

Volume 1, Issue 32

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For The Public Safety Executive

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The Brass Key

For The Public Safety Executive

Opportunities Featured In This Issue:

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Valdez Police Dept

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Deputy Chief
Scottsdale Police Dept

CALIFORNIA

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Coronado Police Dept.

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Desert Hot Springs PD

Deputy Chief
Desert Hot Springs PD

Police Service Manager
Desert Hot Springs PD

Chief of Police
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Santa Paula Police Dept

CONNECTICUT

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Assistant Fire Chief
Boca Grande Fire District

Fire Lieutenant
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Jupiter Police Dept

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Battalion Chief
Lighthouse Point, City of

Dispatch Supervisor
Orange County Public Safety

Chief of Police
Pahokee Police Dept

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GEORGIA

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City of Dawson

Fire Chief
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Naperville Police Department

Director of L.E. Services
Western Springs Police Dept

Chief of Police
Willow Springs Police Dept

KANSAS

Chief of Police
Fort Scott Police Dept.

Chief of Police
Sedgwick Police Dept

Business Service Manager
Topeka Fire Dept.

MARYLAND

Deputy Chief
Laurel Police Dept.

Captain
Westminster Police Dept

Fire Chief
Southampton Fire

MASSACHUSETTS

Chief of Police
Brewster Police Dept.

MICHIGAN

Chief of Police
Muskegon Heights Police

MINNESOTA

Fire Chief
Burnsville Fire Dept.

NEBRASKA

Chief of Police
Morrill Police Dept.

Chief of Police
Ogallala Police Dept.

NEVADA

Chief of Police
Fallon Paiute Shoshone Tribe

NEW HAMPSHIRE

Chief of Police
Marlborough Police Dept

NEW MEXICO

Chief of Police
Loving Police Dept

NORTH CAROLINA

Chief of Police
Aurora Police Dept

Associate Vice President,
Campus Safety and Security
Duke University

Fire Marshall/Code
Enforcement Officer
Hillsborough Fire

Fire Marshall
Morresville "Race City
U.S.A." Fire Dept.

Public Safety Captain
Wilson Police Dept.

OHIO

Chief of Police
New Lebanon Police Dept.

Chief of Police
University of Cincinnati

PENNSYLVANIA

Director of Public Safety
Dickinson College-Carlisle
Police Dept.

Chief of Police
Du Bois Police Dept.

Chief of Police
Laureldale Borough Police

Chief of Police
Mifflin County Regional Police

SOUTH CAROLINA

Chief of Police
Summerville Police Dept.

TEXAS

Dispatch Supervisor
DeSoto Police Dept

Assistant Fire Chief
Flower Mound Fire Dept.

Battalion Chief
Frisco Fire Dept.

Emergency Services Director
Fritch, City of

Chief of Police
Howe Police Dept

Chief of Police
Hutto Police Dept

Chief of Police
Lakeway Police Dept.

Fire Marshall
LaPorte Fire Dept.

Chief of Police
Poth Police Dept.

Emergency Services
Coordinator
Travis County HRMD

Chief of Police
University of Texas at Austin
Police Dept.

VIRGINIA

Law Enforcement Officer II
(Sergeant)
University of Virginia

WASHINGTON

Deputy Fire Chief
Yakima, City of

WISCONSIN

Assistant Chief
Hayward Police Dept.

ALASKA

Chief of Police Valdez Police Dept

212 Chenega Ave
Valdez, AK 99686
907-835-4560

Population: 4,600
Sworn Officers: 11
Application Deadline: **not stated**

The Police Chief is responsible for managing all aspects of the City's law enforcement, detention, emergency dispatch & animal control functions. Requirements: BA Criminal Justice or Business, 10 years law enforcement experience / 5 in supervisory position; or equiv. combination ed. / exp., certified APSC Police Officer w/in 18 months of appointment, AK Driver's license and clear criminal record. \$61,773 - \$83,975. Application: www.ci.valdez.ak.us or 907-835-4313.

ARIZONA

Deputy Chief Scottsdale Police Dept

7575 E. Main Street
Scottsdale, AZ 85251
916-263-1401

Population: 225,000
Sworn Officers: 411
Application Deadline: **8/19/2005**

Scottsdale operates under the Council-Manager form of government with 2,500 employees and an operating budget of \$360 million. The Scottsdale Police Department (SPD) is a full service, CALEA accredited law enforcement agency that employs 411 sworn and 265 civilian personnel and operates with a \$68.3 million budget. SPD provides numerous public safety programs, including S.M.I.L.E., which won the prestigious IACP Seavey Award. Two Deputy Chiefs report to the Chief of Police, with one overseeing the Uniform Services Bureau and the other the Personnel Development/ Investigative Services Bureau. The newly appointed Deputy Chief will initially assume command of the Personnel Development/ Investigative Services Bureau that currently includes 125 sworn and 23 civilian personnel and an operating budget of \$15.6 million. The ideal candidate will demonstrate the ability to communicate effectively, both written and orally, work col-

laboratively within the City and with other service agencies, and create a team oriented environment. A minimum of a Bachelor's degree and over two years of recent experience at the level of Police Commander/ Captain or above are required. A Master's degree is preferred, as well as executive level training, such as the FBI Academy, Senior Management Institute for Police, LEEDS, Southern Police Institute or similar executive management schools. The selected candidate must obtain and maintain Arizona POST Certification. The ability to be dynamic, open to new ideas and able to initiate change will be requirements for the new Deputy Chief of Police. Submit resume to Jerry Oldani at: Waters-Oldani Executive Recruitment 2695 Villa Creek Drive, Suite 104 Dallas, TX 75234 Dallas Office Phone: 972.481.1950 Fax: 972.481.1951 Bellevue Office: Phone: 425.451.3938 Fax 425.453.6786 E-mail: search@watersconsulting.com Website: www.watersconsulting.com.

