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For The Public Safety Executive

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The Brass Key

For The Public Safety Executive

Madison, Wisconsin's New Top Cop 20 Year Vet is Commission's Choice Over Two Other Insiders



Chief Noble Wray

"It's been a real long wait. There were rumors and we were anxious, but now we're happy it's over," said Officer Dave Wixon, of the Madison Police Department.

"He's both steady and resourceful. He's a steady hand on the helm of the police department," said Dave Cieslewicz, Madison's mayor.

With the keys to the department now firmly in his hands, Wray said he's ready to get down to business. It means moving forward with a concept he calls trust-based policing.

"It is the evolution of community-oriented policing. It is where we improve in the area of what we do proactively and we improve in the area of what we do co-actively in our relationship with citizens," said Wray.

In addition to trust-based policing, Wray plans to come up with alternatives to arresting young people, to start holding internal and external listening sessions, and to submit a state of the city by February.

On October 22, 2004, the Police and Fire Commission voted 4-1 to make Acting Chief Noble Wray the permanent leader of the department. The other two candidates were Capt. Cheri Maples and Sgt. Mike Koval.

Wray said if either Maples or Koval had been selected over him, he would have stood behind them with the fullest support.

"We are very happy a decision was made. I think we had three very qualified candidates," said Capt. John Davenport, of the Madison Police Department.

The Facts on The Chief

Madison Police Department

1985-1987 Patrol Officer

1987-1989 Neighborhood Officer

1989-1990 Police Officer, Executive Section

1990-1993 Sergeant, Executive Section

1993-1996 Lieutenant, Executive Section

1996-1999 Captain, South District Police Station

1999-2002 Assistant Chief of Support

2002-2004 Assistant Chief of Operations

BS in Criminal Justice

University of Wisconsin—Milwaukee

Opportunities Featured In This Issue:

The Brass Key

ALABAMA

Ashland Police Dept.
Chief of Police

ALASKA

Ketchikan, City of
Deputy Police Chief

ARIZONA

Tolleson, City of
Fire Chief
El Mirage, City of
Fire Battalion Chief
Coconino Cnty Sheriffs Dept
Commander/Detention Services

CALIFORNIA

University of California Davis
Chief of Police
Sunnyvale Dept of Public Safety
Director of Public Safety
Berkeley, City of
Police Chief
Atascadero Police Dept
Police Lieutenant

CONNECTICUT

Norwich, City of
Fire Chief

FLORIDA

Valparaiso, City of
Assistant Fire Chief
Orchid Police Dept.
Chief of Police
Golden Beach, Town of
Police Lieutenant

GEORGIA

Sylvester, City of
Assistant Police Chief
Sylvester, City of
Police Chief
Richland Police Dept.
Chief of Police
College Park, City of
Fire Chief

INDIANA

Ossian, Town
Police Chief

IOWA

Readlyn Police Dept.
Chief of Police
Knoxville Police Dept
Chief of Police

KANSAS

Halstead, City of
Fire Chief
Enterprise, City of
Chief of Police

KENTUCKY

Frankfort, City of
Chief of Police

MARYLAND

University of Maryland
Baltimore County
Police Lieutenant

MASSACHUSETTS

Eastham, Town of
Deputy Fire Chief

MICHIGAN

Southfield, City of
Fire Chief

MISSOURI

West Peculiar
Fire Protection District
Fire Chief
Riverside Dept of Public Safety
Director of Public Safety
Harrisonville Fire Dept
Fire Chief
Bowling Green Police Dept
Chief of Police

MONTANA

Bridger Police Department
Chief of Police

NEW HAMPSHIRE

Wolfeboro, Town of
Chief of Police

OHIO

Mogadore, Village of
Police Chief
Milford, City of
Police Chief

PENNSYLVANIA

Douglass Township Police Dept.
Chief of Police

SOUTH CAROLINA

Clinton Dept. of Public Safety
Director of Public Safety
Anderson County Fire Protection
Commission
Fire Chief

TENNESSEE

Rural/Metro Knox
County Communications
Communications Manager

TEXAS

New Summerfield
Chief of Police
Alice Fire Dept.
Fire Chief

WASHINGTON

Spokane Valley Fire Department
Fire Chief
Snohomish County
Fire District No. 8
Fire Chief
Sequim, City of
Police Chief
College Place, City of
Fire Chief
Benton County
Emergency Services
911 Manager
Asotin Police Dept.
Chief of Police

WISCONSIN

Two Rivers Police Dept
Chief of Police

WYOMING

Thermopolis, Town of
Chief of Police
Hanna Police Dept
Chief of Police

The Brass Key

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

ALABAMA

Chief of Police Ashland Police Dept.

105 2nd Ave. North
Ashland, AL 36251
256-354-2121

Population: 2,300
Sworn Officers: 8
Application Deadline: **11/12/04**

Qualifications include but are not limited to: any combination of training and experience equivalent to graduation from a standard senior high school, supplemented by formal college level training in police administration; must be Alabama P.O. S.T. Certified; have ability to command the respect of officers and to assign, direct, and supervise their work. Must become a resident of Ashland after appointment to position. Salary range: \$30,000 - \$50,000, dependent upon experience and qualifications. You must submit an application with resume to: City of Ashland P.O. Box 849 Ashland, AL 36251-0849. Complete job description and application may be obtained at Ashland City Hall, 105 2nd Avenue North, Ashland, Alabama. For more information, contact Donna Bennett at (256) 354-2121 or email coa@acs-isp.com.

ALASKA

Deputy Police Chief Ketchikan, City of

334 Front Street
Ketchikan, AK 99901
907-228-5631

Population: 10,000
Sworn Officers: 25
Application Deadline: **not stated**

Deputy Police Chief for the City of Ketchikan, Police Department. Serves as second in command of a police force of 32 employees. Enforces violations of traffic and criminal laws, regulations and ordinances. Associates degree in Criminal Justice, Administration, Management or other related field. Police Standards Council Intermediate Certificate and a valid Alaska Driver's License upon appointment are required. Five (5) years of supervisory and/or administrative experience that includes responsibility for plan-

ning, promoting, organizing, managing, coordinating, supervising, and administering the implementation and evaluation of a typical range of municipal services. Specific experience and skills preferred in general investigation practices and procedures, application of effective law enforcement techniques, procedures and practices, handling stress, physical coordination and fitness, problem solving, decision making, listening and perceiving. Establish and maintain cooperative relationships. Must be a non-tobacco user on and off duty. Monday- Friday 8:00 am - 4:00 pm, full time, \$4,868.33/mo. - \$5,564.33/mo. DOQ plus benefits. Application, complete job description, and the Personal History Statement (F-3 Form) are available on the City's Website www.city.ketchikan.ak.us or The City of Ketchikan, 334 Front Street, Ketchikan, AK 99901, phone (907) 228-5631, or E-mail carolh@city.ketchikan.ak.us.

