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For The Public Safety Executive

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The Brass Key

For The Public Safety Executive

Stamford, Connecticut's New Top Cop Retired Massachusetts Chief Returns to Lead Larger Department



Chief Brent Larrabee

Former Framingham, Massachusetts Police Chief Brent Larrabee will be back on the job -- now in a larger city in a new state.

Larrabee was hired this month as the new police chief in Stamford, Connecticut., a city with about 120,000 residents and a department of more than 400 employees, including 302 full-time police officers.

The final candidates for the position were Brent Larrabee, former police chief in Framingham, Massachusetts; Arthur Kelly III, who has been the top cop in five jurisdictions (New Bedford, Massachusetts; Peoria, Illinois; St. Joseph, Missouri; North

Adams, Massachusetts, and Sanford, Maine); and Karen Krasicky, Deputy Chief of the Bridgeport Police Department.

Larrabee retired from the Framingham Police Department in July 2001 after 29 years with the force, 13 as the chief. He went on to do some work for a small police department on Cape Cod, served as the temporary Police Chief in Westwood and until October worked in Nigeria, training police officers.

"I never really retired. I just changed jobs," Larrabee said, "I'm anxious to get started."

Larrabee, lives in Naples, Florida and hopes to start his new job sometime in January. A 40-member Board of Representatives still has to formally approve his hiring.

He is now looking for a home in Stamford for when he leaves sunny Florida.

"I suspect there'll be plenty of warm days in Stamford," Larrabee said.



Opportunities Featured In This Issue:

The Brass Key

ALABAMA

Selma, City of
Police Chief

ARIZONA

Paradise Valley, Town of
Assistant Police Chief

ARKANSAS

Little Rock, City of
Chief of Police

CALIFORNIA

Atascadero, City of
Police Sergeant

Berkeley, City of
Police Chief

University of California,
Santa Barbara
Chief of Police

CONNECTICUT

Danbury, City of
Chief of Police

FLORIDA

Eustis, City of
Director of Public Safety

GEORGIA

Morrow, City of
Fire Chief

ILLINOIS

Farmington, City of
Chief of Police

IOWA

Fayette, City of
Police Chief

KANSAS

Iola, City of
Police Chief

KENTUCKY

Richmond, City of
Fire Chief

MASSACHUSETTS

Chatham, Town of
Chief of Police

Granville Police Dept.
Chief of Police

Plainfield, Town of
Police Chief

MICHIGAN

Detroit Metro Airport
Police Chief

MINNESOTA

Bemidji Fire Dept.
Fire Captain

MISSOURI

Gower, City of
Police Chief

Grandview, City of
Chief of Police

NEW HAMPSHIRE

Bethlehem Police Dept.
Patrol Sergeant

New London Police Dept
Police Sergeant

Windham, Town of
Chief of Police

NEW MEXICO

Lovington Police Dept
Chief of Police

NEW YORK

Cornell University
Director of Police

NORTH CAROLINA

Hillsborough, Town of
Chief of Police

Monroe Police Dept.
Chief of Police

OKLAHOMA

Ponca City, City of
Fire Chief

PENNSYLVANIA

Lower Millford Township
Police Chief

Troy Borough
Chief of Police

SOUTH CAROLINA

Chester, City of
Fire Chief

North Charleston Fire Dept.
Fire Captain

SOUTH DAKOTA

Yankton, City of
Fire Chief

TEXAS

College Station Fire Dept.
Fire Chief

Nacogdoches Fire Dept.
Fire Chief

University Park, City of
Deputy Fire Chief

WASHINGTON

Jefferson County Fire Protection
District #4
Fire Chief

Lacey, City of
Police Chief

WISCONSIN

Kenosha, City of
Battalion Chief

Platteville, City of
Chief of Police

The Brass Key

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

ALABAMA

Police Chief Selma, City of

Personnel Dept., P. O. Box 450,
Selma, AL 36702-0450

Population: 21,000
Sworn Officers: 64
Application Deadline: **not stated**

Bachelor's Degree preferred or any combination of education, training and experience with relevant years of progressively related experience. Salary: up to \$51,979 annually. Submit resumes to: City of Selma, Personnel Dept., P. O. Box 450, Selma, AL 36702-0450.

ARIZONA

Assistant Police Chief Paradise Valley, Town of

6433 E. Lincoln Drive
Paradise Valley, AZ 85253
480-348-3577

Population: 14,400
Sworn Officers: 36
Application Deadline: **1/28/05**

Salary: \$67,915-101,844 DOQ
Qualifications: Minimum qualifications are: Bachelor's Degree in Law Enforcement Administration, Public Administration, Criminal Justice, or closely related area and experience equivalent to five years full-time, supervisory/managerial level community law enforcement work. A Master's Degree in Public Administration or closely related area may substitute for one year of the required experience. Must have the ability to obtain Arizona POST certification as a Peace Officer, including physical agility and endurance. Must be able to obtain a valid Arizona operator's license. Graduation from FBI National Academy or equivalent highly desired. Responsibilities: The Town of Paradise Valley, Arizona (pop.14,600) is seeking a highly qualified municipal government professional to serve as Assistant Police Chief to assist the Police Chief in planning and directing the programs and activities of the Police Department in the enforcement of laws and ordinances and the prevention of crime and protection of life and property. The Assistant

Chief Police reports to the Police Chief. Paradise Valley is a predominantly residential community located in the northeast Phoenix metropolitan area, with a Police Department annual budget of 5,634,644 and 47 employees. Special Conditions: The finalist will be an experienced and innovative police manager who possesses outstanding communication, organizational and leadership skills. The ideal candidate is a law enforcement leader with wide experience in all facets of policing and public safety in a small, suburban community. The new Assistant Chief will be a key player in building the department to serve future community needs. Specifically, the following is highly valued: team player with proven commitment to community policing as a philosophy and to traffic safety. For more information, contact: Roy Corley 6433 E. Lincoln Drive Paradise Valley, AZ 85253-4328 Phone: (480) 348-3577 Fax: (480) 998-0877 Email: RCorley@townofpv.com Website: www.ci.paradise-valley.az.us/policy How To Apply: Application packets may be obtained M-F, 8am-5pm, at the Police Department, 6433 E. Lincoln Drive, Paradise Valley, AZ, 85253; via e-mail at rcorley@ci.paradise-valley.az.us; or by telephoning Roy Corley at 480-348-3577. Applications must be submitted no later than January 28, 2005. We support a drug-free work environment through pre-employment drug testing. EOE/M/F/D/V

