.

"I took it seriously," he said. "I did the job as though I was already the permanent chief."

Story by Anthony Sommer @ www.starbulletin.com

Opportunities Featured In This Issue:

The Brass Key

COLORADO

Elk Creek Fire Protection District
Fire Chief

CONNECTICUT

Plymouth Police Dept.
Chief of Police

DELAWARE

Clayton Police Dept.
Chief of Police

FLORIDA

Eustis, City of
Director of Public Safety/Police
Chief

GEORGIA

Rockmart Police Dept.
Police Chief

Toccoa, City of
Chief of Police

ILLINOIS

Cerro Gordo Police Dept.
Police Chief

Charleston, City of
Chief of Police

IOWA

Knoxville Police Dept
Chief of Police

Spirit Lake, City of
Chief of Police

KANSAS

Derby, City of
Fire Chief

MONTANA

Fort Belknap Indian Community
Police Dept.
Chief of Police

NEW HAMPSHIRE

Derry Fire Dept.
EMS Director

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Police Chief

Morganton, City of
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Scotland Neck, Town of
Police Chief

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Brunswick Police Dept
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Dayton Fire Dept.
Assistant Fire Chief

PENNSYLVANIA

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RHODE ISLAND

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Chief of Police

WASHINGTON

Tieton, City of
Police Chief

WISCONSIN

Lisbon Police Dept
Police Chief

WYOMING

Hanna Police Dept
Chief of Police

The Brass Key

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

COLORADO

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.

CONNECTICUT

Chief of Police Plymouth Police Dept.

80 Main St
Terryville, CT 06786
860-589-7779

Population: 11,297
Sworn Officers: 18
Application Deadline: **10/15/04**

Minimum bachelor's degree in law enforcement or closely related field and at least seven years of progressive experience required.

DELAWARE

Chief of Police Clayton Police Dept.

414 Main St., PO Box 1130
Clayton, DE 19938
302-653-8419

Population: 1,300
Sworn Officers: 5
Application Deadline: **10/15/04**

Relocation to the immediate vicinity is required and costs are not reimbursed by the Town of Clayton. Qualified candidates must be certified police officers with some prior supervisory experience. Applicants not certified under Title 11, Chapter 84, Delaware Code must complete requisite courses within their first sixty days of employment as a condition of employment. There is no cost for certification course work.

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. isaacsa@ci.eustis.fl.us. www.eustis.org.

GEORGIA

Police Chief Rockmart Police Dept.

133 S Marble St
Rockmart, GA 30153
770-684-6558

Population: 3,900
Sworn Officers: 12
Application Deadline: **10/29/04**

Contact the department for details.

Chief of Police Toccoa, City of

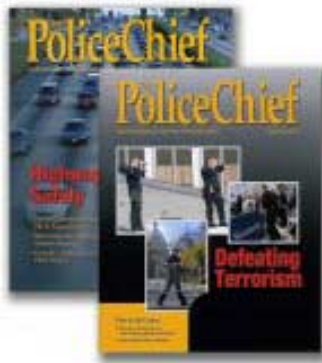
PO Box 579
Toccoa, GA 30577
706-886-8655

Population: 11,000
Sworn Officers: 28
Application Deadline: **10/30/04**

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 ac-

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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ILLINOIS

Police Chief Cerro Gordo Police Dept.

103 S Monroe St
Cerro Gordo, IL 61818
217-763-2351

Population: 1,400
Sworn Officers: 2
Application Deadline: **not stated**

Contact the Village for information.

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,

tivities 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

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.

IOWA

Chief of Police Knoxville Police Dept

305 S 3rd St
Knoxville, IA 50138
641-828-0554

Population: 8,500
Sworn Officers: 13
Application Deadline: **11/5/04**

Successful candidates will be familiar with modern policing trends and techniques for rural and urban communities; proven success in implementing innovative programs, including community policing initiatives; person of integrity; and have strong, effective communication skills. Knoxville is located 35 miles southeast of Des Moines, and is a county seat community with outstanding quality of life assets and many recreational attractions at nearby Lake Red Rock (Iowa's largest lake.) The police department presently has 12 sworn and 3 civilian employees and annual budget of more than \$800,000. Qualified candidates will have a bachelors degree from an accredited college or university in criminal justice, business management, or the social sciences; 7 years of progressively responsible police experience; at least 3 years experience at a command level. Candi-

dates must have or be able to obtain an Iowa's driver's license and certification as a police officer from the State of Iowa. Residency will be required. Starting salary for the position is \$48,000 to \$53,500 plus benefits. Please send resume with cover letter and references by November 5 to : Police Chief Search Committee, address above.

Chief of Police Spirit Lake, City of

1803 Hill Ave
Spirit Lake, IA 51360
712-336-5776

Population: 4,261
Sworn Officers: 7
Application Deadline: **not stated**

Contact the City for information and an application.

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.

MONTANA

Chief of Police Fort Belknap Indian Community Police Dept.

RR 1, Box 66
Harlem, MT 59526
406-353-2205 ext 352

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

Applicants and position descriptions are available at the Fort Belknap Indiana Community Personnel Department, Medicine Bear Lodge in Lodge Pole and the John Capture Center in Hays.