ARIZONA

Commander/ Detention Services Coconino County Sheriffs Department

911 E Sawmill Rd
Flagstaff, AZ 86001
928-779-6702

Population: 116,320
Sworn Officers: 68
Application Deadline: **not stated**

\$57,455 - \$66,073 per year.

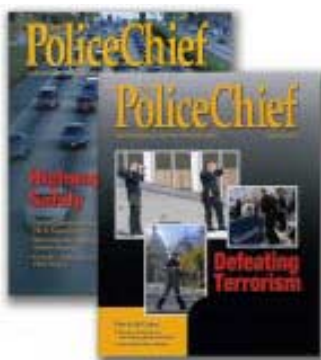
Fire Battalion Chief El Mirage, City of

PO Box 26
El Mirage, AZ 85335
623-879-2945

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

Performs a wide variety of administrative and managerial duties; supervises and serves as a chief officer for daily operational and fire prevention activities, directs activities of multiple fire companies at emergency incidents; and provides technical and administrative support and assistance to the Fire Chief. This position is an exempt forty hours per week position subject to after-hour emergency call as assigned. At

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least eight years as a Fire Captain of a Municipal Fire Department, Fire District or other Governmental Fire Dept. High School Graduate with a successful completion of courses in fire science, supervisory management, business or public administration and related specialized courses or training in firefighter methods, apparatus and equipment, or any equivalent combination or experience and training which provides the desire knowledge, skills and abilities for this job. Valid drivers license required. Applications mailed to Attn: HR Dept. City of El Mirage P. O. Box 26, El Mirage, Arizona 85335 For questions call (623) 876-2945 fax (623)876-4603

Fire Chief Tolleson, City of

9555 W. Van Buren
Tolleson, AZ 85353
623-936-7111

Population: 5,000
Sworn Officers: 43
Application Deadline: **11/19/04**

The City of Tolleson has a population of just over 5,000 and is located in the Phoenix metro area. Tolleson Fire Department has 43 members, including full-time firefighters, reserves, part-time paramedics and administration. Tolleson seeks candidates for Fire Chief, for a progressive, professional full service Fire Department. The department is an active partner in the com-

puter aided automatic aid dispatch system along with several other local cities in the Phoenix area. Candidates must be exceptional leaders with ten years progressively responsible administrative and supervisory experience at a level which has afforded the opportunity to become familiar with all phases of fire department operations. A Bachelor's degree in Fire Science, Public Administration or related field highly desirable. Comprehensive knowledge of fire service administration and operations. Ability to supervise and develop employees effectively. Knowledge of federal, state, and local laws, codes, regulations, standards of governing the delivery of Fire Department services. Demonstrated understanding of fiscal budgeting control principles and methods. Knowledge of the incident management command system. Demonstrated knowledge of all levels of the NFPA. Hiring Range: DOQ/Negotiable, plus a comprehensive benefit package. EOE/ADA. First Review of applications: November 19, 2004. For applications and position information visit our web page at: www.tollesonaz.org or contact: Tolleson City Hall, Chloe L. Correa, HR Manager, 9555 W. Van Buren, Tolleson, AZ 85353, Phone 623-936-7111. CITY OF TOLLESON, ARIZONA

CALIFORNIA

Police Lieutenant Atascadero Police Dept

5505 El Camino Real
Atascadero, CA 93422
805-461-5010

Population: 25,500
Sworn Officers: 29
Application Deadline: **11/12/04**

\$5,704.31 - \$6,993.63 per month. Directs the activities of a major division of the Police Department; act for the Chief of Police in his absence; participates as a member of the Chief's management team; promotes and implements the department's Community Oriented Policing philosophy. Qualifications: Five years experience in municipal police work in the State of California; two years in a supervisory capacity; Bachelor's Degree from a four year college preferred; or any combination of education and/ or experience that has provided the knowledge, skills, and abilities necessary. Bilingual candidates highly desirable. www.atascadero.org.

Police Chief Berkeley, City of

2180 Milvia Street, First Floor,
Berkeley, CA, 94704
510-981-6800

Population: 102,000
Sworn Officers: 190
Application Deadline: **1/3/05**

\$128,374 - \$175,606 The City of Berkeley has a residential population of approximately 102,000 that are highly educated and ethnically, economically, socially and politically diverse. The Berkeley Police Department has a long history as one of the most progressive and innovative law enforcement agencies in the country. The ideal candidate for this position will have an extensive law enforcement employment history that manifests a commitment to community involved policing to provide

a safe and secure environment for residents and visitors. Berkeley, located in the heart of the San Francisco Bay Area, seeks an experienced and results-oriented law enforcement professional with strong leadership skills to lead one of the most innovative law enforcement agencies in the country. The Police Department employs 190 sworn and 115 non-sworn personnel and has a current annual operating budget of approximately 39 million. Candidates must possess a Bachelor's degree from an accredited college or university with major coursework in criminology, social science or public administration and several years of management, supervisory or administrative experience in a major police services function including experience working with community organizations. The salary range for this position is 126,204 - 173,436 annually, with excellent benefits including a CalPERS 3% at age 50 retirement plan. The City also contributes 2,170 annually to the City's I.R.C. 401(a) Supplementary Retirement Income Plan (SRIP), making the effective annual salary 128,374 - 175,606. Opens: October 4, 2004. Filing deadline is Monday, January 3, 2005 www.ci.berkeley.ca.us/hr.

Director of Public Safety Sunnyvale Dept of Public Safety

700 All America Way
Sunnyvale, CA 94086
408-522-1099

Population: 126,000
Sworn Officers: 219
Application Deadline: **11/5/04**

The Sunnyvale Public Safety Department provides both Police and Fire service to approximately 133,000 residents. The men and women of Sunnyvale DPS have earned a well deserved national reputation for professionalism and dedication to community service. Enjoying a 95% citizen satisfaction rating for police and fire services is no accident. It is a testament to the commitment of their sworn and civil-

ian personnel to establish working partnerships with the community to keep their citizens safe and secure, and maintain the quality of life that has become a Sunnyvale trademark. The Director of Public Safety is a key member of the City's executive team and should possess a broad view of local government service. The City is looking for a proven leader and skilled manager who embraces a team approach. The ideal candidate will be take a collaborative approach to managing the Department and bring a high level of energy and commitment. The salary for the Director of Public Safety is open, dependent upon qualifications. If you are interested in this outstanding opportunity, please submit your resume to: Bob Murray, Bob Murray and Associates 735 Sunrise Avenue, Suite 145 Roseville, CA 95661 Fax: 916/784-1985 Email: apply@bobmurrayassoc.com.

