

Volume 1, Issue 28

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For The Public Safety Executive

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# The Brass Key

For The Public Safety Executive



## ALABAMA

Foley Police Dept.  
Chief of Police

Orange Beach, City of  
Chief of Police

## ALASKA

Ketchikan Police Dept.  
Deputy Chief

## ARIZONA

Buckeye Police Dept.  
Chief of Police

## CALIFORNIA

California Maritime  
Academy  
Director of Maritime  
Security

Hastings College of Law  
Chief of Police

Holtville Police Dept.  
Chief of Police

Norwalk Police Dept.  
Director of Public Safety

Soledad Police Dept.  
Lieutenant

## COLORADO

Gilcrest Police Dept  
Chief of Police

Montrose, City of  
Chief of Police

## FLORIDA

Clermont Police Dept  
Chief of Police

Coral Springs Police Dept  
Chief of Police

## GEORGIA

Union City Municipal  
Regional Jail  
Jail Chief

## ILLINOIS

Elgin Police Dept  
Chief of Police

Northeastern Illinois  
University  
Director of Public Safety

Pontiac Police Dept  
Chief of Police

West Chicago Police Dept  
Chief of Police

## KANSAS

Derby Police Dept  
Chief of Police

## MAINE

Rockland Police Dept.  
Chief of Police

## MARYLAND

Westminster Police Dept  
Captain

## MICHIGAN

Adrian Police Dept  
Chief of Police

Decatur Police Dept.  
Chief of Police

## MISSISSIPPI

Holly Springs, City of  
Chief of Police

## MISSOURI

Laude Police Dept.  
Chief of Police

St. Charles Police Dept.  
Chief of Police

## NEW HAMPSHIRE

Antrim Police Dept.  
Chief of Police

Mont Vernon Police Dept  
Chief of Police

Newbury Police Dept.  
Chief of Police

## NEW JERSEY

NJ Institute of Tech  
Police Sergeant

Rutgers University  
Director of Public Safety

## NORTH CAROLINA

China Grove Police Dept  
Chief of Police

Pinehurst Police Dept  
Chief of Police

Whitakers Police Dept.  
Chief of Police

## OHIO

Butler County  
Sheriff's Office  
Major

Cincinnati Police Division  
Police Academy Manager

Cincinnati Police Division  
Assistant Chief of Police

## OKLAHOMA

Davis Police Dept.  
Chief of Police

Derby Police Dept.  
Chief of Police

Lawton Police Dept  
Chief of Police

## OREGON

Hood River Police Dept  
Chief of Police

## TEXAS

Bee Cave Police Dept.  
Chief of Police

Colorado City Police Dept  
Chief of Police

Galveston School Dist  
Chief of Police

Nacogdoches, City of  
Chief of Police

North Richland  
Hills Police Dept.  
Chief of Police

Sweetwater Fire Dept.  
Fire Chief

Texas A&M Univ-College  
Station  
Director of Security

Univ. of Texas at El Paso  
Chief of Police

Westworth Village  
Dispatch Supervisor

## VIRGINIA

Central Shenandoah  
Criminal Justice Academy  
Executive Director

Prince William County  
Sheriffs Office  
Criminal Justice Services  
Director

## WISCONSIN

Menomonie Fire Dept.  
Fire Chief

Port Washington  
Chief of Police

## ALABAMA

### Chief of Police Foley Police Dept.

Drawer 400  
Foley, AL 36536  
251-943-4431

Population: 7,000  
Sworn Officers: 38  
Application Deadline: not stated

Foley is located five miles north of the Gulf of Mexico in one of the fastest developing areas of both Alabama and the South. Due to this growth, the successful applicant should have that combination of education and experience that will enable him/her to assume the chief executive position of our rapidly growing police force. At a minimum, all applicants should have at least ten years of experience as a sworn law enforcement officer in positions characterized by increasing levels of responsibility. Resumes should clearly demonstrate that these increasing levels of job responsibility have been carried out with a high degree of excellence. Currently, the Foley Police Department has 65 personnel (38 sworn officers and 27 administrative and support staff) and is headquartered within our \$4 million Justice Center. The coastal region of Alabama's Gulf Coast combines an exciting work place with both a wonderful lifestyle and great environment in which to raise children. Mail applications to: Police Chief Search, Drawer 400 Foley, Alabama 36536. Applications should include starting salary expectations.

[www.cityoffoley.org/html](http://www.cityoffoley.org/html)

### Chief of Police Orange Beach, City of

PO Box 458  
Orange Beach, AL 36561  
251-981-6979

Population: 4,000  
Sworn Officers: 33  
Application Deadline: not stated

Work involves overseeing, managing, planning and supervising departmental employees, programs and activities. Develops, presents, justifies and monitors departmental budget. Provide direction and leadership to departmental personnel.

Expected to direct interaction with community, department heads, and seasonal visitors. High school diploma or equivalent, prefer college level training. Certification by Peace Officers Standards and Training Commission for law enforcement officers. Five years experience in progressively responsible police administration. The City of Orange Beach, Alabama is a coastal resort city of 4,000 population and 50,000 plus seasonal visitors. The Chief of Police works under the direction of the City Administrator. Cathy Constantino, HR Director City of Orange Beach P. O. Box 458 Orange Beach, AL 36561 251-981-6979 \* FAX: 251-981-6981 [cconstantino@cityoforangebeach.com](mailto:cconstantino@cityoforangebeach.com) [www.cityoforangebeach.com](http://www.cityoforangebeach.com).

## ALASKA

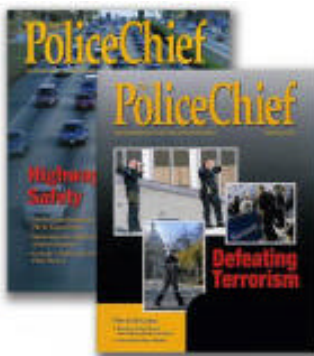
### Deputy Chief Ketchikan Police Dept.

334 Front St.  
Ketchikan, AK 99901  
907-228-5631

Population: 10,000  
Sworn Officers: 32  
Application Deadline: not stated

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 planning, 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, \$59,009.00/annual -

## 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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\$77,043.00/annual. Application and complete job description available at on the City's Website [www.city.ketchikan.ak.us](http://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](mailto:carolh@city.ketchikan.ak.us).

## ARIZONA

### Chief of Police Buckeye Police Dept.

100 N Apache Rd Ste D  
Buckeye, AZ 85326  
623-386-4421

Population: 18,000  
Sworn Officers: 36  
Application Deadline: not stated

Salary: \$85,000 per year. Chief administrative officer of the Buckeye Police Department; coordinates law enforcement and other public safety services for the Town of Buckeye; oversees the enforcement of all laws within its legal jurisdiction; plans coordinates, supervises and staffs all activities of the department, including patrol, investigations, administration, and communications. This list of duties and responsibilities is illustrative only, and is not a comprehensive listing of all the duties and responsibilities performed by positions in this class. Supervises and administers the police department

including patrol, administration, and emergency dispatch. Reviews and assesses documentation, reports, and intelligence and personnel issues for both civilian and sworn personnel. Recruits, selects, trains, promotes and disciplines personnel. Trains or assigns training duties to appropriate officers. Develops and implements policies. Implements and develops polices, regulations and procedures. Investigates other training/development programs for all department personnel. Oversees civilian dispatchers, fire and ambulance dispatch and all police calls. Manages and administers the community policing projects including DARE, K-9 unit, etc. Analyzes needs assessments on department development, training and long-term goals. Develops Strategic Plan in conjunction with citizen concerns and the Town of Buckeye for staffing, equipment, automation, training, facilities, and programs. Controls the expenditure of department appropriations and oversees preparation of budget, including three and five year expenditure plan. Oversees planning efforts on programs. Directs and coordinates the activities of the police department. Fosters relationships with community, news media, etc. Conducts community meetings. Interacts with citizens in resolving problems. Ensures compliance with state and federal mandates.

## CALIFORNIA

### Director of Maritime Security California Maritime Academy

200 Maritime Academy Dr.  
Vallejo, CA 94590  
(707)654-1140

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

Requires a baccalaureate degree in an appropriate discipline from an accredited college or university, U.S. Citizenship and the ability to secure government clearances necessarily related to homeland security, and at least 3 years of full time experience dealing with safety and security management or administration within the maritime or a related logistics industry and/or a public safety or military agency. Further requires a working knowledge and skill in the complete suite of Microsoft Office programs. Physical requirements include the ability to pass a U.S. Coast Guard physical examination, access all compartments and decks on an ADA exempt training ship, and operate as a licensed driver in California. Desirable qualifications include experience in an academic setting, an established track record in identifying and securing grants, gifts and contracts, and a sense of humor. Example of duties include: Policy: Guide and participate in the continuing development of the State/Federal Consortium currently charged with developing standards of maritime security training and exercising for the State of California \*Training: (incl. CMA degree course, Ship/Facility/Company Security, and Public Safety Officers) Design, implement and market replicable maritime safety and security courses and related training activities for, and to, the campus, the maritime industry (domestic and foreign) and associated professions including those serving public safety agencies (e.g., police, fire, etc.). Courses should include traditional as well as technologically mediated instruction (e.g., online, broadcast, etc.). "For more information, contact: Human Resources 200 Maritime Academy Drive Vallejo, CA 94590 Phone: Website: <http://www.csum.edu>.