CALIFORNIA

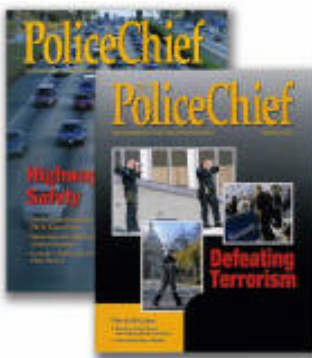
Chief of Police Coronado Police Dept.

1825 Strand Way
Coronado, CA 92118
619-522-7807

Population: 26,000
Sworn Officers: 65
Application Deadline: **7/25/2005**

Salary: \$107,136 - \$127,848. The City of Coronado, (population 26,000) located across the bay from San Diego, is seeking a Director of Police Services to serve as the City's Police Chief and report directly to the City Manager. Under general administrative direction, the Director will plan, direct, manage and oversee the activities and operations of the Police Department including patrol, criminal investigations, traffic control, code enforcement, public safety communications, regional task force participation, parking enforcement, animal services, community relations, property and evidence, records management, crime prevention, staff training, budget preparation and management of the annual budget. The Police Department has 65 full-time equivalent staff and an additional 40 volunteers. The ideal candidate will have at least ten years of increasingly responsible law enforcement experience including four years of management and adminis-

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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trative responsibility. Education equivalent to a bachelor's degree with major course work in criminal justice, public administration, business administration, or a related field. Possession of a valid POST management certificate and POST Command College or FBI National Academy participation are desirable. The ideal candidate will be creative, energetic, community-oriented and will practice a flexible "hands-on" management style. Salary: \$107,136 - \$127,848 annually, plus excellent benefits package including fully paid 3% at 50 CalPERS retirement. Filing deadline: 5: 30 p.m. on Monday, July 25, 2005. City application and detailed resume required. Application materials are available at: City of Coronado 1825 Strand Way Coronado, CA 92118 619/522-7807 Email: employment@coronado.ca.us, or at www.coronado.ca.us.

Chief of Police Desert Hot Springs, City of

65-950 Pierson Rd
Desert Hot Springs, CA 92240
760-329-2904

Population: 15,500
Sworn Officers: 17
Application Deadline: **8/5/2005**

Contact the department for details.
<http://www.desert-hot-springs.us>.

Deputy Chief Desert Hot Springs, City of

65-950 Pierson Rd
Desert Hot Springs, CA 92240
760-329-2904

Population: 15,500
Sworn Officers: 17
Application Deadline: **8/5/2005**

Contact the department for details.
<http://www.desert-hot-springs.us>.

Police Service Manager Desert Hot Springs, City of

65-950 Pierson Rd
Desert Hot Springs, CA 92240
760-329-2904

Population: 15,500
Sworn Officers: 17
Application Deadline: **8/5/2005**

Contact the department for details.
<http://www.desert-hot-springs.us>.

Chief of Police Piedmont Police Dept

403 Highland Ave
Piedmont, CA 94611
510-420-3000

Population: 11,600
Sworn Officers: 20
Application Deadline: **8/1/2005**

A Bachelor's degree is required, plus four years of command or managerial experience in the police service equivalent to the level of Captain (or Lieutenant in a larger

department) or above. Must possess P.O.S.T. certificates through the advanced level. The City of Piedmont is accepting applications for the position of Police Chief. The Police Chief oversees and directs all activities of the Police Department, which consists of 20 sworn and 12 non-sworn employees. The ideal candidate will have a thorough knowledge of all principles, practices and procedures of municipal police administration, criminal laws, codes, ordinances and court interpretations, budget development, personnel management, computer applications, the ability to effectively represent the Department and the City, and the ability to work with a variety of individuals from various socio-economic, cultural and ethnic backgrounds. Contact: Stacy Thorn 120 Vista Avenue Piedmont, CA 94611 Phone: (510) 420-3046 Email: sthorn@ci.piedmont.ca.us Website: www.ci.piedmont.ca.us To Apply: If you are interested in applying for this outstanding opportunity, please submit an official city application along with your letter of interest and resume to the attention of Stacy Thorn, City of Piedmont, 120 Vista Avenue, Piedmont, CA 94611. www.ci.piedmont.ca.us.