Chief of Police University of California— Davis

One Shields Ave Fire/Police Bldg
Davis, CA 95616
530-752-3289

Population: 50,000
Sworn Officers: 52
Application Deadline: **11/30/04**

Established on the Davis campus in 1947, the University of California, Davis Police Department is a state police agency that provides patrol, investigative, and crime prevention services on the main campus and at the UC Davis Medical Center in Sacramento. UC Davis is seeking a new Chief of Police to oversee all aspects of campus law enforcement in a unique academic setting rich in all aspects of diversity. Individuals who will lead the Police Department in strategic planning are highly sought. Overseeing a staff of 41 sworn officers, 38 civilian employees, and 50 student employees, the new Chief of Police must demonstrate experience in effectively aligning resources with goals in an environ-

ment of competitive demands for resources. The ideal candidate will be an advocate for the Department within the campus organization. His/her management style should emphasize teamwork, participation, communication, collaboration, and team development. The salary range for the Chief of Police is 95,800- 143,700 and the University offers an excellent benefit package. If you are interested in this outstanding opportunity, please submit your resume 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 apply@bobmurrayassoc.com. Brochure Available. www.bobmurrayassoc.com.

CONNECTICUT

Fire Chief Norwich, City of

100 Broadway
Norwich, CT 06360

Population: 36,000
Sworn Officers: 55
Application Deadline: **12/3/04**

The Fire Chief in Norwich (population 36,000 in 28 sq. miles) reports to the City Manager and is responsible for 55 full-time employees, two fire stations, and a \$4.5 million budget. The Chief also serves as Fire Marshal for the City. (For more details, see www.cityofnorwich.org) Starting salary is in the \$70-80K range, depending on experience, with an excellent benefit program. Please submit a resume and cover letter with salary history to the Personnel Director, Norwich City Hall, 100 Broadway, Norwich, CT 06360. Closing date is Friday, December 3, 2004. The City of Norwich is committed to a policy of equal opportunity. All qualified individuals are encouraged to apply.



**EXTREME WRITING
INSTRUMENTS**



AstronautPen.com

FLORIDA

Police Lieutenant Golden Beach, Town of

1 Golden Beach Dr
Golden Beach, FL 33160
305-936-2444

Population: 1,000
Sworn Officers: 18
Application Deadline: **12/3/04**

Golden Beach, a coastal community located in northeast Miami-Dade County, is seeking a Police Lieutenant. This is the second highest management position in a Police Department of 18 sworn and 4 civilian employees and reports directly to the Police Chief. Applicants must be Florida certified Police Officers employed in a full-time sworn classification by another police agency (or honorably separated within the preceding 42 months). Applicants must possess a Bachelor's Degree in Criminal Justice, Public Administration, or a related field and as least three (3) years of experience as a Police Lieutenant.
www.goldenbeach.us.
Email:
zroncallo@townofgoldenbeach.org.

Chief of Police Orchid Police Dept.

7406 US Highway 1
Vero Beach, FL 32967

Population: 600
Sworn Officers: n/a
Application Deadline: **11/12/04**

Part time job available. Send resume & salary requirements to the Town Manager, David Jakubiak, Town of Orchid, address above.

Assistant Fire Chief Valparaiso, City of

465 Valparaiso Pkwy
Valparaiso, FL 32580

Population: 6,500
Sworn Officers:
Application Deadline: **11/19/04**

The City of Valparaiso is seeking applicant to fill vacancy for an experienced fire leader. Candidates should possess an Associates Degree in Fire Sciences; a valid Florida Class E Driver's License; five years supervisory experience in fire operations, hazardous materials, and incident command; a Florida State Firefighter and Fire Inspector Certi-

fication is preferred. Successful applicant must live in the immediate area and be able to assist in training 35 volunteers. Starting salary \$21,000 to \$30,900 per year, depending on experience, with \$8000 benefit package. Applications accepted through Nov. 19, 2004. Send resume to: Fire Chief, 465 Valparaiso Pkwy, Valparaiso, FL, 32580.

GEORGIA

Fire Chief College Park, City of

3667 Main Street
College Park, GA 30337

Population: 25,000
Sworn Officers: 65
Application Deadline: **11/30/04**

The City of College Park, GA is seeking a qualified individual to direct and manage the activities and personnel of a 65 member department. Work involves thorough knowledge of fire suppression; advanced life support emergency response, hazardous materials incident management, code enforcement, plan reviews and annual budget preparation. College Park is a fully paid ISO Class 4 municipal department for an 8 square mile area, 31 hotels, two interstate highways, a 4.8M annual budget and an average call load of 4,800. Both access and egress from Hartsfield-Jackson Atlanta International Airport are within College Park's corporate limits. The successful candidate will hold a bachelor's degree in Fire Science, Public Administration or related

field and have demonstrated success in all areas of command; possess a minimum of ten (10) years of progressive management experience including both fire suppression and EMS delivery; excellent interpersonal communications skills. This is a contractual Department Head position requiring City residence. The position comes with an annual starting salary range of \$69,876 - \$87,346 (DOQ) plus a comprehensive benefit package. Application deadline is November 30, 2004. Submit resume, cover letter, salary history and college transcript to: City of College Park, Personnel Dept. 3667 Main Street, College Park, GA 30337. Fax: (404) 305-1342. (EOE/M/F)

Chief of Police Richland Police Dept.

200 Broad St.
Richland, GA 31825
229-887-3323

Population: 1,794
Sworn Officers: 8
Application Deadline: **not stated**

The City of Richland, GA. is seeking a well qualified individual to serve as their Chief of Police. Richland is a small city, with a population of approximately 2000, located 34 miles south of Columbus and approximately 20 miles south of the largest US training military base, Ft. Benning. The police department employs five (5) Georgia P.O.S.T. certified police officers. The Police Chief works directly for the Mayor and Council. He or she will be responsible for the day to day activities of the department. Individuals

applying for the job must have a high school diploma. Additionally, the applicant must possess a basic Georgia Law Enforcement Certification issued by P.O.S.T. and have a minimum five years of senior command experience. If the applicant has not served as a Georgia police chief, he or she must be available to attend a sixty (60) hour training program for Chief Executive Officer's given by the Georgia Association of Chiefs of Police. The salary and benefits are negotiable depending on the applicant's qualifications. The City of Richland is an equal opportunity employer. This position will be open until properly filled.