### Chief of Police Hastings College of Law

200 Mcallister St  
San Francisco, CA 94102  
(415) 565-4703

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

Range: \$59,112-\$106,392, Starting Salary: \$59,112-\$82,752 Annually. Hastings College of the Law invites applications for the position of Chief, Safety and Security to direct its campus safety and security operation. Hastings College of the Law, a public institution founded in 1878 as the first law school of the University of California, is a free-standing urban school of law, located in the Civic Center district of San Francisco. The College, the oldest law school in the western United States, employs 220 career faculty and staff and has a student enrollment of approximately 1200. The Chief, Safety and Security, reporting to the Director of Administrative Services, serves as the principal resource and advisor to the College administration on all matters related to safety and security, and is responsible for the operations of the College's Safety and Security Department. Bachelors Degree, preferably in Police Science, Criminology or related discipline supplemented by the completion of POST approved Modules A, B and C or graduation from a police academy and a minimum of five (5) years of law enforcement/security experience in a management capacity or an equivalent combination of training and experience. To apply, please contact Hastings Personnel Services at 415/565-4703 to obtain a detailed position description and requirements statement and a required Staff Employment Application form or download this information and application form from our website at [www.uchastings.edu/personnel\\_01](http://www.uchastings.edu/personnel_01). All interested parties are highly encouraged to apply immediately. Applications will be reviewed upon receipt.

### Chief of Police Holtville Police Dept.

121 W. 5th St.  
Holtville, CA 92250  
760-356-3013

Population: 5,800  
Sworn Officers: 7  
Application Deadline: 4/8/2005

Salary: \$3,741- \$4,548 per month. The City of Holtville is accepting applications for Police Chief. Holtville is located just 13 miles North of the Mexico border centrally located between Palm Springs, San Diego, and Yuma, Arizona. On the verge of development, Holtville still remains a charming yet solid community with a population of approximately 5,800. The ideal candidate will demonstrate experience as a law enforcement professional and will possess an understanding of the unique needs and challenges of providing law enforcement services in a small town environment. The job description/duties include, but are not limited to: Directs and participates in the preparation and administration of the department budget. Under the Administrative direction of the City Manager Plans, directs, supervises, and coordinates the activities of Police Department personnel in protecting life and property, preserving order, and enforcing laws and municipal ordinances. Research modern police management methods; formulate and enforce rules, regulations, policies, and procedures for efficient operation of the department; directs the development and implementation of a departmental in-service training program. Confers with citizens and City officials on law enforcement problems and assisting in the development of innovative municipal law enforcement policies. Knowledge of federal, state and local laws, ordinances, and regulations affecting the work of the department. The ability to communicate clearly and concisely, both orally and in writing. Minimum qualifications and education include, but are not limited to: Three years of administrative police experience at the rank of sergeant or higher, including the equivalent to the completion of a Bachelor's degree from an accredited college or university with major course work in administration of justice, criminology, police science, public administration, or a closely related field. A P.O.S.T.

### Director of Public Safety Norwalk Police Dept.

see below  
see below  
415-884-0544

Population: n/a  
Sworn Officers: n/a  
Application Deadline: 3/18/2005

\$7,240 - \$8,800 per month. Are you a resourceful, proactive, compassionate and innovative professional with excellent communication and managerial skills? Do you want the opportunity to resolve community issues within a diversely populated City that utilizes a distinctive approach to public safety? If so, you are being sought to fill a very unique and interesting position as Director of Public Safety. With the goal of improving the general "quality of life" in the community through community-based policing, the City's approach to public safety is accomplished by contracting out law enforcement and fire services in conjunction with supplemental services provided by in-house staff. Successful candidates must possess a bachelor's degree in public administration, police science, or a related field, six years of experience in municipal police work or municipal government, including at least three years in a responsible middle or senior level management capacity, and a California driver's license. Possession of a POST supervisory certificate is desirable. A recruitment brochure is available. Please submit a resume and a cover letter to L B Hayhurst & Associates; Mr. Lonnie B. Hayhurst or Ms. Kristin Holden - 27 Commercial Blvd., Suite C - Novato, CA 94949 - Phone (415) 884-0544 - Fax (415) 884-0533 - Email [resumes@lbhayhurst.com](mailto:resumes@lbhayhurst.com).



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**Lieutenant  
Soledad Police Dept.**  
248 Main St.  
Soledad, CA 93960  
831-678-3963

Population: 2,000  
Sworn Officers: 14  
Application Deadline: 3/25/2005

Salary: \$59,969.59-\$71,514.85. Located twenty minutes south of Salinas on Highway 101, the City of Soledad is situated in the heart of Monterey County's agricultural region. Expected to experience rapid growth for the next several years, the community (current population approximately 16,000) supports a police department of 19 sworn that includes one lieutenant and four sergeants. The new lieutenant will report directly to the police chief and is expected to perform administrative and operational functions. Minimum qualifications are typically obtained by: five years as a sergeant in a municipal organization, bachelor's degree in Administration of Justice or related field from an accredited college, or possession of a POST intermediate or advanced certificate, possession of a POST supervisory certificate or the ability to obtain one within six months of appointment. Individuals possessing the minimum qualifications and interested in pursuing an exciting opportunity are encouraged to contact: City of Soledad, Personnel Department Phone: (831) 678-3963x113; fax: (831) 678-3965 E-mail: [jeanette@cityofsoledad.com](mailto:jeanette@cityofsoledad.com).

## COLORADO

**Chief of Police  
Gilcrest Police Dept**  
332 3rd St  
Gilcrest, CO 80623  
970-737-2426

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

The Town of Gilcrest is currently accepting applications for the position of Chief of Police. This position is the executive of a 4 full-time sworn member department. Gilcrest is an agricultural community located between the foothills and eastern plains of Colorado. The community consists of a diverse community of 1,200 citizens. Applicants must be a high school graduate or have a GED, Colorado POST certified or

certifiable and have a valid Colorado Driver's license at time of hire. Prior law enforcement experience will be determined by the Town Board of Trustees. Salary is \$38,500 per year plus a medical and dental plan after 6-months of employment. Commissioner Kim Proffitt. Town of Gilcrest 304 8th Street P.O. Box 128, Gilcrest, CO 80623. Fax: 970-737-2427. Phone: 970-737-2426 Ext. 101.

**Chief of Police  
Montrose, City of**  
433 S First St  
Montrose, CO 81401  
970-240-1415

Population: 12,000  
Sworn Officers: 31  
Application Deadline: 3/25/2005

\$64,076 - \$81,729. Qualifications: Minimum requirements: Bachelors degree required, with a Masters degree in a related field a plus. Colorado POST certification required for permanent appointment. Candidates must have been a peace officer for a minimum of 10 years, with 5 years of police leadership experience at the rank of lieutenant, commander, or higher. Please US mail your confidential resume with e-mail address, cover letter, and a list of 5 professional references by Friday, March 25, 2005, to: Fred Rainguet, Ph.D. Rainguet & Associates, LLC P.O. Box 267 Palisade, CO 81526 970-464-1079. The City is seeking a Chief of Police to replace a long-term successful chief, who is retiring after 8.5 years of service. Candidates for the position should possess demon-

strated leadership skills, excellent communication skills, high integrity, demonstrated success in community policing principles, and the ability to promote and lead a community service orientation. A strategic plan has been developed which needs to be fully implemented. The Department has 36 peace officers including the Chief, 2 commanders and 8 sergeants. Police officer positions include investigations, patrol, tactical team, and outreach positions. The Department has 19 non-sworn members including records technicians, animal control, parking enforcement, victim advocacy, and juvenile diversion. The Chief reports to the City Manager and must be accountable, responsive to issues, and able to provide a vision and direction for the Department.