ARKANSAS

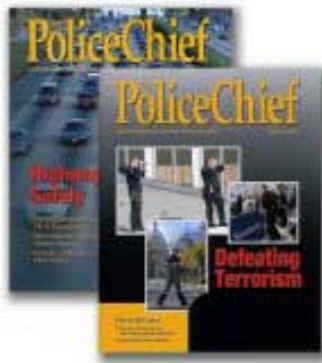
Chief of Police Little Rock, City of

Human Resources Department, 500 West Markham,
Little Rock, AR 72201
501-371-4590

Population: 185,000
Sworn Officers: 567
Application Deadline: **1/7/05**

Maximum Salary: \$109,415 Qualifications: A bachelor's degree in criminal justice, public administration or related area from an accredited institution, and four years of experience as a manager or administrator in a law enforcement agency similar or larger in size and complexity to

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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LRPD, supervising managerial and professional level employees is required. Equivalent experience and training will be considered. Experience utilizing the COMSTAT management process and community-oriented policing is preferred. Responsibilities: Little Rock (population 185,000; 350,000 daytime), Arkansas' capital, is located in central Arkansas on the Arkansas River in a high growth metropolitan area of 550,000. Reporting directly to the City Manager, the Chief manages an annual operating budget of 41 million and a staff of 711, including 567 sworn officers. The department consists of three bureaus providing services through ten divisions, three patrol substations, a full service training facility, and the City's Communications Center. Special Conditions: Submitted resumes will be subject to disclosure under the Arkansas Freedom of Information Act. For more information, contact: Modena Jardina, HR Document Specialist 500 W. Markham - Suite 130W Little Rock, AR 72201 USA Phone: (501)371-4590 Fax: 501) 371-4496 Email: mjar-dina@littlerock.state.ar.us Website: www.accesslittlerock.state.ar.us. Submit cover letter and resume by January 7, 2005, to the City of Little Rock Human Resources Department, 500 West Markham, Little Rock, AR 72201 or email HR-Employment@littlerock.state.ar.us.

CALIFORNIA

Police Sergeant Atascadero, City of

6905 El Camino Real, Suite 6
Atascadero, CA 93422
805-461-5000

Population: 25,500
Sworn Officers: 29
Application Deadline: **1/7/05**

Police Sergeant Atascadero, CA POLICE SERGEANT City of Atascadero \$4,469.48 - \$5,432.68 month plus xInt. benefits including PERS 3% @ 50. Requirements upon hire: 3 years' law enforcement exp. in a government agency; eligible for P. O.S.T. Intermediate Certificate. Bilingual candidates highly desirable. Must complete City application, avail. at 6905 El Camino Real Suite 6 Atascadero CA 93422 by calling (805)461-5000 or at www.atascadero.org Filing Deadline: 5:00 pm Friday, January 7, 2005 EOE

Police Chief Berkeley, City of

2180 Milvia Street, First Floor
Berkeley, CA 94704
510-981-6818

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

Salary: \$128,374 - \$175,606
Qualifications: 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 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.
www.ci.berkeley.ca.us

Chief of Police University of California, Santa Barbara

Santa Barbara, CA 93106

Population: 18,900
Sworn Officers: 25
Application Deadline: **1/21/05**

Candidates must be a sworn officer and able to meet California POST certification within a year of appointment. A bachelor's degree or combination of education and experience is required, with at least ten years of increasingly responsible law enforcement experience and at least five years of management and administrative responsibility. The successful candidate must be familiar with special and ongoing joint law enforcement operations involving university police and allied agencies, and must have strong leadership skills and effective written and oral communication skills. Policing at an institution of higher education involving shared governance between campus constituents is desirable. Graduate degree and or advanced training such as the FBI Academy are also desirable. Responsibilities: Under the general direction of the Vice Chancellor for Administrative Services the Chief of Police plans, manages and directs the law enforcement of the campus, the Community Service Office program, Rescue Services, the Emergency Communications Center and Criminal Records Bureau and the regulation and control of bicycles. In addition, the Chief represents the Police Department on campus, within the community, with outside law enforcement agencies, and participates on various campus committees regarding campus security and student safety for the campus community. The Chief must be committed to providing excellent customer service and community policing. The Chief plays an integral part in the University's management team and has a highly visible role in the campus

community and surrounding communities. Dedication to internal communications, employee involvement, campus interaction and participation, accountability at all levels within the agency and unquestionable personal and professional ethics are essential. For more information, contact: Bob Murray 735 Sunrise Avenue, Suite 145 Roseville, CA 95661 USA Phone: 916-784-9080 Fax: 916-784-1985 Email: apply@bobmurrayassoc.com Website: www.bobmurrayassoc.com How To Apply: If you are interested in this outstanding opportunity, please send your resume to Bob Murray & Associates, 735 Sunrise Avenue, Suite 145, Roseville, CA 95661, fax (916) 784-1985, or e-mail apply@bobmurrayassoc.com. Filing Deadline: January 21, 2004. Brochure Available. (916) 784-9080.