Chief of Police Santa Paula Police Dept

214 S 10th St
Santa Paula, CA 93060
805-525-4474

Population: 30,000
Sworn Officers: 34
Application Deadline: **8/2/2005**

The Chief will be administering a \$4.5 million budget and providing leadership to a staff of 47 (34 sworn, 13 non-sworn). Santa Paula (30,000 pop.) is in the center of Ventura County situated 12 miles from the beach at Ventura, 45 miles south of Santa Barbara, and 65 miles north of Los Angeles. Santa Paula is in transition; wanting to keep its small-town charm, while responsibly addressing growth. Residents value the bicultural diversity, ideal climate and reasonably priced housing - among the reasons why Santa Paulans refer to their community as "Hometown USA." The new Chief of Police will be an integral part of the City's management team in helping draft policies and

programs to maintain and enhance Santa Paula's excellent quality of life in an atmosphere of change. Additional information about this position is available by calling visiting or us our website at www.richardperryassociates.com. Resumes should be submitted by 8/2/05 to: Richard Perry & Associates PO Box 384 35590 Verdant View The Sea Ranch, CA 95497 Phone: 707/785-3083 Fax: 707/785-3086 Email: info@richardperryassociates.com.

CONNECTICUT

Chief of Police Bridgeport Police Dept.

45 Lyon Terrace
Bridgeport, CT 06604
203-576-7103

Population: 142,631
Sworn Officers: 456
Application Deadline: **8/15/2005**

Candidate should possess the ability; to plan, organize and coordinate the activities of the department; to develop and make more effective the procedures and techniques of law enforcement; to keep abreast of modern developments in all the branches of police work and have extensive knowledge of the principles of moderns police management. Candidate must be experienced in urban law enforcement, including supervisory experience in the operation and management of a law enforcement agency. Candidate must possess a minimum of ten (10) years of law enforcement experience, of which five (5) years shall have been in a command position in a community with a population of at least 80,000 people, of which at least 25% of said population are minorities. A four year degree in criminal justice or a related field is preferred. Preference will be given to candidates who can demonstrate active and successful experience in advanced professional education including drug enforcement. Preference will given to successful labor/management experience. Candidates will submit resumes and file an application provided by the Civil Service Commission. The examination will be in two parts. In part one, all resumes will be evaluated and

the highest rated candidates will be invited to participate in an assessment center process. Part two will be the assessment center. The International Association of Chiefs of Police will assist the City with the search process. The final selection will be made by the Mayor from the three highest ranking candidates. The term of office shall be for five years. One additional term of five years may be offered. The salary for the position is \$93,487 to \$102,791 per year.

FLORIDA

Assistant Fire Chief Boca Grande Fire Control District

360 E. Railroad Ave.
Boca Grande, FL 33921
841-964-2908

Population: n/a
Sworn Officers: n/a
Application Deadline: **8/8/2005**

Applicant must be certified in Fire & EMS for the State of Florida. Must have a valid Florida Class D drivers license and a thorough knowledge of budget preparations, bids & quotes, etc. An A/S degree is desired. Job description is available upon request. Starting pay is \$65,000 plus excellent benefits. Come join a rapidly growing and progressive department. Applications may be picked up at The Boca Grande Fire Department, 360 E. Railroad Ave, Boca Grande, FL. Or call (941) 964-2908 for information. Closing date is August 8, 2005 @ 4: 00 PM. Interviews will be Aug. 23,2005.

Fire Lieutenant Clermont Fire Dept

439 W. Hwy 50
Clermont, FL 34711
352-394-7662

Population: 10,000
Sworn Officers: 27
Application Deadline: **not stated**

Annual Range \$43,559 - \$66,506 based on 2604 hours a year, Kelly day every 28 day cycle. Responsible for administrative and supervi-

sory work. Oversees daily operational aspects, managing and maintaining fire stations and equipment on an assigned shift. FL FF II CERT, FL FIRE OFCR I CERT, FL PARAMEDIC CERT w/current ACLS Cert, CPR for Healthcare Providers and a valid FL Class "D" driver license w/an "E" endorsement required. www.cityofclermtfl.com.

Fire Inspector Dania Beach Fire Dept.

100 W. Dania Beach Blvd.
Dania Beach, FL 33004
954-924-3699

Population: n/a
Sworn Officers: n/a
Application Deadline: **7/29/2005**

Starting Salary: \$20.98 per hour. HS Diploma or GED, FL Municipal Fire Safety Inspector Certification, FL Firefighter Certificate of Compliance, FL EMT Certification, FL Class "D" Driver' License with "E" endorsement, Broward County Certificate for Fire Safety Inspector. Apply Immediately to: City of Dania Beach, 100 W. Dania Beach Blvd. Dania Beach, 33004. Fx: 954-924-3699 or online www.ci.dania-beach.fl.us.

Chief of Police Jupiter Police Dept

210 Military Trl
Jupiter, FL 33458
561-741-2520

Population: 35,000
Sworn Officers: 97
Application Deadline: **7/22/2005**

The Chief of Police is appointed by and reports directly to the Town Manager. 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 Jupiter Police Department is a full service police agency, holding cur-



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rent accreditations at the state and national levels. The department is organized and managed through three main divisions: Special Operations, Uniform Patrol, and Administrative Services. Sworn officers at the rank of Captain lead each of the three divisions. The police department supports specialized functions such as a marine unit, canine, traffic investigations, an underwater recovery team, and a state-of-the-art communications center. The communications center receives all 9-1-1 and non-emergency calls for service, manages all police radio communications, and directs all Fire and EMS calls to the respective departments. The Chief of Police will be responsible for a department of over 100 sworn officers and 50 civilians. The current police budget is 14 million. Qualified candidates must have the competencies to lead and develop the organization as the area experiences change from growth in population and commerce. The Chief of Police will be able to build and maintain strong professional relationships inside and outside the department. The successful candidate will have demonstrated proven business acumen and exemplary leadership skills. To apply, please send a current resume and a cover letter summarizing your qualifications and five references no later than Friday, July 22, 2005, to: The Police Executive Research Forum, Jupiter Search 1120 Connecticut Ave., NW, Suite 930, Washington, DC 20036.