## FLORIDA

**Chief of Police  
Clermont Police Dept**  
865 W Montrose St  
Clermont, FL 34711  
352-394-5588 ext. 111

Population: 10,000  
Sworn Officers: 27  
Application Deadline: 3/28/2005

Clermont, Fla., which occupies 11.5 square miles and was incorporated in 1916, is located in southern Lake County, approximately 22 miles west of Orlando. The city is growing rapidly and is essentially residential in character and its economy primarily centered in retail trade as well as lodging, food and beverage establishments, which are tourism oriented. Clermont is served by

Lake County's excellent school system. Clermont has a full-service Commission/Manager government by which a five-member directly elected City Commission sets policy and appoints a professional City Manager to implement policy and manage the day-to-day municipal operations. The city currently has approximately 206 full time employees and a FY05 total budget of \$17.7 million. The Police Department is CALEA accredited and has the respect and support of the community. The department has 38 employees and a \$3.4 million current budget. Requirements include the equivalent of a bachelor's degree combined with significant successful police management experience in a comparable department and community. Must be a proven manager and leader able to project and prepare for the impact of growth. Must also have exceptional communication skills and be a team player. The Police Chief reports to the City Manager and is expected to be a participant in the community, be visible and accessible within both the organization and the community. To apply: send your resume by March 28 to: Robert E. Slavin, President, Slavin Management Consultants 3040 Holcomb Bridge Road, Suite B-1 Norcross, GA 30071. Call: 770/449-4656, Fax: 770/416-0848 [slavin@bellsouth.net](mailto:slavin@bellsouth.net) Note: Under Florida Law, resumes are public documents and will be provided to the media upon request. Please call prior to submitting your resume if confidentiality is important to you.

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Chief of Police  
Coral Springs  
Police Department  
2801 Coral Springs Dr  
Coral Springs, FL 33065  
954-346-1201

Population: 104,000  
Sworn Officers: 204  
Application Deadline: not stated

Please send a current resume and a cover letter summarizing your qualifications and five references to: THE POLICE EXECUTIVE RESEARCH FORUM, CORAL SPRINGS SEARCH, 1120 Connecticut Ave., NW, Suite 930, Washington, D.C. 20036. The Police Chief will be responsible for a department of 204 sworn officers and 100 civilians. The current police budget is \$32.7 million. Under the current City Charter, the police chief is appointed by and reports directly to the City Manager. The salary will be commensurate with experience and qualifications. REQUIREMENTS Minimum requirements include a Bachelor's Degree from an accredited college or university, and at least seven years of higher-level police command responsibilities. Strong preferences include a Master's Degree and advanced training at the FBI National Academy, Senior Management Institute for Police, or other similarly recognized leadership development programs. Successful candidates must be able to achieve full standing as a police officer in the State of Florida. The City of Coral Springs supports a performance-based business model characterized by a practice of continual improvement through process evaluation in all functions and at all levels. Community (customer) service and enhancing public value describe the fundamental goal for all city departments, achieved through a comprehensive team-oriented approach. Qualified candidates must show their capacity to develop the organization to its highest potential to meet the needs of a growing and diverse service population. The chief will have the nature and intrinsic ability to build and foster strong professional relationships inside and outside the department. The successful candidate will have demonstrated proven business acumen and exemplary leadership skills.

## GEORGIA

Jail Chief  
Union City Municipal Regional Jail  
4057 Union St.  
Union City, GA  
770-969-8448

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

Oversees work distribution to assigned intermediate and first-line supervisors. Issues written and verbal commands, instructions, and recommendations to personnel that are consistent with Union City policy and procedures. Plans and develops training programs and conducts mandatory training. Performs duties of personnel functions to include applicant processing, interviewing, employee evaluations, promotions, and transfer decisions. Develops the annual agency budget. Corrects employees by identifying standard performance or conduct. Conducts inspections of personnel, facilities, equipment, supplies and vehicles. Ten years work experience as a fully commissioned public safety officer in patrol or jail division, five of which must be in a command level position. College level courses in police science, law enforcement, criminal justice, public administration or related courses of study. Any equivalent combination of education and experience will be considered. Knowledge of general law enforcement practices, federal, state and local criminal and juvenile laws and legal procedures, and the rules, regulations, policies and procedures for jail operations. Ability to appropriately respond to a variety of complex interpersonal matters. Ability to react quickly and calmly under emergency situations and exercise independent judgment. Skill in planning, organizing, and supervising the work of others.  
esaxby@unioncityga.org.  
www.unioncityga.org.

## ILLINOIS

Chief of Police  
Elgin Police Dept  
151 Douglas Ave  
Elgin, IL 60120  
847-289-2760

Population: 87500  
Sworn Officers: 159  
Application Deadline: 4/1/2005

Starting \$120,000+/- Negotiable. Rapidly growing Chicago area community seeks experienced, proven, progressive Police Chief to lead this innovative CALEA department (accredited 7/12/03) consisting of 179 sworn & 45 civilian personnel and a \$26M operating budget. Elgin is located near the Elgin-O'Hare Expressway and the Northwest Tollway, along the "Golden Corridor of Technology and Commerce" in Cook and Kane Counties. Elgin is a demographically and economically diverse community with a mix of industrial, single-family, multi-family and commercial establishments. Position is appointed by the City Manager. Additional information regarding the position can be found at the Consultant's website: www.pargroupltd.com. Inquire/apply in confidence, to the City's Executive Search Consultants: The PAR Group Robert Beezat, President, or Greg Ford, Vice President 100 N. Waukegan Road Suite 211 Lake Bluff, IL 60044 TEL: 847/234-0005 FAX: 847/234-8309 Email: resume@pargroupltd.com Qualified individuals will be expected to have advanced leadership/command training with a minimum of ten years experience in an upper management position in a law enforcement agency of comparable size and complexity. Requires Bachelor's degree in law enforcement or related field; MPA preferred. Candidates should possess strong skills and/or experience in leadership, community policing, operations, supervision, budgeting, personnel management, labor relations, community partnerships, grant administration, gang prevention and crime intervention strategies. Problem solving and communication/interpersonal skills needed with a team-management orientation.

Director of Public Safety  
Northeastern Illinois  
University

5500 N St Louis Ave  
Chicago, IL 60625  
773-442-4100

Population: 10,000  
Sworn Officers: 18  
Application Deadline: 3/13/2005

Description: Northeastern Illinois University continues to seek qualified candidates for the Director of Public Safety provides leadership in fostering a safe campus environment for all university constituents through enforcement of all university policies, practices, rules and regulations as well as through compliance with federal, state, county and city statutes as they apply to the main campus and two satellite sites, Center for Inner City Studies (CICS) and El Centro. Responsibilities include general management of the Department of Public Safety including training and supervision of law enforcement and security personnel as well as other unit staff, implementation of overall plan for campus practice consistent with institutional philosophy and departmental rules/regulations; development, implementation, dissemination, and periodic review of campus emergency and safety procedures; liaison with external law enforcement and emergency service entities such as the Chicago Police and Fire Departments to include 911 responses; participation in investigations of civil and criminal cases as required by the university; development and implementation of crime prevention and community awareness programs and general training programs in addition to those designed to respond to special needs of the university community; supervision of the parking program, including vehicle registration, parking/traffic control and signage; and to work collaboratively with other members of the university community in all matters of general safety and crime prevention. In addition, the position is responsible for developing an ongoing process to assess campus safety needs and the effectiveness of office programs and services.

## Chief of Police Pontiac Police Dept

413 N Mill St  
Pontiac, IL 61764  
815-844-5148

Population: 12,000  
Sworn Officers: 22  
Application Deadline: not stated

Salary: \$60,000. Description: The City of Pontiac (pop. 11,800), located on I-55, is seeking an experienced and proven Police Administrator. Department consists of 21 full-time officers, 2 civilian staff; and an operating budget of \$1,650,000. Position reports to City Administrator with City Council approval. Education Requirements: Bachelor's Degree required. Other Requirements: Applicants are expected to have significant and progressive management experience. Candidates should have strong leadership and communication skills. Mail resumes to attention of city administrator Contact: Robert Karls, City Administrator Address: City of Pontiac 115 W. Howard Street Pontiac, IL 61764. Telephone: 815-844-3396 Fax: 815-842-3885 Email: bob.karls@pontiac.org Web Site: <http://www.pontiac.org>.

## Chief of Police West Chicago Police Dept

325 Spencer St  
West Chicago, IL 60185  
630-293-2222

Population: 27,500  
Sworn Officers: 46  
Application Deadline: not stated

Bachelor's degree required. Master's degree in criminal justice, public or business administration, or related field desirable. Qualified individuals will be expected to have advanced leadership/command training with a minimum of seven to ten years experience in an upper management position in a law enforcement agency of equivalent or larger size. Significant and progressively responsible management and administrative experience required. Candidates should possess strong skills and/or experience in leadership, community policing, operations, supervision, budgeting, personnel management, labor relations, neighborhood resource center programs, grant administration, gang prevention and crime, intervention strategies. Problem solving and communication/interpersonal skills needed with a team-management orientation. Responsibilities: West

Chicago, IL (25,700) Mature and diverse west suburban, Chicago area community seeks experienced, proven, progressive police administrator to lead the department consisting of 46 sworn & 21 civilian personnel and a 7.2M operating budget. Position reports to City Administrator. Bilingual capability a plus but not required. Contact: Robert Beezat The PAR Group 100 N. Waukegan Rd., Ste. 211 Lake Bluff, IL 60044 Phone: (847)234-0005.