CONNECTICUT

Chief of Police Danbury, City of

120 Main St
Danbury, CT 06810
202-466-7820

Population: 64,880
Sworn Officers: 150
Application Deadline: **1/5/05**

The City of Danbury, Connecticut is seeking an experienced policing professional for the position of Chief of Police. Situated just north of the New York City metropolitan area, the City of Danbury offers a rich setting of cultural, sporting, educational and entertainment activities. Boasting a low crime rate and national distinction as one of the nation's safest cities, Danbury is renowned for its family-oriented atmosphere. The Police Chief will be responsible for a department of 150 sworn officers and 6 civilians. The Chief will be appointed by and will 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 at least ten years of experience in policing. 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. Successful candidates must be able to achieve full standing as a police officer in the State of Connecticut. The successful candidate will be required to establish residency within the corporate boundaries of the City of Danbury. Candidates should have an established record of success in police leadership, public sector management, and must show a strong commitment to collaborative problem solving through experience and stewardship of community policing fundamentals. In addition, candidates must be able to develop the organization to its highest potential to meet the needs of a broadly diverse and growing service population. The candidate must possess the ability to build strong interpersonal relationships with members of the police department and with the community at large. Experience with labor relations will be a definite asset. Application Close Date: Wednesday, 5 Jan 2005 To apply, please send a current resume and a cover letter summarizing your qualifications and five references by no later than Wednesday, January 5, 2005, to: Send Resume To: The Police Executive Research Forum, Danbury Search 1120 Connecticut Ave., NW Suite 930, Washington DC 20036 Employer Contact: Terry Chowanec Rick Overman Contact Email Address: tchowanec@policeforum.org Contact Mail Address: 1120 Connecticut Ave., NW Suite 930 Washington DC 20036 Contact Phone: (202) 466-7820 Phone Extension: Contact Fax: (202) 466-7826



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FLORIDA

Director of Public Safety Eustis, City of

PO Drawer 68
Eustis, FL 32727
352-483-5472

Population: 13,000
Sworn Officers: 59
Application Deadline: **12/31/04**

Sr. Director, Public Safety/Police Chief Title Description: Position Details: Directs Public Safety Div, including Police & Fire Depts, which are supported by a Fire Chief, Fire Captain and 4 Fire Lieuts, as well as Police Captain, 3 Police Lieuts and 5 Sgts. As Chief, supervises 41 sworn and 14 civ., w/budget of \$3.05 million and as Director, oversees Fire Dept with 18 sworn & 1 civ., and budget of \$1.08 million. For more info, go to www.eustis.org. Application Close Date: Friday, 31 Dec 2004 Submit cover letter, resume, city application (obtain on our website), salary/benefit requirements and names/addresses of 4 professional references. Send Resume To: Human Resources City of Eustis P.O. Drawer 68 Eustis, FL 32727-0068 Employer Contact: Ann Isaacs Contact Email Address: isaacs@ci.eustis.fl.us Contact Mail Address: P.O. Drawer 68 (109A E Orange Ave) Eustis FL USA Contact Phone: 352-483-5472 Phone Extension: Contact Fax: 352-483-0492 FAX Extension:

GEORGIA

Fire Chief Morrow, City of

1500 Morrow Rd.
Morrow, GA 30260
770-961-4002

Population: 5,000
Sworn Officers: 28
Application Deadline: **1/2/05**

The City of Morrow is seeking a qualified individual to direct and coordinate the activities and personnel of a 28-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. Morrow is a fully paid ISO

Class 4 municipal department for a 4 square mile area, a regional mall, a state university, an interstate highway, with a \$1.6 million annual department budget. The census population of Morrow is 5,000+ with a daily population above 60,000. The successful Candidate should 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 responsible management experience including both fire suppression and EMS delivery, excellent interpersonal and communication skills. Application deadline is January 2, 2002. Submit resume, cover letter, salary history and college transcript to: johnlamp1@aol.com. (EOE/M/F)

ILLINOIS

Chief of Police Farmington, City of

33 N East St
Farmington, IL 61531
309-245-2427

Population: 2,500
Sworn Officers: 6
Application Deadline: **not stated**

The City of Farmington, Illinois will be accepting applications for the position of Chief of Police for the Farmington Police Department. Qualifications/ Requirements Age: 21 years by date of application. Education: Graduate from high school or G.E.D. equivalency accepted. Copy of diploma or certifi-

cate must accompany application. P. T.I. desired. Other: U.S. citizen, valid Illinois drivers license. Application: Applications will be taken immediately. Applications must be by written resume stating work history, education and any achievements pertinent to the position. Resumes should be send to the following: Farmington City Building 33 N. East Street Farmington, IL 61531

IOWA

Police Chief Fayette, City of

C/O Mayor, PO Box 28, 11 S. Main St.
Fayette, IA 52142

Population: 1,351
Sworn Officers: 3
Application Deadline: **1/15/05**

City of Fayette (pop. 1,351) is seeking applicants for its Police Chief. Salary DOQ plus benefits. Position requires ILEA Certification, leadership skills, earned high school degree, 2-3 years supervisory/administrative experience, knowledge of investigation, crime detection, laws governing arrest and seizure. Successful applicant must pass all screening procedures. Residency will be required. Submit resume with references and cover letter to the City of Fayette, C/O Mayor, PO Box 28, 11 S. Main St., Fayette, IA 52142 Application deadline is January 15, 2005

KANSAS

Police Chief Iola, City of

P.O. Box 308 2. W. Jackson Ave.
Iola, KS 66749
620-365-4900

Population: 6,400
Sworn Officers: 17
Application Deadline: **1/31/05**

Salary: \$37,000 to \$50,500
Qualifications: Bachelor's degree in Criminal Justice or a closely related field plus 7 years of progressively related experience is required. Responsibilities: Oversees activities of 25 employees in Police, 911 Dispatch, Animal Control, Court Services. Special Conditions: EOE/AAP For more information, contact: City Administrator P.O. Box 308 2. W. Jackson Ave. Iola, KS 66749 Phone: (620)365-4900 Fax: (620)365-4906 Email: baturner@iolaks.com Send resumes to above address or fax or e-mail to above location.