NEW HAMPSHIRE

EMS Director Derry Fire Dept.

14 Manning St.
Derry, NH 03038
603-432-6100

Population: 35,000
Sworn Officers: n/a
Application Deadline: **11/12/04**

The Derry Fire Department responds to 3500 medical emergencies with 63 full time employees, staffing three paramedic engines and two paramedic ambulances. The Derry Fire Department is known as a leader and innovator in EMS and is looking for a dynamic, experienced EMS Director. \$45,000 to \$55,000 per year. Duties require knowledge of public administration, business administration or three years of a related experience or any combination of education, training and experience. Must be a nationally registered paramedic with ability to attain NH Paramedic license with six months of hire date. Must possess a valid State of NH driver's license (CDL preferred). Fire and EMT Instructor certification is desirable. HazMat operational certification required. Please address inquiries to Town of Derry Attn Human Resources Dept 14 Manning Street Derry NH 03038 603-432-6100 Ext 362 The Derry Fire Department conducts pre-employment and random drug and alcohol testing for all employees and applicant

NORTH CAROLINA

Police Chief Fuquay-Varina, Town of

401 Old Honeycutt Rd
Fuquay-Varina, NC 27526
919-567-3908

Population: 6,600
Sworn Officers: 18
Application Deadline: **10/29/04**

Town of Fuquay Varina is seeking a dedicated law enforcement professional to lead a growing dept of 28 sworn personnel, 5 civilian personnel, and 3 part-time personnel. Contact the department for details.

Director of Public Safety Morganton, City of

PO Box 3448
Morganton, NC 28680
828-438-5298

Population: 17,300
Sworn Officers: 67
Application Deadline: **10/15/04**

www.ci.morganton.nc.us Salary: \$58,837 - \$88,256 The City of Morganton, population 17,300, is hiring a Director of Public Safety. The Chief of Public Safety retired with 14 years of service to Morganton on Sept. 1, 2004. The City enjoys a stable City Council. The Chief reports directly to the City Manager. The Morganton Department of Public Safety was formed from separate police and fire departments in 1976. The Department has 102 employees -- 67 sworn personnel and 35 civilians. The 2004/2005 departmental budget is \$6.76 million dollars. A BS in Criminal Justice or a closely related field (Master's degree preferred) is required. Advanced certifications from agencies/institutions such as the FBI Academy, Southern Police Institute, National Fire Academy, Administrative Officers Management Program and/or North Carolina Institute of Government's Municipal Administration Course or an out-of-state equivalent are preferred. A candidate should have a thorough knowledge of police, fire and public



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safety principals. Advanced management, supervision, personnel and budgeting skills are required. Candidate must be able to provide visionary leadership focused on team-building and consensus, motivation, collaborative conflict resolution and positive and effective communications. Candidate must have a demonstrated ability to work with all people and groups in a variety of circumstances. Salary range is \$58,837 to \$88,256. Excellent benefit package. A City employment application is required. Chosen candidates will participate in an assessment center. Send letter of interest, resume, college and Criminal Justice transcripts, and references to: Director of Human Resources City of Morganton PO Box 3448 Morganton, NC 28680-3448 Deadline for application is Friday, October 15, 2004, 5 PM. The City of Morganton is an equal opportunity employer.

Police Chief
Scotland Neck, Town of
 PO Box 537
 Scotland Neck, NC 27874
 252-826-4112

Population: 2,339
 Sworn Officers: 7
 Application Deadline: **not stated**

Contact the Town for details.

OHIO

Communications
Coordinator
Brunswick Police Dept
 4095 Center Rd
 Brunswick, OH 44212
 330-225-9111

Population: 35,000
 Sworn Officers: 43
 Application Deadline: **10/15/04**

Candidates must have a college degree in law enforcement, criminal justice, public or business administration, computer science, or closely-related field. Candidates must also possess two years' experience in public safety work as a full-time Dispatcher and/or Communications Specialist. And two years' supervisory experience. All qualified applicants may send a resume with letter of interest to the Administrative Services Coordinator, address above.

Assistant Fire Chief

Dayton Fire Dept.
 PO Box 22
 Dayton, OH 45401
 (937) 333-4500

Population: 182,005
 \$62,774.40 - \$104,624.00. All Assistant Chiefs must be knowledgeable and able to apply the principles and practices of modern fire fighting, incident command, fire fighting equipment, fire prevention, EMS, rescue and hazardous materials into everyday practice. Assistant Chiefs must have the ability to maintain managerial control under extremely stressful conditions, effectively plan, evaluate, assign and coordinate activities performed by Fire Department units and personnel. This position requires a seasoned veteran who has moved progressively through fire management positions. Requires a minimum of two (2) years as a District/Battalion Chief or higher rank, preferably in an urban setting, OR a minimum of four (4) years as a Fire Captain, Senior Paramedic or Fire Bureau Head with broad administrative and supervisory experience and experience as a Fire Company commander preferably in an urban setting. A college degree is preferred. All candidates must possess and maintain (or obtain within one year of employment), current state and department mandated Emergency Medical Technician certifications and they must possess a valid driver's license and, if necessary, obtain valid Ohio driver's license within six (6) months of appointment, which must be maintained as a condition of employment. Must be a resident within the corporate limits of the City of Dayton at the time of appointment and maintain residency thereafter. www.cityofdayton.org.