Email: [resume@pargroupltd.com](mailto:resume@pargroupltd.com)  
Website: [www.pargroupltd.com](http://www.pargroupltd.com)  
To Apply: Inquire/apply in confidence, to the City's Executive Search Consultant: The PAR Group, Robert Beezat, President, 100 N. Waukegan Road, Suite 211, Lake Bluff, IL 60044. TEL: 847/234-0005; FAX 847/234-8309; E-mail: [resume@pargroupltd.com](mailto:resume@pargroupltd.com).

## KANSAS

### Chief of Police Derby Police Dept

Derby, KS 67037  
316-788-1557

Population: 19,850  
Sworn Officers: 34  
Application Deadline: 4/10/2005

The City of Derby is accepting applications for the position of Police Chief. Derby is a family oriented, fast growing community of 20,000 located 10 minutes south of Wichita. Appointed by the city manager, the police chief is an exempt employee with immediate responsibility for the development and administration of the city's complete program of public law enforcement. The ideal candidate will have a thorough knowledge of law enforcement techniques and procedures, budget preparation, personnel management, and a thorough knowledge of all federal, state, and local ordinances governing police activities. Salary competitive, DOQ, plus excellent benefits. Bachelor's degree in related field required, master's preferred. At least 10 years of progressive experience in public law enforcement, with a minimum of five years of experience in a command position equivalent to lieutenant level or higher. Must have current Kansas Law Enforcement certification and have satisfied all state requirements as set forth in K.S. A. 74-5605 or reciprocal state accredited certifica-

tion. Job offer contingent upon passing physical, drug test, psychological, polygraph, and background investigation. Candidates must complete a city application on or before April 10, 2005 at [www.derbyweb.com/jobs.htm](http://www.derbyweb.com/jobs.htm). For additional information e-mail Shawne Boyd at [shawneboyd@derbyweb.com](mailto:shawneboyd@derbyweb.com) or call (316) 788-1519.

## MAINE

### Chief of Police Rockland Police Dept.

270 Pleasant St.  
Rockland, ME 04841  
207-594-8431

Population: 7,800  
Sworn Officers: 19  
Application Deadline: 3/11/2005

The City of Rockland, Maine, population 7800, a service center in mid-coast Maine, seeks a Chief of Police to fill an upcoming vacancy due to retirement. The City desires an innovative and assertive individual with superior interpersonal communications, budgeting, collective bargaining and leadership of a 19-member department. Candidates must possess a degree in law enforcement (advanced degree preferred); police academy certification; thorough knowledge of the principles, standards and practices of modern police administration; and a minimum of 8 years progressive experience in law enforcement with 5 years supervisory experience. Application and complete job description is available at the address shown above.

## MARYLAND

### Captain Westminster Police Dept

36 Loust St  
Westminster, MD 21157  
410-848-4646

Population: 18,000  
Sworn Officers: 43  
Application Deadline: 3/21/2005

Position: Captain - Administrative Bureau Agency: Westminster Police Department, MD Salary: \$43,395 to \$69,433 DOQ Deadline: 03/21/05. The City of Westminster is seeking an innovative and experienced law enforcement professional to serve as Captain - Administrative Bureau for a Police Department

comprised of 45 sworn officers and 14 civilian personnel. The ideal candidate for this diverse administrative management position will have the ability to command all aspects of the Administrative Bureau including the Communications Section, Records Function, Training/Human Resource Division, Recruiting Unit, Property/Evidence Unit, Quartermaster Function, Public Information Function and Fleet and Facility Management Functions. Complete job description will be provided with an application packet. Salary Scale \$43,395 to \$69,433; placement on the step scale commensurate with experience and qualifications; excellent benefits including health, dental, vision, life insurance, LEOPS 25-year retirement plan and take-home car. All interested candidates are required to submit a City of Westminster Employment Application Form and a resume. Applications can be requested: by e-mail to [personnel@westgov.com](mailto:personnel@westgov.com); by calling 410/848-6043 or 410/876-1313, Ext. 6043; or in person at the Human Resources Office in the City of Westminster Finance Department, 56 W. Main St., Westminster, MD 21157. Completed application and resume must be received by the Human Resources Office by 4:30 PM on March 21, 2005. Employing And Promoting Equally Today And Tomorrow.

## MICHIGAN

### Chief of Police Adrian Police Dept

100 E Church St  
Adrian, MI 49221  
517-263-2161 248

Population: 22,100  
Sworn Officers: 33  
Application Deadline: not stated

Salary: \$68,050 - \$78,437 per year. Seeking a professional to join our management team dedicated to implementing the City Commission's goals of providing cost effective, exceptional service that results in an enhanced quality of life for its citizens. Reports to City Administrator. Will be responsible for leading a department of 38 full-time employees (33 sworn officers) as an integral part of the overall City team. Ideal candidate will possess demonstrated leadership ability, be customer service oriented and have a track record of building coalitions, taking initiative, being innovative

and following through on projects. Degree(s) and minimum of 5 years applicable experience as police department administrator. City residency strongly encouraged. Send resume, letter of interest & brief description of professional initiatives & accomplishments to H.R. Director, 100 E. Church St., Adrian, MI 49221

### Chief of Police Decatur Police Dept.

114 N. Phelps St.  
Decatur, MI 49045  
269-423-2171

Population: 2,000  
Sworn Officers: 6  
Application Deadline: 3/30/2005

The Village of Decatur, Michigan is seeking to fill the position of Chief of Police. The position oversees a department consisting of a Deputy Chief, two full-time officers, two part-time officers and volunteer reserve officers. The Decatur Police Department functions in a Union environment. The position is that of a working chief. Minimum position requirements include an associates degree in law enforcement, M.C.O. L.E.S. certification, and five to six years progressively responsible law enforcement experience. The Village of Decatur offers a competitive salary and excellent benefits. Please send cover letter, resume, and three professional references to Village Hall, 114 N. Phelps Street, Decatur, MI 49045. Attention: Mr. Aaron Oppenheimer, Village Manager, By 4:00 p.m. on March 30, 2005. Confidentiality not guaranteed for finalists.

## MISSISSIPPI

### Chief of Police Holly Springs, City of

160 South Memphis Street  
Holly Springs, MS 38635  
662-252-4280

Population: 8,000  
Sworn Officers: 15  
Application Deadline: not stated

Position: Police Chief Agency: Holly Springs, MS Salary: Not Stated  
Deadline: Not Stated  
Administrator to head a department of 19 sworn officers and 5 full-time civilian personnel. Contact Information: Mayor's Office or Clerk's Office 160 South Memphis Street Holly Springs, MS 38635 662-252-4280 or 662-252-4652. MISSOURI

## MISSOURI

### Chief of Police Laude Police Dept.

9345 Clayton Rd.  
St. Louis, MO 63124

Population: 8,400  
Sworn Officers: 34  
Application Deadline: 3/11/2005

\$65,166 - \$91,250. The city of Ladue, Missouri, a St. Louis suburban community of 8,400 persons and 8.6 square miles, is seeking candidates for the position of police chief. The police chief supervises a staff of 34 persons with a general fund budget of \$3.2 million. This position will provide leadership and direction for law enforcement and communications services for the city of Ladue. The successful candidate must have a minimum of a bachelor's degree in criminal justice, management or related field and have a minimum of ten years law enforcement experience with at least five years management experience in an organization of equivalent size or larger. Graduation from the FBI National Academy or similar executive command school is preferred. Missouri P.O.S.T. certification is required. The successful candidate will have a proven track record in public administration, management, organizational planning and staff development. The city of Ladue provides an excellent salary and benefits package. Interested applicants should submit a cover letter and resume by March 11, 2005 to: City of Ladue, Mr. Michael Wooldridge, Assistant to the Mayor, 9345 Clayton Road, St. Louis, MO 63124.

### Chief of Police St. Charles Police Dept.

200 N. Second St. #301  
St. Charles, MO 63301  
(636) 949-3200

Population: 65,000  
Sworn Officers: 155  
Application Deadline: not stated

Qualified applicants shall possess the appropriate Master's Degree or equivalent, Missouri POST certification within 6 months and Police Academy certification. Valid Missouri motor vehicle operator's license required. Salary is negotiable (+/- 100K). Interested applicants forward cover letter, resume and sal-

ary history (e-mail preferred) to: Director of Human Resources, The City of St. Charles Human Resources, 200 N. Second Street, Suite 301, St. Charles, MO 63301-2851, Fax 636-940-4606, Email: human.resources@stcharlesciv.com.