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KENTUCKY

Fire Chief Richmond, City of

P.O. Box 250
Richmond, KY 40476
859-623-1000

Population: 28,000
Sworn Officers:
Application Deadline: **12/20/04**

Under the administrative direction of the City Manager, the Chief will plan, organize, direct, coordinate and evaluate the firefighting, prevention and fire service activities of the Fire Department. Applicant must have extensive knowledge of the principle, practices, methods and equipment employed in firefighting. Must show responsible supervisory experience. Must have the ability to establish and maintain effective working relationships with employees and the public. Physical fitness, resourcefulness, sound judgment and integrity are required. A copy of the e Job Description is available at City Hall. Mail application and/or resumes to City Manager, P.O. Box 250, Richmond, KY 40476. Call 623-1000 with questions. The City of Richmond is an equal opportunity employer.

MASSACHUSETTS

Chief of Police Chatham, Town of

549 Main Street
Chatham, MA 02633

Population: 7,000
Sworn Officers: 22
Application Deadline: **1/14/05**

The town of Chatham, Mass. seeks a highly qualified candidate to be the next Police Chief. Located at the elbow of Cape Cod and considered a destination point by the tourist industry, Chatham's year round population is approximately 7,000. The summer population swells to approximately 30,000. The department consists of a Chief, Deputy Chief, Detective Lieutenant, 22 full-time officers, six part time officers and 10 civilians. Candidates must possess a bachelor's degree in law enforcement, including police academy certification and a the ability to

obtain a license to carry a firearm. FBI National Academy and/or an advanced degree is preferred. Candidates must have achieved the rank of Lieutenant and offer at least ten years of progressive experience in law enforcement with five years of proven administrative/supervisory background. Proven ability as a leader, negotiator, public speaker, mediator, financial/budget planner, trainer/developer and incident commander are also required. Salary is negotiable and commensurate with experience. Excellent benefits package including the educational incentive "Quinn Bill" for candidates with Mass approved degrees. Chatham residency required. Application Close Date: Friday, 14 Jan 2005. Interested candidates should apply with cover letter and resume to Human Resources Department 549 Main Street, Chatham, MA 02633. Resumes and cover letters may also be sent to pperis@town.chatham.ma.us Chatham is an equal opportunity employer

Chief of Police Granville Police Dept.

PO Box 247
Granville, MA 01034
413-357-8572

Population: n/a
Sworn Officers: n/a
Application Deadline: **12/29/04**

Extensive Full Time experience, & Police Academy Training required. Previous Administration & Commanding experience preferred, emphasizes Community Policing.

Police Chief Plainfield, Town of

304 Main Street
Plainfield, MA 01070
413-634-5418

Population: n/a
Sworn Officers: n/a
Application Deadline: **1/3/05**

The Board of Selectmen are accepting resumes for the position of police chief. Starting salary \$2,500 per annum, two year contract. Resumes must be submitted by 5:00 pm. on Monday, January 3, 2005, to Town Secretary, Town Offices, 304 Main Street, Plainfield, MA 01070.

MICHIGAN

Police Chief Detroit Metro Airport

Wayne County Airport Authority
Detroit, MI 48242

Population: n/a
Sworn Officers: 175
Application Deadline: **12/31/04**

The Wayne County Airport Authority is seeking a proven, experienced police professional to lead its (175 employee) full service police force at Detroit Metro and Willow Run Airports. The Police Chief reports to the Executive Vice President - Operations through the Director and Deputy Director of Public Safety. Applicant should have a four-year degree in Criminal Justice, Public/Business Administration or closely related field, seven (7) years full-time exp. in senior police management of a mid-size or large municipal police agency, a demonstrated history of innovation in the delivery of quality, customer service based policing and proven fiscal management. Qualified applicants must submit a resume with four letters of reference no later than December 31, 2004. Excellent salary and benefit package. Send resume to: Rosalind Wallace Wayne County Airport Authority Detroit Metropolitan Airport L.C. Smith Terminal - Mezzanine Detroit, MI 48242

MINNESOTA

Fire Captain Bemidji Fire Dept.

401 Minnesota Ave Nw
Bemidji, MN 56601
218-759-3570

Population: 11,982
Sworn Officers: n/a
Application Deadline: **12/30/04**

The City of Bemidji is seeking to fill the position of Fire Captain. Minimum qualifications include at least 4 yrs experience as a career firefighter incl. 4 yrs as a supervisor or 8 years in a paid on call or volunteer dept., Firefighter II certified, and certification as an EMT-B. Deadline: 3:00 p.m., Thursday, Dec. 30, 2004. Request application packet from City Clerk at 218-759-3570.

MISSOURI

Police Chief Gower, City of

PO Box 408
Gower, MO 64454
816-424-6617

Population: 1,400
Sworn Officers: 7
Application Deadline: **not stated**

The City of Gower is accepting applications for Police Chief. Send resume to City of Gower PO BOX 408 Gower, MO 64454. Call 816-424-6617 for more information.

Chief of Police Grandview, City of

1200 Main
Grandview, MO 64030

Population: 25,291
Sworn Officers: 53
Application Deadline: **3/1/05**

To provide leadership to all police personnel and department activities involved in the direction, organizational planning & development, training, & implementation of law enforcement & public safety communication services. Requirements: B.S. degree in criminal justice, law enforcement, public admin of a related field & 6 yrs of progressively responsible law enforcement exp, with at least 5 yrs in an admin or sr command level, in an agency of equivalent size or larger; & minimum 5 yrs mgmt exp in a comparable municipal police org. The successful candidate should be a visionary & innovative leader with proven track record. City residency required. Salary: \$65,166 - \$91,250 plus benefits. Submit resume, 4 professional references, & salary history: City of Grandview, MO, 1200 Main, Grandview, MO 64030 by 03/01/05. EOE

NEW HAMPSHIRE

Patrol Sergeant Bethlehem Police Dept.