**Fire Instructor
Lakeland Fire Department**
500 N. Lake Parker Ave.
Lakeland, FL 33801
863-834-8790

Population: 90,000
Sworn Officers: n/a
Application Deadline: 7/31/2005

Applicant qualifications are: Graduation from an accredited college with an associate degree. Six (6) years of experience in the fire service, including one (1) year of supervisory experience. An equivalent combination of education and experience that is determined to be directly related may be substituted. Must possess Fla. Drivers License and have a home phone. Certificate of Compliance as State of Fla.F/F within 18 months and the following certifications within one year: Fire Instructor I certification, Fire Officer I certification, Inspector certification, EMT and /or Paramedic certification. Salary range is

\$42,723 to \$60,104. Additional information and an application may be found at www.lakelandgov.net/civilservice.

**Battalion Chief
Lighthouse Point, City of**
HR Dept., 2200 NE 38th St
Lighthouse Point, FL 33064
954-943-6500

Population: 11,488
Sworn Officers: n/a
Application Deadline: **not stated**

Minimum Job Qualifications: Bachelor's degree in fire science, or closely related field, preferred; supplemented by a minimum 5 to 10 years previous experience in the area of fire prevention/suppression and emergency medical services administration, or any equivalent combination of related education, training and experience which provides the required knowledge, skills and abilities to perform the essential job functions. Special Requirements Must possess and maintain a valid Florida driver's license. Must possess and maintain valid Florida fire-fighter and Paramedic certifications, and valid EMS Certificate of Compliance for the State of Florida. State of Florida Instructor, or ACLS instructor, PALS instructor, CPR instructor. Salary Range \$58,599 - \$71,226 To Apply Applicants must complete a fire rescue employment application. Applications are available in the City Clerk's Office, 2200 NE 38 Street, by telephoning Personnel at 954-943-6500, or online at www.lighthousepoint.com/ employment.

**Dispatch Supervisor
Orange County Office of
Public Safety**
450 E. South St., First Floor
Orlando, FL 32801

Population: 750,000
Sworn Officers: n/a
Application Deadline: 7/30/2005

Starting Salary: \$57,262 to \$88,525. This position will provide professional, technical and administrative direction and supervision to staff in 9-1-1 Administration, Radio Services and the 3-1-1 Call Center. Bachelor's degree in Public or Business Administration, Communications or closely related field and five years of experience in public safety communications involving communications planning of large scale systems, such as 9-1-1, call center and radio. Prefer experience with multiple political jurisdictions, managing operating and capital improvement projects, revenue collections, system recover, inter-local agreements, grant writing and Request for Proposals (RFPs). Apply by July 30th, online at www.orangecountyfl.net.

**Chief of Police
Pahokee Police Dept**
171 1/2 N Lake Ave
Pahokee, FL 33476
561-924-5691

Population: 7,000
Sworn Officers: 17
Application Deadline: **not stated**

Applicants must meet strict guidelines for hiring. State of Fl. Basic Law Enforcement Cert. in good standing is req d. Min 1yr. FT Civilian Law Enforcement exp. Be U.S.

citizen at least 19 yrs old, HS dip. or equivalent. Possess a valid Florida Drivers Lic. All applicants will be req d to pass in depth background investigation.

**Chief Fire Administrator
Seminole County
Government**

1101 East First St.
Sanford, FL 32771
407-665-7939

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

\$59,027 - \$109,227. Bachelor's Degree in Fire Engineering or Public Administration and ten (10) years experience in fire suppression, rescue and EMS operations, three (3) years of which must have been in a responsible supervisory capacity comparable to the rank of Assistant Chief or Deputy Chief. A Master's Degree in Public Administration, Business Administration, and certification as a Certified Emergency Manager (CEM), Executive Fire Officer, or Certified Fire Officer is preferred. Considerable ability to plan, evaluate, assign and coordinate activities performed by EMS/Fire/Rescue Division. Ability to effectively manage in an emergency situation. Must possess a certificate of compliance from an approved State of Florida minimum standards firefighting course. Must possess and maintain a valid Florida Driver's License. New hires must have abstained from use of tobacco products for twelve (12) months prior to application with Seminole County (Florida Statue 633.24). <http://www.seminolecountyfl.gov>.

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GEORGIA

Fire Chief
Dawson, City of
 PO Box 190
 Dawson, GA 39842
 229-995-4414

Population: 5,300
 Sworn Officers: 18
 Application Deadline: **7/20/2005**

Minimum requirements: Associate degree in Fire Science Technology or NPO Fire Officer I Certification; 10 yrs experience in a career fire department with three years at the rank of Captain or above. Benefits: retirement, health/life insurance. Salary \$30,000 to \$35,000 depending on experience and qualifications.