## NEW HAMPSHIRE

### Chief of Police Antrim Police Dept.

PO Box 517  
Antrim, NH 03440  
603-588-2969

Population: 2,200  
Sworn Officers: 4  
Application Deadline: 3/15/2005

See Town website for more details [www.antrimnh.org](http://www.antrimnh.org). Must be able to meet "NH Law Package" requirements. Full responsibility for 4-person department. For more information, contact: William Prokop, 66 Main Street PO Box 517 Antrim, NH 03440 Phone: (603)-588-6785 Fax: (603) 588-2969 Email: antrimbiz@tds.net.

### Chief of Police Mont Vernon Police Dept

PO Box 176  
Mt Vernon, NH 03057  
603-673-5610

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

Position: Police Chief Agency: Mont Vernon, NH Salary: \$35,000-\$55,000 DOE Deadline: Open Until Filled The Town of Mont Vernon is accepting resumes for the position of Police Chief, as the present Chief is retiring after 18 years of service to our community. The department currently has 2 full time officers, 4 part time officers and clerical personnel. Minimum qualifications required include an Associates Degree in Criminal Justice, Police Administration, or related field with course work in management and budgeting, full time certification by the New Hampshire Police Standards and Training Council, 10 years experience in law enforcement or any equivalent combination of education and experience which demonstrates

the required knowledge skills and abilities. The Chief must have excellent interpersonal and communication skills, effective leadership and the ability to plan, organize and direct and is accountable for effective delivery of police service to the community. Ability to develop departmental goals, objectives, policies as well as development of instructional procedures and training programs ensuring that all training activities are consistent. Thorough knowledge of statutes and ordinances relating to law enforcement is essential. Ability to maintain department budget in accordance with established Town policies. Responsibilities also include scheduling, hiring, evaluation, discipline and separation of personnel and are not limited to performing regular law enforcement duties including patrol, investigations, traffic control and response to call for service. If you would like additional information about the community, visit <http://town.mont-vernon.nh.us>. Salary ranges from \$35,000-\$55,000 depending upon experience, applicants should submit a resume to attention of the Mont Vernon Selectmen, PO Box 444, Mont Vernon, NH 03057. This position will remain open until filled.

### Chief of Police Newbury Police Dept.

See Below

Population: 1,900  
Application Deadline: 3/18/2005

Salary: \$55,000 - \$62,000. The Town of Newbury, NH (pop. 1,900) is seeking a police professional to lead its police department as a highly-visible "working" Chief. Located adjacent to pristine Lake Sunapee and the Mount Sunapee Ski Area, Newbury is a beautiful New England community that enjoys marvelous year round recreational opportunities. Day visitors and seasonal residents significantly increase the daily population. The department currently has two full-time officers and a number of part-time officers in addition to the Chief. This position requires knowledge of contemporary policing practices with a strong community policing background. The ideal candidate will demonstrate an ability to administer a small department and be a contributing member of a mutually-

supportive government team. Supervisory abilities, as well as excellent interpersonal and communications skills, are a must. A college degree in Criminal Justice or a related field is preferred. Seven years of full-time law enforcement experience with at least three years in a supervisory position is required. The successful candidate must possess, or have the ability to obtain, a NH police certification and drivers license. The Town of Newbury offers a competitive package with a salary range of \$55K - \$62K. Visit [www.municipalresources.com](http://www.municipalresources.com) for additional information. Resume (preferably via e-mail, followed by hard copy) by March 18, 2005: [gschillinger@municipalresources.com](mailto:gschillinger@municipalresources.com). Municipal Resources, Inc., Attn: Newbury PC Search, 120 Daniel Webster Highway, Meredith, NH 03253. Resumes accepted until position is filled.

## NEW JERSEY

**Police Sergeant**  
New Jersey Institute of Tech  
154 Summit St NJIT Univ Hts Pblc  
Sfty Dept  
Newark, NJ 7102  
973-596-3120

Population: 10,000  
Sworn Officers: 65  
Application Deadline: not stated

Under the supervision of a Police Lt. or other ranking officer, during an assigned tour of duty, supervises the activities of subordinate police & security officers designed to provide assistance & protection for members of university community & their guests. Also monitors the activities of subordinates in the safeguarding of property, to assure observance of the laws of the State of NJ, the rules & regulations of NJIT & to apprehend law breakers. Must meet all requirements of subordinate position of Police Officer. At least 3 yrs. progressively more responsible law enforcement experience incl. demonstrated leadership ability. Must pass psychological exam. NJIT is an equal opportunity, affirmative action, equal access employer. The university reserves the right to substitute equiv. education and/or experience at its discretion. Send resume to: New Jersey Institute of Technology attn: Personnel Box PS-PS, University Heights, Newark, NJ 07102-1982.

## Director of Public Safety Rutgers University

5 Huntington Street  
New Brunswick, NJ 08903  
732-932-8407

Population: 33,000  
Sworn Officers: 65  
Application Deadline: 3/31/2005

Position: Director of Public Safety Agency: Rutgers University – New Jersey Salary: Deadline: 03/31/05 Serves as Chief of Campus Police and senior university official for campus security for this vibrant, diverse urban university of 10,500 students, 1,700 faculty and staff, and more than \$20M in research activity. Ideal candidate will desire to work in a dynamic urban university environment where significant residential growth is planned, focused on campus issues of security, and implementation of a community policing approach to the provision of police services by members of the Police Department and a substantial campus security officer force. Members of the Police Department have full police powers under New Jersey law. Candidates must be certifiable by New Jersey state law enforcement certification officials. The successful candidate will have the opportunity to participate in policing policy and strategy events with the nationally-known Rutgers Police Institute at Rutgers-Newark, as well as access to advanced degree opportunities. Rutgers-Newark is looking to become the model for effective community-based campus policing, with the Director of Public Safety becoming not only the visionary leader for effective campus security but the implementer of a community policing strategy for the University. Bachelor's Degree required, with an advanced degree preferred. At least ten years experience in policing is required, including five years experience at a senior management level, and three – five years experience within an urban university setting is highly desirable. The successful candidate will be energetic, articulate, experienced and spirited, with substantial experience in community policing implementation in diverse community settings, and strong leadership skills. Must have demonstrated successful fiscal experience managing operating budgets of \$3M or more. Must also have excellent communications skills and ability to relate (empathize) easily and comfortably with widely diverse groups and people.

## NORTH CAROLINA

### Chief of Police China Grove Police Dept

205 Swink Street  
China Grove, NC 28023  
704-857-7755

Population: 3,800  
Sworn Officers: 10  
Application Deadline: 3/31/2005

Position: Police Chief Agency: Town of China Grove, NC Salary: DOQ Deadline: 03/31/05 Excellent benefits package, including local govt. retirement system, 401K, medical & dental insurances. China Grove, located in the piedmont region, between Charlotte and Salisbury, seeks police chief to lead department of 11 full-time officers with a departmental budget of \$617,000. Must build and maintain a positive working relationship with citizens, staff, and elected officials. Responsibilities include, are not limited to: administering the department on a daily basis; training and recruiting subordinate staff; preparing reports to state and federal agencies; administering departmental budget; and supervising investigations and following them through the court system. Reports directly to the town manager. Requires knowledge of personal computers and relevant software is essential. Position requires an associate's degree in criminal justice, political science, or a related field; possession of an immediate or higher NCLET certification; and a minimum of 10 years of law enforcement experience. Prior experience in a supervisory role is a plus. Pre-employment drug screening is required. CONTACT: Eric Davis, Town Manager Town of China Grove 205 Swink Street China Grove, NC 28023

### Chief of Police Pinehurst Police Department

395 Magnolia Rd.  
Pinehurst, NC 28374  
910-295-3781

Population: 10,000  
Sworn Officers: 23  
Application Deadline: not stated

Position: Police Chief Agency: Village of Pinehurst, NC Salary: DOQ Deadline: Not Stated Pinehurst, pop. 10,218. Located in the Sandhills approx. 1 hr. S. of Raleigh, is searching for successor to police chief effective 8/05. Position reports to village mgr. & leads staff of 26 in helping to achieve overall

vision for Village of Pinehurst & directing operations of police dept. Req's. incl: relevant edu. & "hands on" law enforcement exp., 5 yrs. in leadership role, ability to interact w/ & maintain good working relationships w/ mgmt. team of village, village council & various citizen & business grps. located in village, working knowledge of current law enforcement trends, practices & equip.; proficient in use of computers. Successful candidate must have demonstrated work exp. in bldg. & maintaining relationships; budgeting; staff selection & development; community policing; goal setting & attainment; & presentation skills for various constituent groups. Relocation to Pinehurst area must be completed w/in 6 mos. of hire. Candidates from outside N.C. must be prepared to complete the requirements of N.C. Criminal Justice & Training Standards Div. offers outstanding benefit pkg. & salary based on relevant exp. Qualif. candidates should submit resume to: Human Resources, 395 Magnolia Rd., Pinehurst 28374. Fax 910-295-4434. [Resumes@villageofpinehurst.org](mailto:Resumes@villageofpinehurst.org).