2155 Main St.
Bethlehem, NH 03574-0808
603-869-5811

Population: 2,400
Sworn Officers: 5
Application Deadline: **not stated**

The Bethlehem Police Department members consist of a sworn, full-time Chief of Police and four, sworn, full-time officers. The Bethlehem Police Department serves approximately 2400 year-round residents and thousands of tourists every year, in an area of approximately 91 square miles - largely comprised of White Mountain National Forest. The Sergeant, along with taking calls for service, would be responsible for supervision of personnel, creating work schedules and assisting with the training for members of the department. Applicants must have five years of full-time law enforcement experience. Applicants must also be able to pass a written test, oral board, physical fitness test, drug test, polygraph test and a psychological evaluation.

Police Sergeant New London Police Dept

25 Seamans Rd
New London, NH 03257
603-526-2626

Population: 4,200
Sworn Officers: 8
Application Deadline: **12/28/04**

The New London Police Department is seeking a qualified professional for the position of Police Sergeant to be second in command of the department. The New London Police Department has 8 sworn officers that serve a growing community of 4,200. The base wage ranges from \$40,497.60 to \$51,854.40. Candidates must have two years of college in criminal justice or related field and five years police experience or equivalent. Candidates must be currently NH certified (preferable) or certifiable. Interested applicants should send resume, cover letter and 3 professional references to Jacques Personnel, PO Box 300, Warner, NH 03278-0300 by Tuesday, December 28, 2004 or email to gary@jacquesper.com. For additional details see website at www.jacquesper.com EEO.

Chief of Police Windham, Town of

PO Box 120
Windham, NH 03087

Population: 12,500
Sworn Officers: 18
Application Deadline: **12/24/04**

Salary: \$63,097 - \$76,730 Qualifications: Ideal candidate must have, at minimum, a Bachelor's degree in Criminal Justice or Police Administration and ten years progressively responsible experience in law enforcement and crime prevention, with a minimum of three years in a senior supervisory capacity; or an equivalent combination of education and experience demonstrating possession of the required knowledge, skills, and abilities. Successful candidate must have effective leadership and administrative abilities and excellent interpersonal and written/oral communication skills. Responsibilities: Responsible for planning, development and direction of Police Dept. activities in preservation of law and order and prevention of crime. Dept. has 18 full-time sworn officers, 5 civilian employees, part-time prosecutor, and a municipal budget of 2.1M. Special Conditions: The position requires residency within a 12-minute commute to the Police Station, with Windham residency preferred. For more information, contact: Town Administrator P. O. Box 120 Windham, NH 03087 www.windhamnewhampshire.com Send detailed resume marked "Confidential" to the Town Administrator, P.O. Box 120, Windham NH 03087. EOE. Resumes must be received by December 24, 2004. All applications kept confidential. Faxes and e-mails not accepted. For additional community information, visit www.windhamnewhampshire.com

NEW MEXICO

Chief of Police Lovington Police Dept

PO Box 1268
Lovington, NM 88260
505-396-2884

Population: 10,000
Sworn Officers: 26
Application Deadline: **1/1/05**

Qualifications: 10 yrs supervisory experience, degree preferred Responsibilities: direct force of 26 in community of 10,000 For more information, contact: Pat Wise P.O. Box 1268 Lovington, NM 88260 Phone: (505)396-2884 Fax: (505)396-3826 Email: pwise@lovington-nm.org

NEW YORK

Director of Police Cornell University

107 Humphreys Service Building
Ithaca NY 14853
607-255-1037

Population: 19,000
Sworn Officers: 49
Application Deadline: **12/31/04**

Located in the Finger Lakes region of New York State, Cornell University is committed to creating a more diverse and inclusive campus in which to work, study, teach and serve. Cornell University is seeking a Director to lead, promote, and support a comprehensive, customer-sensitive, campus law enforcement agency within the confines of the University. The University, set in rural Ithaca, NY, is a residential campus with a student population of over 19,000 and surrounded by several municipalities. The Director will develop and lead a campus law enforcement program including the areas of campus law enforcement, security services, disaster and crisis management, and communications systems. Reporting to the VP for Administration/CFO, the Director will represent the University's interests in security matters with Senior administrators, local officials, faculty members, students, union officials and others. Qualifications Bachelors degree required. An advanced degree and/or completion of a nationally recognized law enforcement executive development program (i.e. FBI Academy) preferred. At least 10 years experience in law enforcement, including five years at a senior management level, and three to five years experience in a University setting is required. Five years in a progressive supervisory experience leading a law enforcement labor force composed of both civilian and sworn employees. Familiar with Federal and NYS laws around campus law enforcement (FERPA, Foil Requirements, Clery) and access to other university records (i.e. Patriot Act). Must have experience with Human Resource and Labor Laws, in collective bargaining, OSHA standards, and education law. Ability to maintain a valid NYS pistol permit and driver's license. Must have or be able to obtain a NYS Peace Officer certificate. Experience with crisis management and emergency communications Must have demonstrated successful fiscal experience managing operating budgets of \$4M or more. Must have excellent communication skills and ability to relate

(empathize) easily and comfortably with widely diverse groups and people. Experience in team-based problem solving preferred. Ours is a values-based organization where all employees are accountable for supporting the organization's values of truth, respect, integrity, excellence, and teamwork. AF&F employees attend staff development training. Visa sponsorship is not available for this position. Cornell University is an equal opportunity, affirmative action educator and employer. www.ohr.cornell.edu/jobs/index.html Please submit an application including an attached letter and resume online on or before December 31, 2004 to: Jessica Lang Email Address: jek21@cornell.edu Mail Address: 107 Humphreys Service Building Ithaca NY 14853 Phone: 607-255-1037

NORTH CAROLINA

Chief of Police Hillsborough, Town of

PO Box 429
Hillsborough, NC 27278
919-732-1270

Population: 5,566
Sworn Officers: 26
Application Deadline: **3/4/05**

Salary: 70K range Qualifications: Prefer graduate from an accredited college and extensive experience in police service. Successful candidate must possess outstanding communication, management, budgeting, and writing skills as well as experience in all areas of law enforcement. Responsibilities: Chief reports to Town Manager and supervises staff of 26 sworn, 3 civilian employees, with approximately 2.0 million budget. Recent annexation between interstates is projected to add 25% population and 50% tax base over next 10 years. Special Conditions: Must have a proven record of positive leadership and building effective relationships with officers, staff, citizens, business community, and elected officials. For more information, contact: Town Clerk Town of Hillsborough P O Box 429 Hillsborough, NC 27278 Phone: (919)732-1270 Fax: (919)732-3921 Email: donna.armbrister@hillsboroughnc.org www.hillsboroughnc.org Completed application along with a resume and cover letter should be received by 03-04-05.