Assistant Police Chief Sylvester, City of

PO Box 370
Sylvester, GA 31791

Population: 6,000
Sworn Officers: 24
Application Deadline: **not stated**

The City of Sylvester is accepting applications for the position of Assistant Police Chief until filled. Sylvester has a population of 6,000 and is located 20 miles east of Albany and 18 miles west of Tifton. The Assistant Police Chief is second-in-command of a department of 24 sworn and civilian personnel. Applicants must be POST certified and completion of Chief's School is desirable. A degree in Criminal Justice is desirable but not required. Applicants should have at least 2 years of top command or similar experience. Grant writing experience is

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desirable. Application should include a letter of interest and salary requirements. Salary is based upon experience. Finalist for the position will include persons with a record of achievement and strong leadership traits and abilities. The City offers a retirement plan and health insurance. The City is in the process of building a new Police Department facility. The position is open until filled. Send applications and resumes to: City Manager, ATTN: ASSISTANT POLICE CHIEF APPLICATION, City of Sylvester, PO Box 370, Sylvester, Georgia 31791. No telephone calls will be accepted. The City of Sylvester is an EOE and considers applicants without regard to gender, race, religion, color, or creed.

**Police Chief
Sylvester, City of**
PO Box 370
Sylvester, GA 31791

Population: 6,000
Sworn Officers: 24
Application Deadline: **not stated**

The City of Sylvester is accepting applications for the position of Police Chief until filled. Sylvester has a population of 6,000 and is located 20 miles east of Albany and 18 miles west of Tifton. The Police Chief manages a department of 24 sworn and civilian personnel. Applicants must be POST certified and completion of Chief's School is highly desirable. A degree in Criminal Justice is desirable but not required. Applicants should have at least 5 years of top command or similar experience. Grant writing experience is desirable. Application should include a letter of interest and salary requirements. Salary is based upon experience. Finalist for the position will include persons with a record of achievement and strong leadership traits and abilities. Position is open until filled. The City offers a retirement plan and health insurance. The City is in the process of building a new Police Department facility. Send applications and resumes to: City Manager, ATTN: POLICE CHIEF APPLICATION, City of Sylvester, PO Box 370, Sylvester, Georgia 31791. No telephone calls will be accepted. The City of Sylvester is an EOE and considers applicants without regard to gender, race, religion, color, or creed.

INDIANA

**Police Chief
Ossian, Town**
507 N. Jefferson
Ossian, IN 46777

Population: 2,800
Sworn Officers: n/a
Application Deadline: **11/15/04**

The Town of Ossian Applicants must be at least 21 yrs old, have 5 yrs of full-time paid police exp, and comply with Indiana statutory requirements. Written qualifications for this position are avail. at the Ossian Town Hall. Resumes will be accepted until noon Nov. 15, 2004 and should be sent to: Town of Ossian 507 N. Jefferson Ossian, IN 46777

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 or 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. Candidates 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 per year.

**Chief of Police
Readlyn Police Dept.**

PO Box 70
Readlyn, IA 50668
319-279-3999

Population: 773
Sworn Officers: 1
Application Deadline: **11/5/04**

ILEA certified preferred or 2 yr degree in criminal justice. Salary negotiable.

KANSAS

**Chief of Police
Enterprise, City of**

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

Population: 950
Sworn Officers: 4
Application Deadline: **11/22/04**

The City of Enterprise is accepting Resumes for the following position: Chief of Police KLETC required. Salary: \$25,000 - \$31,000. Position requires a valid driver's license, 12yrs of age, high school diploma. Pre-employment written and psychological examinations required. Residency required. Holiday pay and benefits. Resume's accepted until close of business November 22, 2004. Send Resume's to: Enterprise City Office, 206 S Factory, PO Box 245, Enterprise KS 67441. Ph: 785-263-8323

**Fire Chief
Halstead, City of**

303 Main Street
Halstead, KS 67056
316-835-3381

Population: 2,000

The City of Halstead Fire/EMS is currently accepting applications for the position of Fire Chief. This position will be under the direct supervision of the City Administrator. REQUIREMENTS: Applicant is required to possess high school diploma or GED and technical degree or some college credit. Applicant must possess minimum of Firefighter II and Kansas EMT-B or National Registry EMT-B. Minimum of four years of similar or related experience is also required. Contact City of Halstead AT 316-835-3381 or administrator@halsteadks.com for an application and complete job description. Salary commensurate with experience. Applications accepted until filled.

KENTUCKY

**Chief of Police
Frankfort, City of**

315 W 2nd St., PO Box 697
Frankfort, KY 40602
502-875-8500

Population: 28,000
Sworn Officers: 66
Application Deadline: **11/10/04**

The Capital City of Kentucky, population 27,741, located between Louisville and Lexington, seeks qualified applicants for the position of police chief. The police chief reports to the city manager and administers a \$4.7 million budget with a staff of 66 sworn officers and five civilian employees. Applicants with a B.S. or B.A. degree in police administration or related field, preferred, with a minimum of five years' experience as chief, assistant chief, or other high-ranking responsible law enforcement position. Desired qualities include strong organizational and interpersonal skills; knowledge of modern law enforcement technologies; a commitment to excellence and collaborative management; a high degree of integrity; and the ability to exhibit leadership in a diverse working environment and community. Salary commensurate with experience. Send resume with salary history, no later than November 10, 2004 to: City of Frankfort, Kentucky Attn: Human Resources Department P.O. Box 697 Frankfort, Kentucky 40602.

MARYLAND

**Police Lieutenant
University of Maryland
Baltimore Cnty**

111 S. Greene St.
Baltimore, MD 21201
410-455-3136

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

The University of Maryland, Baltimore has an opportunity for a command position with our Department of Public Safety. This position would supervise both sworn officers and non-sworn employees on a designated shift and take responsibility for the supervision, instruction, and review of police officers and civilian personnel. Requires High School Diploma or GED, certification as a

sworn Police Officer recognized by the Maryland Police Training Commission and valid Maryland Non-commercial Class C or equivalent driver's license. Must have four years experience as a certified University Police Officer, to include one year of police supervisory experience or four years equivalent post certification experience with one year police supervisory experience. Please visit our website for complete position description at www.hr.umaryland.edu.

MASSACHUSETTS

Deputy Fire Chief Eastham, Town of

2500 State Highway
Eastham, MA 02642
508-240-5900

Population: 5,000
Sworn Officers: 14
Application Deadline: **11/15/04**

The Town of Eastham is seeking a qualified individual for the new position of Deputy Fire Chief. A full service department with 14 career employees and 8 paid on-call employees. Salary Range: \$52,000 to \$65,000. Minimum Qualifications: Licensed Massachusetts E.M.T., Driver's License, Associates Degree in Fire Science minimum, Bachelor's Degree preferred and at least five years career work experience, with two years at a supervisory capacity in a full service department. Working knowledge and familiarity with residential and commercial Massachusetts State Fire Code and Building Code. For applications call Lorraine Speros at Eastham Town Hall, 2500 State Highway, Eastham, MA 02642 (508) 240-5900. Closing date November 15, 2004. AA/EOE Minorities and women are encouraged to apply.