### Chief of Police Whitakers Police Dept.

PO Box 727  
Whitakers, NC 27891  
Whitakers

Population: 864  
Sworn Officers: 5  
Application Deadline: not stated

Position: Police Chief Agency: Town of Whitakers, NC Salary: \$28,000-\$34,000 Deadline: Open Until Filled Whitakers, pop. 860. 4 sworn full-time officers. Starting salary dependent on exp. Req's. progressive leader possessing strong admin., interpersonal & mgmt. skills to direct activities of police dept. Also responsible for annual dept. budget, establishing policies, recruiting & training subordinate personnel, receiving & investigating complaints from public, preparing federal, state & local reports, develop emergency response plans & advise town administrator on issues related to public safety. Advanced law enforcement cert. pref'd. & ext. exp. in police mgmt. position. Salary range: \$28,000-\$34,000 based on exp. Whitakers is EOE. Must satisfactorily complete pre-employment drug screen & psychological evaluation. Forward resumes to: Gwen Parker, Admin., Town of Whitakers, P.O. Box 727, Whitakers 27891.

## OHIO

**Major**  
**Butler County**  
**Sheriff's Office**  
 705 Hanover St.  
 Hamilton, OH 45011  
 513-785-1000

Population: 343,207  
 Sworn Officers: 163  
 Application Deadline: 3/18/2005

\$80,000 - \$87,000. Butler County, Ohio is a rapidly growing area located between the major metropolitan areas of Cincinnati and Dayton. Butler County is the 8th largest county, the 15th fastest growing in population and #1 in job growth in the State of Ohio and is currently home to more than 343,207 citizens. The Butler County Sheriff's Office is a full service police agency with 163 peace officers, 76 corrections officers and 83 civilian personnel, with an operating budget of approximately 25 million dollars. The Butler County Sheriff's Office is comprised of four major divisions: Corrections, Patrol, Investigations and Administrative Services. Each division is supervised by a Captain that reports directly to the Major. The Major's position is third in command and reports to the Chief Deputy and Sheriff. This position is an unclassified exempt position, both fiduciary and administrative as defined in Section 124.11(A) (9) of the Ohio Revised Code. Bachelor's degree\* in Criminal Justice or related field preferred, ten years of progressively responsible law enforcement experience with at least 5 years in an administrative or senior command level position in a police agency of comparable size, graduation from the FBI National Academy or similar executive command training will be given preference, possess a valid Ohio Driver's license, certified by the Ohio Peace Officer Training Council, pass a complete and thorough background investigation, willing to reside in the immediate Butler County area within a reasonable time frame upon hire. The successful candidate should be an innovative leader with a proven record in management, organizational planning and staff development. Salary ranges from \$80k to \$87k with a comprehensive benefit package. Resumes should be sent to: Butler County Sheriff's Office, Attention: Chief A.E. Dwyer 705 Hanover Street, Hamilton, Ohio 45011. All material must be received by March 18, 2005.

**Police Academy**  
**Manager**  
**Cincinnati Police Division**  
 310 Ezzard Charles Dr  
 Cincinnati, OH 45214  
 513-352-3536

Population: 364,040  
 Sworn Officers: 1,044  
 Application Deadline: not stated

Position: Police Academy Manager  
 Agency: Cincinnati Police Department-Cincinnati, OH Salary: \$66,538-\$89,827 Deadline: Until Filled Qualifications: Each candidate for this position must have 10 years of progressively responsible management experience in policing, public safety, criminal justice or other related field. In addition, a bachelor's degree from a college or university with major course work in criminal justice, public administration, personnel, accounting mathematics or other related field is necessary. A master's degree is preferred. Responsibilities: A civilian Police Academy Manager oversees the Training Section, consisting of the Police Academy staff, the Recruiting Unit, the Background Investigation Unit, and the Firearms Training Unit. This position exercises supervision over the conduct of all training (in service and recruit) throughout the Police Department and reports directly to the Chief of Police. Unclassified appointment. For more information, contact: Darrell Ludlow Department of Human Resources Centennial II 805 Central Ave. Suite 200 Cincinnati, OH 45202 Phone: (513) 352-6240 Fax: (513) 352-5223 Email: darrell.ludlow@cincinnati-oh.gov Website: <http://www.cincinnati-oh.gov/pages/-9641>.

**Assistant Chief of Police**  
**Cincinnati Police Division**  
 310 Ezzard Charles Dr  
 Cincinnati, OH 45214  
 513-352-3536

Population: 364,040  
 Sworn Officers: 1,044  
 Application Deadline: not stated  
 Position: Assistant Police Chief  
 Agency: Cincinnati Police Department-Cincinnati, OH Salary: \$90,965-\$92,969 Deadline: Until Filled Qualifications: Ten years of progressively responsible work experience in police management and supervision. Must have a bachelor's

degree from an accredited college or university with course work in criminal justice, public administration, personnel, mathematics or other related field. A master's degree is preferred. Responsibilities: Serve in both staff and line functions. As staff officer, assists in formulation of policy, development of procedures, planning, organizing and directing police activities. As a line officer, may be assigned to command, coordinate, and control any of the Department's Bureaus. Unclassified appointment. For more information, contact: Darrell Ludlow Department of Human Resources Centennial II 805 Central Ave. Suite 200 Cincinnati, OH 45202 Phone: (513) 352-6240 Fax: (513) 352-5223 Email: darrell.ludlow@cincinnati-oh.gov Website: <http://www.cincinnati-oh.gov/pages/-9641/> Send detailed resume to darrell.ludlow@cincinnati-oh.gov.

## OKLAHOMA

**Chief of Police**  
**Davis Police Dept.**  
 301 E. Main St.  
 Davis, OK 73030  
 580-369-3333

Population: 3,000  
 Sworn Officers: 11  
 Application Deadline: not stated

The City of Davis, and extraordinary community of 2600 located in South Central Oklahoma is seeking a creative, community-oriented leader to serve as its Chief of Police and Manager of Public Safety. The ideal candidate will have excellent communication and team building talents. He or She will possess good organizational and analytical skills and have at least Ten (10) years in law enforcement including supervisory experience. A bachelors degree in criminal justice, police science or related experience is preferred. This position will report directly to the City Manager and serve as a member of the management team. The City of Davis is located in the heart of the Arbuckle Mountains and is a great place to live and work. Interested candidates should send summary of qualifications to Ms. Paula Dodds, 301 East Main Street, Davis, OK 73030. Phone is 580-369-3333.

**Chief of Police**  
**Derby Police Dept.**  
 611 Mulberry Road  
 Derby, KS 67037-3533  
 316-788-1519

Population: 20,000  
 Sworn Officers: 34  
 Application Deadline: 4/10/2005

The City of Derby is accepting applications for the position of Police Chief. Derby is a family oriented, fast growing community of 20,000 located 10 minutes south of Wichita. Appointed by the City Manager, the Police Chief is an exempt employee with immediate responsibility for the development and administration of the City's complete program of public law enforcement. The ideal candidate will have a thorough knowledge of law enforcement techniques and procedures, budget preparation, personnel management and a thorough knowledge of all federal, state, and local ordinances governing police activities. Bachelor's degree in related field required, master's preferred. At least 10 years of progressive experience in public law enforcement, with a minimum of 5 years of experience in a command position equivalent to Lieutenant level or higher. Must have current Kansas Law Enforcement certification and have satisfied all state requirements as set forth in K.S.A. 74-5605 or reciprocal state accredited certification. Job offer contingent upon passing physical, drug test, psychological, polygraph and background investigation. Candidates must complete a city application on or before April 10, 2005 at [www.derbyweb.com/jobs.htm](http://www.derbyweb.com/jobs.htm) For additional information e-mail Shawne Boyd at [shawneboyd@derbyweb.com](mailto:shawneboyd@derbyweb.com) or call 316-788-1519.