PENNSYLVANIA

Chief of Police

Warrior Run Police Dept

Front & Hanover Streets
 Warrior Run, PA 18706
 570-823-3225

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

The Warrior Run Police Department will be accepting applications for a part time Chief of Police. Act 120 is required, at least 5 years experience. Send resume to Warrior Run Borough, c/o Mayor Robert Hynoski, 358 Boyle St. Warrior Run, PA 18706.

RHODE ISLAND

Chief of Police

North Kingstown Police Dept

8166 Post Rd
 North Kingstown, RI 02852
 401-294-3311

Population: 24,600
 Sworn Officers: 50
 Application Deadline: **11/1/04**

\$64,734 annually plus benefits; 40 hours per week. Town of North Kingstown, RI (population 26,000) located on scenic Narragansett Bay

with 30 mile coastline and covering 45 square miles seeks proven, experienced police professional with significant and progressive management experience in all phases of municipal policing to lead staff of 66 with 51 sworn officers and manage a \$5 million dollar budget. Responsible for planning, development and direction of Police Department activities in preservation of law and order and prevention of crime. Manages and participates in development and implementation of goals, objectives, policies and priorities for assigned programs including patrol, detectives, traffic, K-9, emergency disaster, tactical operations, animal control and harbor division program and staff. Town Council-Manager form of government with position reporting to Town Manager. Four-year degree in criminal justice or related field or equivalent combination of education and experience and seven years of progressively responsible supervisory and administrative experience in comparably sized Police Department. Investigation or administrative services supplemented by training at State or National police training school. Comprehensive knowledge of technical and administrative aspects of crime investigation, juvenile welfare, traffic control, law enforcement record keeping and care and custody of persons and property. Strong community relations skills.

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SOUTH CAROLINA

Chief of Police Allendale Police Dept.

PO Box 551
Allendale, SC 29810
803-584-2178

Population: 4,500
Sworn Officers: 10
Application Deadline: **not stated**

The Town of Allendale is seeking dynamic & innovative Chief of Police to engage a diverse population. Reports to Town Administrator. Town seeks a progressive leader that can provide leadership and rural policing. Effective communication w/ members of the community, the police dept., & the media is essential. Associates degree or equivalent in Criminal Justice w/ 5 yrs experience in law enforcement w/ at least 1 yr at management level.

Chief of Police 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. Carolina driver's license and certification as a peace officer from the state. 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: C

TEXAS

Chief of Police Krugerville Police Dept.

100 Kruger Rd.
Krugerville, TX 76227
940-365-5834

Population: n/a
Sworn Officers: n/a
Application Deadline: **10/30/04**

The City of Krugerville seeks experience Law Enforcement Professional. Outstanding leadership, administrative skills, oral/written communication, personal/professional ethics. Minimum of 5 yrs. municipal law experience. Supervisory / Management preferred. Responsible for all police operations. Must have valid Texas Drivers License, valid, current TCLOSE Cert. Salary dependant of qualifications and experience. Mail resumes to the above address or Email admin@krugerville.org.

Chief of Police Malakoff Police Dept.

109 Melton
Malakoff, TX 75148
903-489-0521

Population: 2,100
Sworn Officers: 6
Application Deadline: **10/15/04**

Contact the department for details.

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: **not stated**

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 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.

Chief of Police Woodsboro Police Dept.

121 N Wood
Woodsboro, TX 78393
361-543-4505

Population: 1,685
Sworn Officers: 1
Application Deadline: **not stated**

Must be a certified peace officer with a minimum of 5 yrs experience. Must be willing to relocate. Salary depends on experience. Applications will be taken until filled.

WASHINGTON

Police Chief Tieton, City of

402 Naches Ave
Tieton, WA 98947
509-673-3162

Population: 1,152
Sworn Officers: 4
Application Deadline: **10/29/04**

Salary Range: \$2,625-\$4,395 per month. This is a combination administrative and patrol position. F/T with full benefits.

WISCONSIN

Police Chief

Lisbon Police Dept

W234 N8676 Woodside Rd
Sussex, WI 53089
262-246-8558

Population: 10,000
Sworn Officers: 7
Application Deadline: **10/22/04**

Qualifications: U.S. citizen; Bachelors degree in police science or related field within 18 months of employment; good verbal and written communication skills. Contact the village for more information.

WYOMING

Chief of Police Hanna Police Dept

301 S Adams
Hanna, WY 82327
307-325-9444

Population: 1,065
Sworn Officers: 2
Application Deadline: **not stated**

The Town of Hanna, Wyoming is seeking a Wyoming Certified Commissioned Police Officer to fill the position of Chief of Police. Applicant must be able to oversee the full range of police services to the community of Hanna, including a 24/7 communications center. For more information, please call the Town of Hanna at 307-325-9424, Monday thru Friday, 9:00 a.m. to 4:00 p.m.