Chief of Police Monroe Police Dept.

300 W. Crowell St.
Monroe, NC 28112
704-282-5784

Population: 23,000
Sworn Officers: 95
Application Deadline: **not stated**

Planning, organizing and managing all police operations; Handling personnel and public information matters; Ensuring that all laws, regulations and procedures are followed; Coordinating work with other law enforcement agencies, City Officials, and City Departments; Maintain appropriate files and records; Preparing reports. Strong understanding and experience with financial management, budget preparation and fiscal control. Must have a combination of education and experience equivalent to a Bachelor's Degree in Criminal Justice, Public or Business Administration (Masters Preferred); At least five (5) years strong technical and leadership experience in command or upper management in a law enforcement agency; Advanced training through Southern Police Institute or FBI National Academy is preferred; Must have advanced law enforcement certification from North Carolina Training and Standards Commission, possession of BLET certification and valid NC Drivers License. Strong understanding and experience with financial management, budget preparation and fiscal control. Position open until filled. Salary dependent on qualifications. www.monroenc.org or call 704-282-4506.

OKLAHOMA

Fire Chief Ponca City, City of

HR Dept., PO Box 1450
Ponca City, OK 74601
See Below

Population: 26,500
Sworn Officers: 64
Application Deadline: **not stated**

Located in Northern Oklahoma, and central to Oklahoma City, Tulsa and Wichita, Kansas, Ponca City (population 26,000+) is a unique community and cultural oasis in the middle of the Plains. Ponca City is a community with a rich historic past based on early land rush settlement,

Native American Tribes and the early years of Oklahoma's burgeoning oil industry. The community is adjacent to several large lakes and the Arkansas River, which provide year round outdoor recreational activities. Ponca City is characterized by safe and beautifully maintained neighborhoods, historic homes and facilities, and a positive spirit of its residents and elected officials.

Ponca City operates under the Council-Manager form of governance. Five City Commissioners are elected at-large for three-year overlapping terms. The Commission selects the Mayor by majority ballot with no term limits. The City Manager serves as the Chief Operating Officer of the City and oversees day-to-day operations, formulates and monitors the municipal budget and makes recommendations to the City Commission, which assists them in developing appropriate policies, practices and procedures for the effective operation of municipal government. Ponca City employs 385 full-time personnel, 50 part-time and 75 seasonal employees. The total budget is \$70 million, all funds, with a \$16 million General Fund. The Ponca City Fire Department (PCFD) employs 64 uniformed/sworn and two civilian personnel. The operating budget is \$4.1 million. Qualified individuals should submit a statement of interest, resume and current salary information to: Mr. Jerry Oldani THE OLDANI GROUP 10900 NE 4th Street, Suite 2030 Bellevue, Washington 98004 425.451.3938 * FAX: 425.453.6786.

PENNSYLVANIA

Police Chief Lower Milford Township

7607 Chestnut Hill Church Road
Coopersburg, PA 18036

Population: 3,617
Sworn Officers:
Application Deadline: **12/31/04**

Lower Milford Township, a township of the second class with a population of 3617 (2000 Census), is accepting applications for Police Chief. This is a full-time position with additional coverage provided by the Penna. State Police. Responsibilities include: administrative duties, township patrol, preparation of the dept. budget, and other duties. This position is responsible to a three

member Board of Supervisors and the Township Manager. Qualifications include a minimum of ten years previous experience in law enforcement with progressive responsibility, valid Penna. drivers license, strong communications and supervisory skills and current Act 120 certification or ability to be certified within one year of date of hire. Resumes will be accepted until December 31, 2004 at the municipal office, 7607 Chestnut Hill Church Road, Coopersburg, PA. Lower Milford Township is an equal opportunity employer.

Chief of Police Troy Borough

110 Elmira Street
Troy, PA 16947
570-297-2966

Population: 1,502
Sworn Officers: 8
Application Deadline: **12/22/04**

Troy Borough Bradford County is accepting resumes for the position of full time Police Chief. Resumes will be accepted until Noon on December 22nd, 2004. Send resume to: Attn: Dan Close Troy Borough Manager 110 Elmira Street Troy, PA 16947 Proof of Municipal Police Training Act 120 required with resume. Pay dependent on qualifications and experience. Questions may be directed to the Borough Manager at 110 Elmira Street, Troy, PA 16947 or by calling 570-297-2966.

SOUTH CAROLINA

Fire Chief Chester, City of

100 West End Street
Chester, SC 29706

Population: 7,200
Sworn Officers: n/a
Application Deadline: **not stated**

Salary Range is \$43,688. - \$61,163. Requires an Associate's degree in fire science, management or related field supplemented by ten years of progressive experience and training in fire service programs and management, or an equivalent combination of education, training and experience that provides the required knowledge, skills and abilities. Must complete required course-

work and maintain certifications as issued by the S.C. Fire Academy. Must possess CPR and first aid certifications and a valid state CDL driver's license. Under limited supervision, is responsible for the overall management of all City of Chester Fire Stations, equipment, and personnel of the Chester Fire Department. Responsible for exercising authority and responsibility as determined by the City Administrator in accordance with federal, state, and local laws. Provides the best possible control in emergency situations in order to protect the lives and property of those in need of assistance. Supervises subordinate officers through the chain of command. Reports to the City Administrator. Notice of application should be submitted to City of Chester Human Resources Department, Attention Carla Roof, 100 West End Street, Chester, SC 29706, or email to croof@infoave.net. Applications accepted until position is filled. The City of Chester is an EOE-H.