**Chief of Police**  
**Lawton Police Dept**  
 10 SW 4th St  
 Lawton, OK 73501  
 580-581-3200

Population: 92,757  
 Sworn Officers: 157  
 Application Deadline: 3/28/2005

73,618- \$79,279 per year. Degree in Police Science, Law Enforcement, Criminal Justice, Public Administration or closely related field preferred, at least four years experience in law enforcement at the command level, and completion of a basic law enforcement training academy or equivalent; or an equivalent combination of education and experience with four years

experience substituting for one year of education. Must possess, or be able to obtain prior to hire, a valid OK driver's license. Must possess or be able to obtain CLEET certification within one year of employment. Must possess basic law enforcement training certification. Must have the ability to meet the department's physical standards. Must submit copy of college transcript with application. Detailed information and application may be obtained from the City of Lawton, Human Resources Dept., 1405 SW 11 Street, Lawton OK 73501 Phone 580-581-3392, Fax 580-581-3530, Website [www.cityof.lawton.ok.us](http://www.cityof.lawton.ok.us) 1405 S 11 Lawton, OK 73501 United States Ph: 580-581-3392 #23 FAX: 580-581-3530.

## OREGON

### Chief of Police Hood River Police Department

301 Oak Ave.  
Hood River, OR 97013  
541-386-1488

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

Salary: \$72,000 per year. Progressive, growing Hood River-a wind sailors' Mecca, is less than an hour from Portland and 45 minutes from world-class skiing. Qualifications: 5 yr. Management. Exp. 4 yr. Degree Required Send resume, letter of interest and 5 professional references Contact: Dave Malkin 1832 NW Perspective Bend, OR 97701, Phone: 541-382-5293.

## TEXAS

### Chief of Police Bee Cave Police Dept.

See Below

See Below

Population: 1,500  
Sworn Officers: n/a  
Application Deadline: not stated

The Village of Bee Cave, TX is seeking an experienced law enforcement professional to be its new Police Chief. The Chief will take command of a newly created police agency that is charged with providing services to a growing community in terms of retail development. The Village Administrator is seeking a professional with experience in cities with a comparable mix of police

services to Bee Cave and with strong leadership skills to be the new Police Chief. Preference is for candidates who have at least five years of experience as a Police Chief or Assistant Police Chief. Experience working in a suburban community is highly desirable. The position requires a Bachelor's Degree in police science, law enforcement, criminal justice, public or business administration or a closely related field. Candidates must also possess a valid Texas State Driver's License by hire date and have an intermediate certification from TCLEOSE. For a detailed profile of the position contact WCG at [www.watersconsulting.com](http://www.watersconsulting.com). Salary is negotiable depending upon background and qualifications. If interested, send current resume ASAP to: P. Storaci, The Waters Consulting Group, Inc., 2695 Villa Creek Dr., Suite 104, Dallas, TX 75234-7328. Voice: 972.481.1950. Fax: 972.481.1951. Toll Free: 877.356.2924. E-mail [search@watersconsulting.com](mailto:search@watersconsulting.com).

### Chief of Police Colorado City Police Dept

148 W 3rd St  
Colorado City, TX 79512  
915-728-5294

Population: 4,700  
Sworn Officers: 8  
Application Deadline: not stated

The City of Colorado City is seeking qualified candidates for the position of Chief of Police. The successful candidate shall hold a Masters Peace Officer Certification from (TCLEOSE) and shall have a minimum of (5) years experience as a Chief of Police in Cities of comparable size. Bachelors degree in criminal justice or public administration preferred; a Masters degree is highly desirable. Must have prior experience in budgeting, criminal investigations, case management, community relations, grant writing, computer skills and must possess the ability to develop, manage and maintain an effective and well motivated police organization. The annual salary range is between \$42,000.00 and \$48,000.00 depending on qualifications and experience. Interested applicants should submit their resumes to the attention of the Director of Human Resources, Denna Dickard at P.O. Box 912 Colorado City, Texas 79512-0912. Resumes may also be faxed to 325-728-2597 or E-mailed to paul.catoe@cityofcoloradocity.org. This position shall remain open until it is filled.

### Chief of Police Galveston Independent School Dist

3904 Ave. T  
Galveston, TX 77550  
(409) 766-5155

Application Deadline: not stated

Lead and manage the school district police department. Coordinate daily operations of department to provide safe environment for students, faculty, and staff. Maintain and enforce the policies, directives and standards of the school district, as well as municipal, county and state ordinances and laws. Qualifications: • 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. • Texas Peace Officer license issued by Texas Commission on Law Enforcement Officers Standards and Education (TCLEOSE) is required. • Graduation from the Leadership Command College (LCC) of the Law Enforcement Management Institute of Texas or similar executive command training and/or a Master's degree will be given preference. • Candidate who have previously served in the capacity of Chief, Assistant Chief or Division supervisor in an equivalent agency will also be given preference. • Policing at an institution of public education involving shared governance between campus administrators is desirable. • Candidates should possess strong skills and experience in leadership, school policing, supervision, budgeting, operations, critical incident management, grant administration, gang intervention and crime prevention strategies. The Chief is responsible for training of all members of the department. The Chief plays an integral role in the district's management team and has a highly visible position in the schools and surrounding policing agencies. 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.

### Chief of Police Nacogdoches, City of

HR Dept., PO Box Drawer 635030  
Nacogdoches, TX 75963  
936-559-2567

Population: 29,800  
Sworn Officers: 59  
Application Deadline: not stated

Police Chief plans, directs and coordinates the activities and operations of the City's Police Department. \$3.5 million budget with 59 officers and 18 civilian personnel; not a civil service department. Degree in criminal justice, police science, or related field, supplemented by advance courses in police administration and considerable experience of a progressive responsible nature in law enforcement work; or an equivalent combination of education and experience. Must be a Certified Law Enforcement Officer. Prefer prior experience as a Chief or Assistant Chief serving a similar position. Application available at [www.ci.nacogdoches.tx.us](http://www.ci.nacogdoches.tx.us) Job description available upon request. Send application/resume with salary history to Jerry Cessa, City of Nacogdoches Human Resources Department, P. O. Box 635030, Nacogdoches, Texas 75963-5030. Phone (936) 559-2567, Fax (936) 559-2915.

### Chief of Police North Richland Hills Police Dept.

7301 NE Loop 820  
North Richland Hills, TX 76180  
817-427-7000

Population: 50,000  
Sworn Officers: 76  
Application Deadline: 3/25/2005

The City of North Richland Hills, TX is seeking a talented, seasoned, visionary law enforcement professional with diverse background in municipal or related police management. Preference is for candidates with broad experience in all areas of a municipal police department including patrol, investigation, and administration. Police management experience in a major metropolitan area sought. Bachelors in police science, criminal justice, public administration or closely related field

required. Graduate degree and advanced training (FBI National Academy, ILEA, LEMIT or equivalent) preferred. Minimum ten years experience in municipal police work including five years of command level experience, lieutenant or above, in a comparable or larger agency. The City Charter requires five years of Texas police experience for this position. Requires advanced certification from TCLEOSE and a valid Texas Driver's License. For detailed brochure or apply online using Resume Submittal™ feature at [www.ralphandersen.com](http://www.ralphandersen.com) or call (916) 630-4900. Chuck Rohre can be contacted in Dallas at (972) 235-5912.

### Fire Chief Sweetwater Fire Dept.

810 E. Broadway, P.O. Box 785  
Sweetwater, TX 79556  
325-236-6313

Population: 11,967  
Sworn Officers: n/a  
Application Deadline: not stated

Supervises the planning, operation and administration of the Fire and EMS Departments including fire suppression, fire inspections, loss prevention, life safety and emergency medical activities in the city and county. Provides direct and indirect supervision over sworn, technical and clerical staff. Acts as emergency management coordinator. Responsible for annual budget for the Fire and EMS Departments. Experience/Education: Combination of experience and training equivalent to bachelor's degree in Fire Science or Public Administration. Seven years progressively responsible experience in a combined Fire/EMS environment. Must be certified as a fire fighter by the Texas Commission on Fire Protection, Certified as a paramedic desired; valid Class B Texas drivers license with driving record that meets city guidelines. Knowledge of Chapter 143 Civil Service Law. Interested applicants contact Ida Rivera HR Director at 325-236-6313 or e-mail [ida-rivera@sbcglobal.net](mailto:ida-rivera@sbcglobal.net) for application.

### Director of Security Texas A&M University- College Station

1111 Research Pkwy  
College Station, TX 77843  
979-845-8058

Population: 42,300  
Sworn Officers: 55  
Application Deadline: 4/15/2005

Texas A&M University invites nominations and applications for the position of Director of Security and University Police. Texas A&M is a land grant university with a large contiguous campus and holdings in four additional counties. The main campus covers over 1,600 acres and includes over 750 buildings and 16 million gross square feet of building space. The campus includes the George Bush Presidential Library and Museum, as well as a university-owned and operated commercial airport. Approximately 45,000 students, representing most states and many countries, attend Texas A&M, which houses significant research programs including homeland security research. The university population also includes about 2,500 faculty, 7,000 staff and hundreds of employees of affiliate organizations, as well as numerous visitors. Texas A&M is located in College Station, which is adjacent to the city of Bryan, and is 90 miles northwest of Houston. The combined population of College Station and Bryan exceeds 125,000. Both cities and Brazos County (in which they reside) are fully equipped with law enforcement organizations. The Director of Security and University Police is responsible for the effective and efficient operation of the University Police Department, which provides all aspects of law enforcement for the Texas A&M University campus. The Director has overall responsibility for ensuring that programs are in place to maximize the security of people and property on campus. Applicants must apply at <http://tamujobs.tamu.edu> with reference to NOV #050615 and are asked to submit a cover letter, resume, and the names of three references.