Fire Chief
Decatur County Fire
 PO Box 726
 Bainbridge, GA 39818
 229-248-3011

Population: 26,400
 Sworn Officers: n/a
 Application Deadline: **8/1/2005**

Requirements of the position include some college and seven to ten years management level experience in fire suppression. Send Resume with three professional references to: County Administrator, Decatur County, P.O. Box 726, Bainbridge, GA 39818.

Fire Chief
Fairburn Police Dept
 191 W Broad St
 Fairburn, GA 30213
 770-964-1441

Population: 4,500
 Sworn Officers: 23
 Application Deadline: **10/1/2005**

The City of Fairburn is accepting applications for the position of Fire Chief. Fairburn, a city with a population of approximately 10,000 has previously been served by an all-volunteer fire department with manpower contracted with Fulton County. The city will now be structuring a fully paid department with expected services to begin within the next few months. The Fire Chief will be responsible for selecting the staff for and organizing the department from ground up. Requirements include a Fire Science Degree, a minimum of five years experience in

a senior officer position with a department serving a population the size or greater than Fairburn, no criminal history, able to pass a fit for duty physical, and reside within a reasonable distance from Fairburn. Attractive insurance and retirement benefits included with salary negotiable. Applications and resumes should be submitted to Nancy Faulkner, Director of Personnel Administration, 56 Malone Street, PO Box 145, Fairburn, GA 30213.

Assistant Fire Chief
Loganville Fire Dept.
 PO Box 39
 Loganville, GA 30052
 770-554-6900

Population: 7,500
 Sworn Officers: n/a
 Application Deadline: **7/22/2005**

Must be able to communicate effectively both orally and in writing. Computer skills a must. Minimum requirements: High school diploma or GED, Associate or Bachelors degree in related field preferred; minimum 5 years high level command experience or equivalent combination of training and experience; State of Georgia EMT Certificate; State Firefighter Certificate; CPR Certificate; possession of valid Georgia driver's license; satisfactory motor vehicle report; successfully pass pre-employment drug "and alcohol screening. Salary \$46,675 - \$50,273. Excellent benefits. Send completed application and resume to City of Loganville, P. O. Box 39, Loganville, GA., 30052, Attn: Carla Tuck. Applications will be accepted through July 22, 2005.

ILLINOIS

Records Manager
Carpentersville Police Dept
 1200 L.W. Besinger Drive
 Carpentersville, IL 60110
 847-551-3481

Population: 32,000
 Sworn Officers: 60
 Application Deadline: **8/5/2005**

The Records Manager ideally possesses specialized knowledge of police records operations and computerized law enforcement information systems, including C.A.D. and traffic and parking citation management systems. He or she reports to the Day Shift Commander. Salary Information: \$38,000 to \$48,000

per year. Educational Requirements: Associate degree from an accredited college in business administration, office management, or related area. Other Requirements: Considerable knowledge of laws and procedures pertaining to records management. Knowledge of current information technology procedures concerning electronic records security, retention, and destruction. Proficiency in use of Microsoft Office software applications. Minimum of two years of office management or responsible clerical record keeping experience, including experience supervising clerical activities; or equivalent combination of education and experience that provides the required skills, knowledge, and abilities. Experience in law enforcement records management and fluency in Spanish are highly desirable. Valid Illinois drivers license. Ability to pass comprehensive background investigation. For more information, visit us online at the address listed below. The Village of Carpentersville is an equal opportunity employer. Contact: Village employment applications are available on our village website. Please send application, cover letter, and current résumé to: Name: Curt Borman, Assistant to the Chief, Carpentersville Police Department Address: 1200 L. W. Besinger Drive, Carpentersville, IL 60110-2099 Phone: 847-551-3481 Web site: www.vil.carpentersville.il.us Closing Date for Applications: The Police Department must receive all items no later than 5: 00 PM on August 5, 2005.

Chief Animal Control Warden
Evanston Police Dept
 1454 Elmwood Ave
 Evanston, IL 60201
 847-866-5000

Population: 73,233
 Sworn Officers: 162
 Application Deadline: **not stated**

\$46,425 TO \$57,366. Responsible for administration of Evanston Animal Control Bureau including gathering information, providing reports, specialized technical work in enforcement or ordinances regulations; appearing in court, maintaining records more. Must have high school diploma GED; 2 yrs college level coursework in animal husbandry, zoology or related field; 2 yrs exp in care handling animals, preferably in field or kennel; Fire Arms Operator Identification or ability to obtain; valid IL driver's license; communica-

tion computer skills. For ADA details see job posting. TTY for hearing impaired is 847-328-4080. Apply in person or mail resume with cover letter or completed City employment application form to HR Dept., City of Evanston, 2100 Ridge Ave., Evanston, IL 60201-2798.

Community Crime Prevention Specialist
Evanston Police Dept
 1454 Elmwood Ave
 Evanston, IL 60201
 847-866-5000

Population: 73,233
 Sworn Officers: 162
 Application Deadline: **not stated**

\$48,009 TO \$59,221. Responsibilities involve developing implementing strategies of crime prevention partnerships with neighborhood groups, businesses, school other agencies. Must have BA BS in related field; 2-4 yrs exp dealing with the public, setting up relevant programs; valid IL driver's license; computer skills. For ADA details see job posting. TTY for hearing impaired is 847-328-4080. Apply in person or mail resume with cover letter or completed City employment application form to HR Dept., City of Evanston, 2100 Ridge Ave., Evanston, IL 60201-2798.