Fire Captain North Charleston Fire Dept.

PO Box 190016
North Charleston, SC 29419
843-740-2616

Population: 85,000
Sworn Officers: 200
Application Deadline: **not stated**

Fire Captain Directs and supervises assigned fire suppression crews on and off emergency scenes to efficiency and effectively protect the lives and property of those in need or assistance. Supervises subordinate personnel through the chain of command, supervisory duties include instructing; assigning, reviewing and planning work of others; maintaining standards; coordinating activities, allocating personnel; acting on employee problems; and recommending employee discipline, promotions and discharge. Minimum requirements: Requires high school diploma or GED equivalent, supplemented by several years experience and training in fire service programs, or an equivalent combination of education, training and experience that provides the required knowledge, skills and abilities. Must currently be serving as a full time Captain or an Engineer with four years in grade and be certified and an Interior Structural Firefighter. Must possess a valid SC Drivers License. Starting salary range \$35,081-\$42,097.

SOUTH DAKOTA

Fire Chief Yankton, City of

416 Walnut Street, PO Box 176
Yankton, SD 57078
605-668-5222

Population: 13,920
Sworn Officers: n/a
Application Deadline: 1/3/05

Salary Range is \$44,364 to \$60,022 and is negotiable, depending upon education and experience. The City of Yankton, South Dakota, is recruiting a Fire Chief. This position reports to the City Manager and performs varied and responsible administrative work involving responsibility for the protection of lives and property in Yankton and supervision and personal direction of all volunteer firemen and fire marshal. A successful candidate for the position is required to have a minimum of a high school diploma and at least 5 years experience in fire fighting which has afforded progressively responsible experience including supervising volunteer firemen and has been a command officer within a department. A college degree is a plus. Send resume and letter of interest along with three work related references to the address below or by phone at 605-668-5222. Successful applicant must meet City residency requirements and pass a pre-employment physical and drug screen if selected for this position. City Manager's Office 416 Walnut Street P. O. Box 176 Yankton, SD 57078 605-668-5222 Closing date for application: January 3, 2005. The City of Yankton is an Equal Opportunity Employer.

TEXAS

Fire Chief College Station Fire Dept. See Below

425-451-3938

Population: 50,000
Sworn Officers: 89
Application Deadline: 12/30/04

The College Station Fire Department (CSFD) employs 89 sworn and 12 civilian personnel while operating out of five stations (fifth station occupied by May 2005). CSFD's operating budget is \$7.7 million. The Department responds to over 5,000 calls for service each year with 64% being EMS related. The average

response time is 4.5 minutes. CSFD provides full suppression, prevention and education, fire-based EMS services and also has responsibilities for code enforcement and parking enterprise divisions. Municipal government employs 840 full-time personnel with a \$160.3 million budget. The City's annual CIP is in excess of \$30 million. This recruitment is to replace a Chief who served the City for a total of 28 years with the last seven years as Chief. Requirements for the position include seven to ten years of senior or executive level experience with at least five years as a Chief, Assistant or Deputy Chief in a community of 50,000 residents; ten years plus experience at the Battalion Chief level or greater will be considered positively. Candidates should have gained that experience in large urban or suburban environments where complex fire-fighting and EMS issues exist. Requirements also include a minimum of a Bachelor's degree from an accredited university in Fire Sciences, Fire THE OLDANI GROUP 10900 NE 4th Street, Suite 2030 Bellevue, WA 98004 425.451.3938 * FAX: 425.453.6786 resume@theoldanigroup.com www.theoldanigroup.com Closing date for application: No Later Than December 30, 2004. Administration, Public Administration, Management or related fields. A Master's degree is preferable, along with advanced education and training, such as the Executive Fire Officers (EFO) course provided by the National Fire Academy.

Fire Chief Nacogdoches Fire Dept. P. O. Box 635030 Nacogdoches, Texas 75963-5030 936-559-2567

Population: 30,000
Sworn Officers: n/a
Application Deadline: **not stated**

Fire Chief plans and directs Fire Department programs. Thorough knowledge of the principles and practices of fire service management, fire inspections, fire training and skill in their application. Degree with major of fire science or related field, supplemented by advance courses in administration and considerable experience of a progressive responsible nature in a fire department; or an equivalent combination of education and experience. Certification as a firefighter required. Application available at www.ci.nacogdoches.tx.us.

Deputy Fire Chief University Park, City of

Personnel Office
3800 University Blvd
Dallas, TX 75205
214-987-5355

Population: 23,000
Sworn Officers: 35
Application Deadline: 1/10/05

A minimum of seven to ten years of senior command level experience, with at least five years service as a Battalion Chief or above in a medium size fire agency or as a Captain in a large urban or suburban fire department is required. The next Deputy Fire Chief must have or be able to earn certifications as a Basic Fire Fighter and Intermediate Instructor from the Texas Commission on Fire Protection Personnel Standards and Education, as well as obtain and maintain ongoing Paramedic Certification through the Texas Department of Health. Qualified individuals should submit a statement of interest, resume and current salary information to: THE OLDANI GROUP 10900 NE 4th Street, Suite 2030 Bellevue, WA 98004 425.451.3938 * FAX: 425.453.6786 resume@theoldanigroup.com www.theoldanigroup.com.