### Chief of Police University of Texas at El Paso

111 W University Ave  
El Paso, TX 79968  
915-747-5611

Population: 17,000  
Sworn Officers: 17  
Application Deadline: not stated

Located on the U.S.-Mexico border, at the foothills of the Rockies, UTEP is a vibrant community and the largest Hispanic majority university in the country. We're experiencing unprecedented growth with a record enrollment of more than 18,900 students, and a \$50 million building boom. With our rapidly expanding academic and research programs, UTEP is looking for a Chief of Police who can easily adapt to our philosophy of providing excellence and continued improvements for our students, faculty and community. Visit our website at the URLs below and follow the online application process. This position is security-sensitive and subject to Texas Education Code 51.215, which authorizes the employer to obtain criminal history record information. Requirements/Overview 12 years of increasingly responsible broad based experience as a commissioned police officer with a recognized law enforcement agency with at least six years of management and command-level responsibility. Experience making complex administrative and operational decisions. Proven ability to educate, persuade and work collaboratively within a culturally diverse setting. Must hold a Peace Officer Commission and completion of the prescribed basic training school of The University of Texas System and/or have experience as a commissioned police officer with a recognized law enforcement agency including investigative and supervisory experience. Thorough knowledge of and skills in the use of firearms and criminal investigation equipment and alarm systems. Must possess a valid driver's license issued by the State where the applicant resides and must be insurable as defined in the UT System BPM 16-05-02.. Advanced Certification and Texas Peace Officers License is required. Law enforcement experience at a college or university. More Information: [www.utep.edu](http://www.utep.edu).

### Dispatch Supervisor Westworth Village Police Dept.

311 Burton Hill Rd  
Fort Worth, TX 76114  
817-738-3673

Population: 3,600  
Sworn Officers: 32  
Application Deadline: not stated

The City of Westworth Village is now accepting applications for a position to be created as 9-1-1 Dispatch Supervisor. Westworth Village is a rapidly growing community in Tarrant County adjacent to the Naval Air Station/JRB Fort Worth. This position will be responsible for day-to-day management of the 911 Dispatch Center covering police/fire/EMT services, police/fire radio traffic, holding area monitoring, warrant confirmation services, bond processing, and records management. Will directly manage and supervise dispatch staff, training, and Incode CAD and records management systems. Must possess the ability to make decisions, organize activities, and interact effectively with the general public. Desired qualifications include Intermediate TCLEOSE Telecommunicator certification (Basic certification mandatory), effective human relations skills, and significant knowledge/understanding of computer systems. Prior supervisory experience preferred. Annual salary 30k and above DOQ, with a competitive package of health, vacation and retirement benefits. Interested persons may obtain a job application at Westworth Village City Hall, 311 Burton Hill Road, Westworth Village, Texas 76114 or online through [applications@ci.westworth.tx.us](mailto:applications@ci.westworth.tx.us). Contact person: Lt. Lipperdt (817) 738 3673 ext. 12.

## VIRGINIA

### Executive Director Central Shenandoah Criminal Justice Training Academy

PO Box 88  
Weyers Cave, VA 24486  
(540) 234-9191

Population: n/a  
Sworn Officers: n/a  
Application Deadline: 3/31/2005

Salary: \$65,000-\$75,000. Full service training academy is certified through the Virginia Department of Criminal Justice Services. Services 56-law enforcement, corrections, and emergency communication agencies. Reports directly to an executive board elected by the member agencies. Qualifications: 10 yrs. progressively responsible management experience in public safety, criminal justice or a related field. Should have experience in supervision, budgeting, curriculum development, training, and possess excellent written and oral communication skills. Consideration will be given to applicants with 4-yr. degrees in relevant subjects. Must pass background check. To apply send detailed resume to: Central Shenandoah Criminal Justice Training Academy, Attention Chief Douglas L. Davis, P.O. Box 88, Weyers Cave, VA 24486. Additional info at: <http://www.br.cc.va.us/academy>. Contact: Chief Douglas L. Davis at 540-942-6545.

### Criminal Justice Services Director Prince William County Sheriffs Office

9311 Lee Ave  
Manassas, VA 20110  
703-792-6070

Population: 254,195  
Sworn Officers: 69  
Application Deadline: 3/25/2005

Starting range: \$68,290-\$88,095, Full range: \$68,290-\$102,265. Lead Office of Criminal Justice Services. Office's mission: Develop, establish and maintain community base corrections programs that provide sanctions and alternatives to incarceration, and to provide leadership and coordination throughout the criminal justice system. Primary duties are to support the county's vision in working with a diverse office staff, county organization and community. Responsible for planning, implementing, directing, supervising and coordinating a variety of criminal justice services. Work involves overseeing several correctional programs, analytical and statistical services, criminal justice policy development, and ensuring state standard compliance. Work performed under general supervision of an assistant county executive. Supervision is exercised over subordinate professionals, paraprofessional program staff and clerical/accounting support staff. Typical tasks: Plans, directs, and coordinates the operations of several organizational programs and services relating to criminal justice; provides effective alternative programs for the courts to use in lieu of incarceration; serves as executive officer and administrator to the Criminal Justice Board; serves as chief liaison, coordinator and adviser to various criminal justice entities; develops and administers the agency's budget projections and analysis; compiles and distributes

fiscal reports and recommends funding levels; searches and develops program funding sources; writes and presents proposals for funding; identifies and submits grant applications to support criminal justice programs; identifies problems within the criminal justice system and provides appropriate resolutions; evaluates need for programs and services relating to the criminal justice field; performs high level trouble shooting.

## WISCONSIN

### Fire Chief Menomonie Fire Dept.

800 Wislon Ave.  
Menomonie, WI 54751  
715-232-2187

Population: 15,247  
Sworn Officers:  
Application Deadline: 4/30/2005

Range is \$52,188- \$66,624. Prior experience as a captain/battalion chief desired or any combination of education and experience that provides equivalent knowledge, skills and abilities; degrees in Fire Science or Business/Public Administration and a valid Wisconsin drivers license are required. The candidate should have a broad, extensive technical knowledge of the operational; characteristics, services and activities of comprehensive fire prevention, fire suppression, hazardous materials and emergency medical programs. Background check and drug screening will be required. Job application and position description available upon request, or at [menomonie-wi.gov](http://menomonie-wi.gov). Please submit job application and resume including salary history and three references to the address below or email to [lprange@menomonie-wi.gov](mailto:lprange@menomonie-wi.gov).

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[Kevin@theblueline.com](mailto:Kevin@theblueline.com)

Chief of Police  
 Port Washington Police Dept  
 365 N Wisconsin St  
 Port Washington, WI 53074  
 262-284-2611

Population: 10,500  
 Sworn Officers: 19  
 Application Deadline: 3/18/2005

\$64,375 - \$78,106 per year. Qualifications: US citizen; valid WI driver's license or ability to obtain one; WI Law Enforcement Standards Board Certified or ability to be certified in WI; Bachelor's Degree from an accredited college or university in Police Science/Criminal Justice, Public Administration or related field; graduate from FBI National Academy or similar training preferred; ten years law enforcement experience, three years of which must have been as a police sergeant or higher. The Port Washington Police and Fire Commission has optional powers under Wisconsin law.. Contact: Mark Grams 100 W. Grand Ave., P.O. Box 307 Port Washington, WI 53074 Email: mgrams@ci.port-washington.wi.us To apply: Send a letter of interest and a request for application materials to: Port Washington Police Department, c/o Police and Fire Commission, address above.



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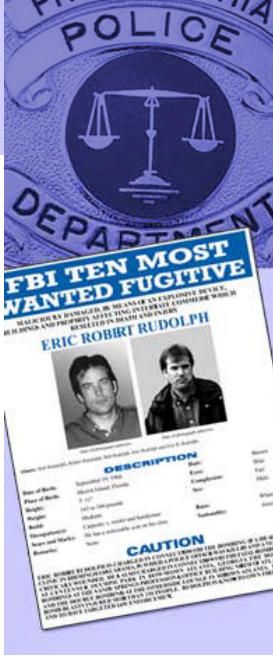
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