MICHIGAN

Fire Chief Southfield, City of

26000 Evergreen, PO Box 2055
Southfield, MI 48037-2055

Population: 80,000
Sworn Officers:
Application Deadline: **11/17/04**

The City of Southfield Under the direction of the City Administrator the Fire Chief exercises considerable initiative and independent judgement in establishing goals, objectives, and priorities for all

phases of the Fire Department and oversees enforcement of all fire prevention regulations as established by ordinance or State statutes. Qualifications: A Bachelors Degree or equivalent; Minimum of ten (10) years of extensive experience in firefighting work in a progressively responsible nature, serving at least 5 years as in a position with management level responsibilities; completion of the State of Michigan Fire Officers I, II, and III Certification, Incident Command, Fire Service Management. Visit www.cityofsouthfield.com for qualification details. This is an unclassified, at will position in the Management Group appointed by the City Administrator. Salary range in \$76,666 to \$94,595 plus a comprehensive fringe benefit package. Starting salary is dependent upon qualifications. Submit your resume and salary requirements by Wednesday, November 17, 2004 to the City of Southfield Human Resources Department, 26000 Evergreen, P.O. Box 2055, Southfield, Michigan 48037-2055 or fax to 248-796-4715. Only those candidates who most closely meet our selection requirements will be invited to continue in the application process.

MISSOURI

Chief of Police Bowling Green Police Dept

16A Church St
Bowling Green, MO 63334
573-324-3200

Population: 3,100
Sworn Officers: 8
Application Deadline: **11/22/04**

The City of Bowling Green, MO is seeking qualified candidates for the position of chief of police. The chief is responsible planning, organizing and directing the efficient operation of the department including dispatching services and assuring laws and ordinances are enforced through effective community policing policies. Successful candidates must have a minimum of 10 years of law enforcement experience, possession of valid Missouri driver's license and possession of Basic Police Training Certification from the State of Missouri or equivalent certification from another state. Conviction of a felony or a crime of moral turpitude will disqualify an applicant for consideration and employment. Starting salary is \$40,000.

Fire Chief Harrisonville Fire Dept

300 E Pearl, Box 367
Harrisonville, MO 64701
816-380-8952

Population: 10,000
Sworn Officers: 18
Application Deadline: **11/15/04**

The City of Harrisonville, approximately 30 miles south of Kansas City, MO is currently accepting applications for Fire Chief. This recruitment represents a replacement of a Chief who served the community in excess of 27+ years. Bachelor's Degree in Fire Science/ Management or related field desired. Firefighter II certification required with a minimum of ten years fire and emergency management experience, including command responsibility, which demonstrates a comprehensive knowledge of fire ground command/incident command systems required. Experience which demonstrates full knowledge pertaining to Hazardous Materials response, Emergency/disaster management and homeland security matters must also be evident in background. A working knowledge of Emergency Medical Services is a plus. Strong organizational leadership, long-range planning, financial management, motivational and administrative skills required. Open, accessible, participatory management style with excellent communication skills essential. The successful candidate must possess the highest level of personal and professional integrity, character and honesty. Residency will be required. A starting salary range from \$46,000 to \$55,000. If you have the skills and expertise required, you may apply by submitting resume, four professional references, and salary history to: City of Harrisonville-HR, 300 E. Pearl, P O Box 367, Harrisonville, MO 64701.

Director of Public Safety Riverside Dept of Public Safety

4500 NW High Dr
Riverside, MO 64150
816-741-1191

Population: 3,500
Sworn Officers: 18
Application Deadline: **not stated**

The City of Riverside, Mo. is accepting applications/resumes for Director of Public Safety. Requirements include minimum of BA/BS in criminal

justice/closely related field; knowledge of police, fire & public safety principles; management, supervision, personnel, & budgeting skills; visionary leadership focused on team-building & consensus, motivation, collaborative conflict resolution & effective communication skills; demonstrated ability to work with people & groups in variety of circumstances. Ten years of progressively responsible law enforcement experience, with at least five years in a command level role (rank of captain or above) in an agency of equivalent size or larger is required. Minimum of five years at the supervisory/management level must have been served in a municipal police organization. Prefer master's degree: advanced certification from agencies/ institutions such as FBI National academy or similar executive command training programs. 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. Acceptable candidates will be State certified or become certified within one year of employment and must pass all screening procedures to include polygraph testing, psychological assessments and reference/ complete background reviews. Chosen candidates will participate in assessment center. Starting salary range from \$60,000 to \$70,000 + excellent benefits. Please submit resume, four professional references and salary history to: Attention: City Administrator, City of Riverside-HR, 2950 NW Vivion Rd, Riverside, MO 64150.

Fire Chief West Peculiar Fire Protection District

200 South Main Street
Peculiar, MO 64078

Population: 7,000
Sworn Officers: 40
Application Deadline: **11/19/04**

The West Peculiar Fire Protection District (Population 7000, 47 square miles) is a rapidly growing suburban / rural community on the southern edge of the Kansas City metropolitan area is seeking a full-time Fire Chief. The WPPFD responds to 900 alarms annually with a one million dollar annual budget, and provides state of the art fire suppression and top-notch ALS Ambu-

lance Service. The district consists of 40 FT, PT, and Volunteer personnel. The ideal candidate will have at least 10 years of progressively responsible experience consisting of both fire and EMS duties, and shall have worked at least at the level of Company Officer. Further, the candidate should hold at least an Associate Degree. Eligibility for Missouri or Nationally Registered Paramedic licensure is also required as well as a background in Fire Prevention. It is imperative that the candidate have proven experience in working with a diverse group of employees and those with experience in a combination fire service organization will have preference. Applicants must be willing to relocate to the fire district within 12 months of appointment. Salary \$51,000 to \$59,000 DOQ with exceptional benefits. Interested parties should submit their resume to the West Peculiar Fire Protection District 200 South Main Street, Peculiar, MO 64078. Fax 816-758-7423. Resumes should be in our office by 5:00 PM on Friday, November 19, 2004.

MONTANA

Chief of Police

Bridger Police Department

Box 368
Bridger, MT 59014
406-662-3677

Population: 800
Sworn Officers: 3
Application Deadline: **not stated**

The Town of Bridger is taking applications for this full time position. Mail POST Application Forms To Bridger Town Hall, Box 368, Bridger, MT 59014. Applicants must pass current Physical fitness tests as required by MLEA. Applications taken until position is filled. POST Application available online at <http://jsd.dli.state.mt.us/local/livingston/postap.pdf> Mail or fax at (406) 662-9888 or e-mail to townofbridger@brmt.net.