Chief of Police
Harvard Police Dept
 201 W Front St
 Harvard, IL 60033
 815-943-4431

Population: 8,800
 Sworn Officers: 18
 Application Deadline: **7/29/2005**

Advanced degree in police-related discipline preferred. Other Requirements: Ten years experience in police administration. The ideal candidate must possess strong skills in public relations, leadership, community policing, proven track record in professional development of officers, and experience in ethnically diverse populations. Salary information: Mid \$70,000's. Contact: David A. Nelson, City Administrator Address: 201 W. Front St., P.O. Box 310 Harvard, IL 60033 Telephone: 815-943-6468 Fax: 815-943-4556 Email: nelson@cityofharvard.org Website: www.cityofharvard.org.

Telecommunications Supervisor

Mundelein Police Dept
200 N. Seymour Ave
Mundelein, IL 60060
847-949-3250

Population: 28,102
Sworn Officers: 54
Application Deadline: **not stated**

This position is a civilian employee under supervision of the Deputy Chief / Support Services. This working supervisor will oversee the operation of the Communication Center activities and the activities of 9 telecommunicators on 3 shifts, whose function is to dispatch incoming calls for service for both the Police and Fire Departments. High school graduate or equivalent, with completion of some college level supervisory or management courses. A minimum of 5 years experience in performing public safety, police, fire, EMS dispatching duties. Experience in CAD and or enhanced 911 telephone system. Must hold current LEADS and Emergency Medical Dispatch certifications. 1 to 2 years of supervisory experience in a similar setting. Experience as a training officer. Considerable knowledge of Police, Fire, Emergency Medical Dispatch (EMD) and Emergency Communication Center policies and procedures, possess a high level of knowledge and understanding of all emergency communication related equipment, LEADS / NCIC and FCC procedures. Must have the ability to think clearly & act quickly in emergency situations. Interested parties should contact Lynne Maley, Human Resource Coord, Village of Mundelein, 440 E. Hawley, Mundelein, IL 60060, Ph: 847-949-3228; Fax: 847-949-0143; email: Lmaley@Mundelein.org.

Administrative Analyst

Naperville Police Dept
HR Dept JS, P.O. Box 3020
Naperville, IL 60566
630-420-6161

Population: 135,000
Sworn Officers: 181
Application Deadline: **not stated**

Development & preparation of the department annual operating budget & CIP; develop reports to track departmental trends; project revenues & project/approve expenditures; perform studies & research as requested. Co-ordinate the departmental grant process (researching municipal/safety agency grants & securing grant monies), assist in development/recommendation of new procedures,

occasionally design & deliver presentations to staff. Collect & report data and be involved in strategic planning. Represent department in citywide functions & meetings and serve as liaison to other departments & governmental agencies. Starting Salary: \$43,000; Top Salary: \$46,000. Educational Requirements: Bachelor's degree in Public Administration, Finance, Business or a related field. Other Requirement (s): 1-3 years of municipal administrative and analytical experience. Proficiency with MS Word and Excel computer software applications required. Contact: John Sharp Address: 400 S. Eagle Street, Naperville, IL 60540 Telephone: 630-305-7066 Fax: 630-305-4048 Email: apply@naperville.il.us www.naperville.il.us.

Director of Law Enforcement Services

Western Springs Police
740 Hillgrove Ave
Western Springs, IL 60558
708-246-8540

Population: 12,416
Sworn Officers: 21
Application Deadline: **7/29/2005**

Salary: \$66,300 to \$99,450. Western Springs is a growing community located in Cook County, 15 miles southwest of Chicago's Loop. The Police Department has 21 sworn officers and 7 civilian personnel. The Director reports directly to the Village Manager. The Village seeks an experienced law enforcement professional with skills in planning, supervision, and staff development who is committed to community service, with outstanding leadership and administrative skills. Exceptional interpersonal and communication skills are considered important. Skills Required: The candidate must possess the ability to develop a good working relationship with other area law enforcement agencies, and have a minimum of 10 years progressively responsible law enforcement experience, including 5 years of supervisory and/or management experience. A bachelor's degree in criminal justice or related field is preferred (a combination of training and experience may be considered in lieu of a bachelor's degree). An advanced degree is highly desirable. Additional specialized programs such as FBI National Academy, Southern Police Institute, or Northwestern Center for Public Safety School of Staff and Command is also highly desirable.

Chief of Police

Willow Springs Police Dept
8255 Willow Springs Rd
Willow Spgs, IL 60480
708-839-2732

Population: 6,000
Sworn Officers: 21
Application Deadline: **7/22/2005**

Willow Springs is a thriving residential community located 15 miles southwest of Chicago. Recently the Village has seen a large amount of growth. The department currently has 21 full-time employees. The Village seeks a law enforcement professional with the skills in planning, supervision, budgeting and at least 10 years of progressively responsible law enforcement experience, including supervisory experience. Salary low \$70's with an excellent benefit package. Interested and qualified candidates should submit a resume, salary history and five references in confidence by July 22, 2005 to: Mayor Alan Nowaczyk Village Administrator Chris Limas Village of Willow Springs One Village Circle Willow Springs, Illinois 60480. Skills Required: Bachelor's degree in criminal justice, police administration or related field required as well as advanced leadership training such as FBI National Academy, or Northwestern Center for Public Safety School of Staff and Command is highly desirable.