WASHINGTON

Fire Chief Jefferson County Fire Protection District #4

PO Box 41
Brinnon, WA 98320

Population: n/a
Sworn Officers: n/a
Application Deadline: 12/30/04

FIRE CHIEF: Jefferson County Fire Protection District #4 will be accepting applications through Thursday, Dec. 30, 2004 at 5:00 p.m. For job description and requirements please call 360-796-4450. \$30,000-\$35,000 plus benefit pkg. EOE. Mail resume and letter of intent to Jefferson County Fire Protection District #4 PO Box 42 Brinnon, WA 98320

Police Chief Lacey, City of

PO Box 3400
Lacey, WA 98509
360-491-3214

Population: 32,240
Sworn Officers: 48
Application Deadline: 1/7/05

Salary: \$85,000-\$101,000 yr
Qualifications: Ideal candidate will be an experienced police manager w/min of 5 yrs progressively responsible work exp in a command or admin capacity for a municipality, county or state law enforcement agency. Bachelor's from an accredited college/university or equivalent combination of exp, ed, & training is required. Responsibilities: City Mgr's mgmt team mbr. w/ 5,662,245 budget & 830,700 of contract services. Police Chief administers all activities of 60 regular employees, w/48 commission, 12 Reserves, 20 Sr. Patrol & active Explorer Post. Special Conditions: Must meet WA State eligibility requirement to hold position of Police Chief & be commissioned as a law enforcement officer or meet state equivalency standards. For more information, contact: Chavous Walker, HR Analyst PO Box 3400 Lacey, WA 98509 Phone: (360) 491-3214 Fax: (360) 412-3186 Email: cwalker@ci.lacey.wa.us www.ci.lacey.wa.us Submit letter of interest and resume by January 7, 2005

WISCONSIN

Battalion Chief Kenosha, City of

625 52nd Street
Kenosha, WI 53140
262-653-4130

Population: 91,000
Sworn Officers:
Application Deadline: 2/28/05

Responsible for coordinating, supervising, scheduling companies on an assigned shift. Participates in the formulation, determination and implementation of management policy and possesses effective authority to commit Fire Dept. and City resources. Work involves researching, developing, conducting special operations and standard operating procedures. Work includes the day-to-day supervision and management of the shift personnel including: directing company inspections, supervising fire fighting and emergency operations, and evaluation of personnel. The incumbent works under the general supervision of the Deputy Chief. Must be able to respond expeditiously to emergency scenes.

Candidates appointed must become residents of one of the areas listed within one month after completion of their probation and must maintain such residency during incumbency. (Kenosha County, Racine County-except the Town of Waterford, Franklin, Oak Creek and South Milwaukee.) Must have knowledge of Modern fire fighting methods and equipment methods and equipment; of budget formulation and administration; of laws, codes, ordinances and regulation relating to the delivery of emergency services; and of modern management principles and practices. Two years previous experience as a Fire Chief or held the rank of Lieutenant or higher for 3 years. Tasks involve regular, and at times sustained, performance of heavier physical tasks such as walking over rough or uneven surfaces, bending, stooping, working in confined spaces and lifting and carrying moderately heavy (20-50 lbs.) to heavy (50-100 lbs.) items. Tasks involve the continuous operation of hand tools, calling for full coordination of sensory and manipulative ability. Tasks are regularly performed with exposure to adverse environmental conditions. personnel@kenosha.org

**Chief of Police
Platteville, City of**

5 W Mineral St
Platteville, WI

Population: 10,109
Sworn Officers: 21
Application Deadline: **12/31/04**

City of Platteville
c/o Resource Management Assoc
17037 S. Oak Park Avenue
Tinley Park , IL 60477
Phone: 708-444-2326
Website: www.ci.platteville.wi.us
Salary: \$58,000-\$67,500.
The City of Platteville, Wisconsin, is accepting applications from qualified individuals for the position of Chief of Police. The salary for this position is \$58,000 to \$67,500, D.O.Q. Platteville is a full-service community located in southwestern Wisconsin, 20 miles northeast of Dubuque, Iowa and an hour's drive southwest of Madison. Platteville is the home of the University of Wisconsin - Platteville, which is also the City's largest employer. Platteville's estimated 2004 population is 10,109 and is expected to grow with an expansion of the University and the completion of U.S. Highway 151 between Madison and Dubuque. UW-P has a student enrollment of 5,800 students, of which approximately two-thirds reside in the City. The Platteville Police Department has an authorized strength of 21 sworn officers, including a Chief

of Police, two lieutenants, five sergeants, one detective, one Community Policing Officer and eleven patrol officers. In addition, the department has four full-time and two part-time dispatchers, 1.5 FTE clerical staff and a civilian administrative coordinator/network support person. One of the sergeants is assigned full-time to a multi-county drug task force. The department operates on a current budget of \$2,014,000. Police officers are represented under a collective bargaining agreement with the Wisconsin Professional Police Association. Dispatchers are represented by the Teamsters Union. Applicants for this position should possess: A minimum of ten years of progressively responsible municipal law enforcement experience, including at least five years in a responsible command

position, preferably in a comparable size community; and a Bachelors Degree (Master's preferred) in police administration, public administration or closely related field from an accredited college or university supplemented by advanced management training from the FBI National Academy, the Southern Police Institute, the Northwestern University Traffic Institute of Public Safety or other equivalent institution. Law enforcement experience in a university community is highly desirable. Candidates must possess excellent written and oral communication skills, strong leadership ability; be able to work effectively with local elected and appointed officials and community and University representatives; have a strong commitment to community-oriented policing; and have


the ability to maintain a high level and quality of community-oriented police services. Residency in the City is required. The successful applicant will be required to meet the certification requirements for police officer as contained in Section 165.85 (4), Wisconsin Statutes. Women and minorities are encouraged to apply. Qualified persons should submit a resume of experience and qualifications, letter of interest, salary history and not less than five personal and professional references to: Charles D. Hale, President Resource Management Associates 17037 S. Oak Park Avenue Tinley Park , Illinois 60477 (708) 444-2326 Closing date for applications is December 31, 2004.



Kaplan College

School of Criminal Justice

Associate of Applied Science in Criminal Justice



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- Terrorism and National Security Management Certificate**
This TNSM certificate prepares students for career advancement in terrorism and national security management. Explore the impact of terrorist violence and threats to established governments. Discern terrorist groups that endanger life and property by the use of explosives, weapons, and other violent means. Students gain insight into modern terrorism and specialized training in terrorist response and national security techniques.

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