NEW HAMPSHIRE

Chief of Police Wolfeboro, Town of

251 S Main St
Wolfeboro, NH 03894
603-569-1444

Population: 6,500
Sworn Officers: 12
Application Deadline: **not stated**

Town of Wolfeboro, NH seeks contemporary "working" Police Chief. Experience & knowledge of police ops & issues in rural tourist based Town. Leader w/strong communication & mgt. skills. BA/BS desired, MA preferred. 10 years progressive exp. - min. 7 in senior command. Competitive comp & benefits package. Able to secure NH cert. Apply (preferably via e-mail) to: gschilling@municipalresources.com Municipal Resources, Inc. 120 DW Highway Meredith, NH 03253 Visit www.municipalresources.com for additional details. The Town of Wolfeboro is an Equal Opportunity Employer.

OHIO

Police Chief Milford, City of

Population: 6,400
Sworn Officers: 14
Application Deadline: **12/6/04**

Milford, Ohio, a Charter City of over 6,400 located 17 miles east of Cincinnati is seeking candidates for Chief of Police to manage and direct a nationally accredited police agency with 14 sworn officers, two civilian employees, supplemented by five part-time officers. The position reports directly to the City Manager. Candidates must show a strong work ethic, personal values and integrity, dedication to the job and community, leadership and interpersonal communication skill, strong administrative background, analytical abilities, planning and organization skills and experience in dealing with collective bargaining. Experience with and an understanding of the Community Oriented Policing philosophy shall be expected. Experience with accreditation is helpful. Final candidates will undergo an assessment process con-

ducted by the Ohio Association of Chiefs of Police. Qualifications Bachelors degree in criminal justice or related field preferred. Candidates should possess at least ten years of law enforcement experience with at least five years in a command level position of sergeant or above. Other combinations of equivalent education and experience may qualify. Candidates should have specialized training such as the F.B.I. National Academy, P.E.L.C., Northwestern University Traffic Institution, Police Staff & Command School, and the Southern Police Institute. Candidates must be certified Ohio Peace Officers. The successful candidate must submit to a medical examination, including drug testing, as well as undergo a background investigation, emotional stability and psychological fitness exam. Compensation includes a salary range of \$60,000 - \$70,000 depending upon qualifications, and a comprehensive benefit package. The Chief of Police by Charter must live in the Milford Exempted Village School District within one year of appointment. Interested candidates should submit a complete resume with a cover letter that identifies their qualifications and provides reasons for interest in the position. Resumes and cover letters should be sent to the attention of Mr. Craig King, Ohio Association of Chiefs of Police, 6277 Riverside Drive, Ste. 2N, Dublin, Ohio 43017-5067. All materials must be received at the O.A.C.P. office prior to Monday, December 6, 2004 at 4 00 p.m. (Because of the public records law in Ohio, the identity of applicants and application materials cannot be considered to be confidential.) THE CITY OF MILFORD IS AN E.O.E.

Police Chief Mogadore, Village of

135 S. Cleveland Ave.
Mogadore, OH 44260
330-633-4404

Population: 4,400
Sworn Officers: 9
Application Deadline: **not stated**

The Village of Mogadore, Ohio, is seeking a new police chief. The Village is an equal opportunity employer. A resume and letter of interest should be sent to: C. Stephen Marks, Mayor, Village of Mogadore, 135 S. Cleveland Ave., Mogadore, Ohio 44260.

PENNSYLVANIA

Chief of Police Douglass Township Police Department

1320 E. Phila. Ave. PO Box 297
Gilbertsville, PA 19525
610-367-0466

Population: 9,000
Sworn Officers: 13
Application Deadline: **12/3/04**

The Douglass Twp. police department, located in Berks Co., PA is seeking a proven, experienced, progressive police administrator for this position. The Chief of Police is expected to lead the department as well as participate in operations. A min. of 10 years law enforcement experience is required with a minimum of 3 years at the rank of Sergeant. The candidate must demonstrate strong expertise in leadership, operations, supervisory skills, budgeting, scheduling and community grant writing. Candidate must have a valid PA motor vehicle operator license and have Act 120 or be certifiable at the time of hire. Background checks will be conducted. A probationary period of six months. Salary commensurate with experience in addition to a full benefit package. Applications are available at the Douglass Twp. Building, 1068 Douglass Dr, Boyertown, PA 19512 (610-367-8500) Resumes, including five references must be returned along with applications to Douglass Twp.

SOUTH CAROLINA

Fire Chief Anderson County Fire Protection Commission

210 McGee Road
Anderson, SC 29625
864-260-4010

Population: n/a
Sworn Officers: 16
Application Deadline: **11/20/04**

The Anderson County Fire Protection Commission is accepting applications for Anderson County Fire Chief. Anderson County Fire Department is composed of 27 volunteer fire stations with approximately 800 volunteer firefighters and a paid staff of 16. Candidates must display strong

leadership qualities. Salary is commensurate with education and experience. applications will be accepted through November 20, 2004. Address applications to: Chairman Anderson County Fire Commission 210 McGee Road Anderson, SC 29625 864-260-4010

Director of Public Safety Clinton Dept. of Public Safety

PO Box 748
Clinton, SC 29325
864-833-7512

Population: 9,970
Sworn Officers: 25
Application Deadline: **11/12/04**

The City of Clinton, South Carolina is seeking applications for the Director of Public Safety. The Director of Public Safety is part of the executive management team of the City and reports directly to the City Manager. This Director will lead and direct the day-to-day operations of the police and fire departments of the city. The position requires a progressive leader with a proven record of success in the area of law enforcement. The successful candidate must have through knowledge of modern trends and techniques in community policing, medical first responder, fire/rescue response, and public safety principles. Effective communication skills, both oral and written, are essential. Advanced management, supervision, personnel, and budgeting skills are required. Combined department has approximately 55 employees. Position requires a minimum of a BA/BS from an accredited college or university in Criminal Justice, Public Administration, Management, or a closely related field plus 10 years of progressively responsible experience. Must possess, or have the ability to possess, South Carolina certifications as a peace officer and firefighter. Possession of, or the ability to possess, a SC driver's license is required. Advanced training or certifications from agencies or institutions such as the FBI Academy, South Carolina Criminal Justice Academy, South Carolina Fire Academy, IFSTA, and other management related courses is preferred. Competitive salary with excellent comprehensive benefits package is available. Finalists are subject to FOIA disclosure. Submit a resume with a letter of interest to: C. Samuel Bennett, II City Manager City of Clinton PO Drawer 748 Clinton, SC 29325.