KANSAS

Chief of Police

Fort Scott Police Dept.
PO Box 151
Fort Scott, KS 66701
620-223-1700
Population: 8,700
Sworn Officers: 19
Application Deadline: **7/31/2005**

This position reports directly to the City Manager. Duties include supervision of 18 member department, dispatch, and animal control duties. Applicant must possess strong interpersonal, team, management, conflict resolution, public involvement, budgetary, creativeness, planning, and law enforcement skills. Applicant should have a minimum of five years supervisory experience and law enforcement degree. Salary commensurate with experience. Submit resume, including references, to City Manager, P.O. Box 151, Fort Scott, KS 66701. The deadline for applications is July 31, 2005.

Chief of Police

Sedgwick Police Dept
511 N Commercial
Sedgwick, KS 67135
316-772-5151

Population: 1,800
Sworn Officers: 2
Application Deadline: **not stated**

Salary: \$31,000 to \$37,500. Sedgwick is located in Harvey and Sedgwick Counties approximately 20 miles north of Wichita. Chief supervises one full time and 8 part-time officers. Must be Kansas-certified with a minimum of six to nine years of law enforcement experience. The successful applicant will demonstrate skills in management, team building, reporting, budgeting and coordinating activities with other agencies. Good communication, both oral and written, and public relations skills are required. Must have a thorough knowledge of all applicable laws and ordinances. Position also includes patrol duties. Residency is required. Applications accepted until position filled. Send resume and cover letter to City Administrator, City of Sedgwick, PO Box 131, Sedgwick, KS, 67135.

Business Service

Manager
Topeka Fire Dept.
324 SE Jefferson
Topeka, KS 66607
785-368-4000

Population: 126,000
Sworn Officers: n/a
Application Deadline: **7/29/2005**

The City of Topeka Fire Department seeks qualified applicants for a Business Services Manager. In this position, the Business Services Manager is responsible for supervising and managing the accounting, budgeting, purchasing and payroll functions and ensures that the department complies with approved budget limitations. Additional responsibilities include managing and coordinating the research and development of tools and equipment, personal protective equipment, apparatus design and specification and other items and/or systems procured by the fire department. This position also has responsibility for inventory control. Successful candidate will have knowledge of all fire department disciplines for the support of firefighting, rescue

and EMS operations. Minimum qualifications: Bachelor's degree in Business Administration, Business Management, Public Administration or a closely related field. Must have at least 3 years business, accounting or research experience and must have at least 5 years of firefighting experience along with 5 years of progressively responsible experience in supervision and management OR a combination of experience and education that provides a solid background in the job duties for this position. Must possess a valid KS driver's license at time of hire. Salary Range is \$45K to \$61,610; Hiring Range is \$45K to \$49K. City of Topeka employment application required. For application information, visit www.topeka.org/humanresources/employment_information.shtml.

MARYLAND

Deputy Chief Laurel Police Dept.

350 Municipal Sq
Laurel, MD 20707
301-498-0092

Population: 22,000
Sworn Officers: 55
Application Deadline: **7/22/2005**

\$74,856 per year. A High School diploma is required, a Bachelors or Masters Degree from an accredited university in a field relating to management, public administration or criminal justice is preferred. Must have a minimum of 10 years of progressively responsible experience in a full service law enforcement agency, including at least three years in senior management. Must possess a current and valid certification from the Maryland Police Training Commission. Must also possess a current and valid Class "C" Maryland driver's license, or a comparable driver's license issued by the employee's state of residence, and a proven safe driving record. We are seeking a qualified law enforcement professional who possesses a strong leadership style with proven budget and organizational skills. Must be a strong communicator, possess a high level of integrity and honesty, and have a sense of humor. Proven ability to work with allied agencies and other

city departments in a positive and progressive manner. The Laurel Police Department consists of 55 sworn personnel, and 17 civilian personnel with a 2006 annual budget of 4.6M. The command staff consists of one Deputy Chief of Police, and three Lieutenants. "To be considered for this exceptional career opportunity, please submit a City of Laurel application and resume with cover letter to Mr. E. Michael Greene, Personnel Officer, City of Laurel, 8103 Sandy Spring Road, Laurel, MD 20707 by July 22, 2005. A detailed job description and application are available online at www.laurel.md.us.

Captain Westminster Police Dept

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

Population: 14,500
Sworn Officers: 43
Application Deadline: **7/25/2005**

The City of Westminster is seeking an innovative and experienced law enforcement professional to serve as Captain - Criminal Investigations Bureau for a Police Department comprised of 45 sworn officers and 14 civilian personnel. The candidate for this varied administrative and operational management position will command the Criminal Investigations Bureau, the Internal Affairs Function, the Investigation Division, Narcotics Section and Warrants/Apprehension Section. Masters Degree and/or Bachelors preferred in specific related fields and a minimum of fifteen (15) years experience in all major aspects of full-service police work. Mandatory job requirements are detailed in the job description. Salary Scale \$44,263 to \$70,821; placement on the step scale commensurate with experience and qualifications; outstanding benefits including LEOPS 25-year pension plan and take-home car. Application and job description packets can be requested: 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.