TENNESSEE

Communications Manager

Rural/Metro Knox County Communications

2030 Falling Waters Rd Ste 150
Knoxville, TN 37922
865-560-0011 ext. 1

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

Rural/Metro of Tennessee is seeking qualified applicants for the following two positions: Communications Manager - The Communications Manager is responsible for the day-to-day operations, budgeting and long-term planning for the Rural/Metro Communications Center serving the emergency medical services and fire department needs of Know County, Tennessee. Annually, Rural/Metro's Knox County Communication Center answers 500,000 phone calls resulting in 80,000 dispatched calls. The ideal applicant will have demonstrated experience in the management of a high performance EMS system, system status management, radio and telephone technologies, database design and reporting, and management of a computer-aided dispatch system.

TEXAS

Fire Chief Alice Fire Dept.

500 E. Main St., #301
Alice, TX 78333
361-668-7231

Population: 21,971
Sworn Officers: n/a
Application Deadline: **11/8/04**

The City of Alice offers Group Health, Life Insurance, Dental Insurance, Worker's Compensation, Optional Dependent Coverage, paid holidays, sick leave, personal leave, Military Leave, Retirement Plan, and an active Internal Promotion Policy. The City of Alice is an Equal Opportunity Employer and does not unlawfully discriminate on the basis of race, gender, color, religion, national origin, veteran status, age or disability in hiring conditions, or termination of employment. Final applicants for employment with the City of Alice are subject to drug testing and driver's license verification. Email: rmaldonado@cityofalice.org. For applications call 361-668-7231 or visit Human Resources Dept at 500 E. Main, Rm. 301, Alice, Texas.

Chief of Police New Summerfield

PO Box 38
Summerfield, TX 75780
903-726-3651

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

The City of New Summerfield is seeking an individual for Police Chief. The successful candidate shall possess exceptional oral and written communication skills and leadership abilities. The successful candidate shall also possess the necessary skills needed to develop short and long-range plans, assist the City Manager in preparation of the police department annual budget. Successful candidate should have experience in researching, obtaining, and managing grant programs in conjunction with the City Manager. All candidates submitting applications shall hold all Peace officer certifications required from (TCLEOSE) Texas Commission on Law Enforcement Officer Standards and Education. He/she shall have a minimum of 5 yrs. progressive law enforcement experience in directing and managing police personnel. A Bachelor's degree or higher is preferable but not required. The Chief, along with his/her administrative duties, shall manage a staff of at least one officer plus reserves, and perform patrol duties. Must possess a valid Texas State Driver's License.

WASHINGTON

Chief of Police Asotin Police Dept.

PO Box 517
Astoin, WA 99402
509-243-4411

Population: n/a
Sworn Officers: 1
Application Deadline: **11/19/04**

City of Asotin, Washington is seeking a Police Chief 1-2 Man Department. \$3,600 Month. For further info or to apply send a completed City of Asotin employment application and resume to Jennifer Bly, City Clerk, City of Asotin, P. O. Box 517, Asotin, WA 99402. (509) 243-4411. Email: asotin@cablone.com.

911 Manager Benton County Emergency Services

Prothman Company 126 NW Canal St. Suite 210
Seattle, WA 98107
206-368-0050

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

Under the direction of the BCES Director, the Communications Manager organizes and directs the activities of the 9-1-1 Center including supervising and evaluating the performance of SE-COMM personnel. In addition, the Communications Manager serves as point of contact for the state 9-1-1 office. The ideal candidate will have been a successful Public Safety 9-1-1 Director or senior manager and will have had previous experience in an organization recognized for excellent customer service and continuous improvement. This individual will be capable of making tough decisions in a timely manner when required. Candidates should have a history of progressive, proactive and innovative program development, as well as a track record of successful follow-through and implementation. The Communications Manager should lead by example, demonstrate personal and professional integrity beyond reproach and communicate a sense of vision backed by specific goals/objectives and a plan to achieve these goals and measure success. The competitive candidate will exhibit an open, direct/straight-forward communication style. Further, the new Manager will be a good listener who interacts with personnel throughout all levels of the organization in a consistent manner. The candidate will have sound values and promote teamwork and cooperation as well as the ability to take the organization to the next level of efficiency. Any combination equivalent to a Bachelor's degree in public administration, business administration, police science or related field; a Master's degree is desired. The ideal candidate will possess a minimum of five (5) years of experience in a comparable agency with three (3) years in a senior management role. Competitive candidates will also have an ongoing record of training and development in public safety.

Fire Chief College Place, City of

206-441-4144
Population: 8,000
Sworn Officers:
Application Deadline: **11/8/04**

Salary DOQ. Excellent Benefits. City of College Place - Under the direction of the City Administrator, the next Fire Chief will plan, organize, control, and direct the activities, personnel, resources and operations of the Fire Department. He/She will establish rapport and positive working relationships with all key stakeholders. Candidates should possess a track record of progressively responsible experience in a growing jurisdiction and will have come up through the ranks in a combination of volunteer and paid departments. A Bachelor's degree in fire science or equivalent required, along with valid WA State driver's license, EMT certificate, and Fire Officer certificate. Please contact Waldron & Company to request an application packet. Search Committee Waldron & Company 101 Stewart, Suite 1200 Seattle, WA 98101 206-441-4144 * FAX: 206-441-5213 info@waldronhr.com Closing date for application: November 8th, 2004

Police Chief Sequim, City of

206-441-4144
Population: 4,400
Sworn Officers: 16
Application Deadline: **11/8/04**

Police Chief Sequim, WA Police Chief - 52,000 - 60,000 The City of Sequim (population 4,440) and the surrounding Sequim/Dungeness Valley is located on the Strait of Juan de Fuca on the north coast of Washington State. The valley is the gateway to the Olympic Peninsula and its numerous tourist attractions. Sequim is approximately 2 hours from the Puget Sound region. Serving as a member of the City's management team, consisting of all department managers and under the administrative direction of the City Manager, the Police Chief is responsible for planning, organizing, providing direction and leadership to the 16-member Sequim Police Department. The ideal candidate will be a knowledgeable law enforcement professional with a municipal background and supervisory experience at the level of sergeant or higher. The successful candidate will

be someone with integrity and leadership skills who is able to communicate effectively with not only personnel within the department, but also with other City staff, elected officials and members of the public. The City of Sequim is an Equal Opportunity Employer and all qualified candidates are encouraged to apply. Please contact Waldron & Company at 206-441-4144 or info@waldronhr.com to request an application packet. Completed packets are due as soon as possible and no later than November 8th, 2004.

Fire Chief Snohomish County Fire District No. 8

Lake Stevens, WA
Population: n/a
Sworn Officers: n/a
Application Deadline: **12/16/04**

Snohomish County Fire District No. 8, in Lake Stevens, WA is recruiting for their Fire Chief Position. \$92K - \$102K DOQ. Benefits package. One year probation period. Assoc. Degree in Fire Science or related. 15 years fire experience w/5 yrs. at B.C. or higher. EMS (ALS/BLS) program management. Experience with volunteers and a unionized work force. Must pass physical and thorough background. Residency requirement. Download application, instructions and details at: www.esci.us. Position closes 12/16/04. Assessment Center scheduled January 31, February 1, 2004. Inquire: Jerry Freshour Director of Executive Placement Emergency Services Consulting, inc. escijerryf@aol.com

Fire Chief Spokane Valley Fire Department

425-451-3938
Population: 125,000
Sworn Officers: 150
Application Deadline: **12/6/04**

Starting Salary \$110,000 to \$130,000, depending on qualifications and experience, plus District Vehicle. The Spokane Valley Department (SVFD) has retained our firm to assist in the recruitment for a new Fire Chief. Established in 1940, SVFD is now Eastern Washington's largest in population, Fire District and covers a 78-square-mile area with a population of 125,000 residents. The District is located be-

tween the City of Spokane and the Idaho border and serves the communities of Spokane Valley, Liberty Lake and Millwood, as well as areas of unincorporated Spokane County. Nearby lakes and forest, coupled with over 200 days of sunshine a year, provide residents and visitors with a vast array of outdoor recreational opportunities, such as hiking, bicycling, boating, hunting and fishing. The close proximity to the State's third largest city adds to the cultural diversity found in the region. In addition, within an easy commute, educational opportunities abound, where residents can choose from six colleges and universities, including Gonzaga University, Whitworth College and Eastern Washington University. Within an hour's drive both Washington State University and University of Idaho can be found. This recruitment represents a replacement for a Chief who served the District in excess of 30+ years and recently retired. The SVFD employs 150 sworn personnel and 10 civilian support staff. The Department operates under legislative authority of a five-member elected Board of Fire Commissioners, each serving six-year terms. The Fire Chief reports directly to the Board of Fire Commissioners with two Assistant Chiefs reporting to the Chief. Three Division Chiefs, who staff support responsibilities (EMS, Training and Prevention), report to one of the Assistant Chiefs. The Department responded to over 8,000 calls for services in 2003 from seven fire stations with an average response time of 5:22 minutes, with over 70% of calls for assistance are medically related. Recently, the SVFD has completed construction and the opening of Stations 8, 9 and 10. It is preferred that candidates possess a minimum of seven years of senior or executive level service with at least five years as Assistant/Deputy Chief or 10 years as a Battalion Chief in a comparable or larger size Fire Department that is recognize for excellence and innovation. Leadership and experience in communities of 50,000 plus residents are preferred, as is experience and appreciation for collaborative approaches to regional resource sharing. Demonstrated experience working successfully in a collaborative labor relations/collective bargaining environment will be viewed favorably. The Chief should possess a minimum of an Associates degree in Fire Sciences, Fire Administration or related fields. A Bachelor's degree in Fire Sciences, Fire and/or Public Administration or related field is pre-

ferred. Graduation from the National Fire Academy's Executive Fire Officers Program, CAPSTONE EMS Management, Certification as an Emergency Manager (CMO) by the international Association of Emergency Managers, and/or credentials as a Chief Fire Officer Designate (CFOD) are highly desired. Interested individuals please submit a statement of qualifications, current salary information and resume to: THE OLDANI GROUP 10900 NE 4th Street, Suite 2030 Bellevue, Washington 98004 425.451.3938 * FAX: 425.453.6786 Closing date for application: NO LATER THAN December 6, 2004.

WISCONSIN

Chief of Police Two Rivers Police Dept

1717 E Park St
Two Rivers, WI 54241
920-793-5507

Population: 13,030
Sworn Officers: 30
Application Deadline: **11/30/04**

The City of Two Rivers, Wisconsin, (population 13,100) is seeking a Chief of Police to perform a variety of complex administrative, supervisory, and professional work. Duties will include coordinating and directing the activities of the Two Rivers Police Department. The ideal candidate will possess strong operations planning, supervision, community policing, budgeting, labor relations, and communication/interpersonal skills. A Bachelors Degree (Master Degree preferred) in Police Science, Law Enforcement, Criminal Justice, Public Administration, or a closely related field is desired. Eligibility for Wisconsin Law Enforcement Standards Board Certification, along with a minimum of ten (10) years of experience in police work, five (5) years of which must have been equivalent to Police Lieutenant or higher is required. Additionally, specializing training programs such as the FBI National Academy, Northwestern University - School of Police Staff and Command, or Southern Police Institute - Administrative Officers Course are highly desirable. This position reports to the City Manager and has a salary range of \$60,986 to \$79,435, dependent upon experience and qualifications. City residency is required within 12 months of the date of hire.

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. The Town of Hanna has an excellent benefit package and salary will be determined by experience. For more information, please call the Town of Hanna at (307)325-9424, Monday through Friday, 9:00 a.m. to 4:00 a.m.

Chief of Police Thermopolis, Town of

420 Broadway
Thermopolis, WY 82443
307-864-9285

Population: 3,500
Sworn Officers: 8
Application Deadline: **11/22/04**

The Town of Thermopolis, Wyoming is seeking an experienced professional with proven leadership and administrative skills to serve as Chief of Police. The successful applicant will plan, organize and direct employees and activities of the Police Department in the enforcement of

laws and ordinances, the prevention of crimes, public relations, the investigation of traffic matters and criminal cases. Must be equitable in dealing with subordinates and the public. The Chief of Police is a member of the administrative team of the Town of Thermopolis and, as such, must be able to collaborate with other administrators to meet goals as established by the Mayor and Town Council members. Responsibilities include supervision of patrol, communications and animal control (13 staff members); development and administration of department budget; schedule and training of personnel; policy devel-

opment; department hiring and discipline. Requirements include: POST certification (or ability to obtain certification); physically fit; valid drivers license; a minimum of seven years of increasingly responsible experience in law enforcement with at least four years in a supervisory position. Salary negotiable, depending on experience. Excellent benefit package. Resumes will be accepted until 5 p.m. November 22, 2004. Anticipated start date is January 1, 2005. Send resume to Mayor, Town of Thermopolis, 420 Broadway, Thermopolis, WY 82443, phone 307-864-9285.



Kaplan College

School of Criminal Justice

Associate of Applied Science in Criminal Justice



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