MASSACHUSETTS

Chief of Police

Brewster
2198 Main St.
Brewster, MA 02631
508-896-7011

Population: 10,865
Sworn Officers: 18
Application Deadline: **8/1/2005**

Position reports to the Board of Selectmen and supervises 18 sworn officers and 6 civilian support personnel w/an annual operating budget of \$1.7 million. Bachelor's in Law Enforcement, Business Administration, Public Administration, or related field, from an accredited college or university and Massachusetts Criminal Training certification preferred, or required w/in 1 year of appointment. Minimum 10 years progressive experience in law enforcement, with min. 5 years of administrative/supervisor background. Excellent interpersonal communications and management skills and proven experience with community oriented policing, req'd. Exp. within a New England municipality or agency is preferred. Salary negotiable, plus benefits, inclusive of the Quinn Bill Educational Incentive, depending upon qualifications and experience. Brewster residency will be required. Please submit letter of application, resume, & list of 3 professional references to: James W. Foley, Chairman Board of Selectmen 2198 Main Street Brewster, MA 02631 by 4 P.M. 8/1/05. Please visit www.brewsterpolice.org for more information.

Fire Chief Southampton Fire

P.O. Box 397
Southampton, MA 01073-0397
413-529-0106

Population: 5,600
Sworn Officers: n/a
Application Deadline: **8/1/2005**

Requirements: • Experience of 7 to 10 years (5 in supervisory position) within a full time or call volunteer department, successfully completed N.F.P.A. firefighter training 1 curriculum or equivalent. Massachusetts firefighters certification • Daytime, working chief ability, reside within a 5 mile radius of the Southampton Fire Department – within 1 year of appointment to position. • Intermediate level (minimum) EMS certification current and maintained. • Must be

knowledgeable and in compliance at all times with M.G.L. 48 § 42 and abide by all Commonwealth and Federal regulations • Knowledge of inspection regulation requirements; inspections of schools, commercial buildings, homes, smoke and carbon monoxide detectors, gas and oil burners and underground storage tanks. • Hazardous materials coordinator certification as required • Must comply with safety practices according to N.F.P.A. standard 1500 • Ability to direct rescue, fire fighting and salvage operations • Ability to investigate and evaluate fire incidents • Ability to exert physical effort for weights to meet HRO (State standards) Must pass physical, drug screening and CORI check • Knowledge of all equipment and ability to ensure all equipment is functioning properly • Must be able to communicate effectively at public meetings. Willingness and ability to act as a representative for Southampton Fire Department with a clean, neat appearance, and a pleasant, positive and courteous manner • Strong ability to relate well to others using communication, interpersonal, diplomacy and related skills • Demonstrate problem solving and organizational skills, including strong attention to detail. Ability to work independently with minimal supervision and successfully prioritize one's work.

MICHIGAN

Chief of Police Muskegon Heights Police Dept.

2724 Peck St.
Muskegon Heights, MI 49444
231-733-8900

Population: 12,049
Sworn Officers: 30
Application Deadline: **7/29/2005**

The ideal candidate must have, at minimum, ten (10) years of experience as a certified police officer and five (5) years as a command officer, with demonstrated leadership abilities. An Associate's Degree or higher in Criminal Justice, Police Science, Public Administration, Business Administration or a related field is required. Submit your confidential resume to Melvin C. Burns II, City Manager, City of Muskegon Heights, 2724 Peck Street, Muskegon Heights, MI 49444.

MINNESOTA

Fire Chief
Burnsville Fire Dept.
 100 Civic Center Parkway
 Burnsville, MN 55337
 952-895-4475

Population: 58,000
 Sworn Officers: n/a
 Application Deadline: **8/4/2005**

The Fire Chief is responsible for the effective management and supervision of all Fire Department operations including: twenty-four hour fire suppression and emergency medical services; fire and EMS training; fire prevention and public education; and fire inspections and investigations. Provides effective coordination of services with appropriate State and local fire, ambulance and medical organizations. Minimum Qualifications: • Bachelor's degree in fire science, business, public administration or a related field, or ability and commitment to obtain within one year • Minimum ten years progressively responsible experience in the fire service • Minimum five years management/supervisory experience in the fire service • Knowledge of Microsoft office products • Possession of a valid driver's license
 Desirable Qualifications: • EMS experience • Experience with a career fire department • Experience with organized labor relations including union negotiations.

NEBRASKA

Chief of Police
Morrill Police Dept.
 PO Box 305
 Morrill, NE 69358
 308-247-2312

Population: 974
 Sworn Officers: 6
 Application Deadline: **not stated**

The Village of Morrill is seeking highly qualified applicants for the position of Police Chief. Applicants must be 21 years of age, possess a high school diploma or equivalent, a valid Nebraska driver's license, have no felony or serious misdemeanor convictions, be a United States citizen and have a Nebraska Law Enforcement Certification. A background investigation will be performed on all applicants. Benefits include health insurance, life insurance, paid vacation, sick, funeral, and personal leave, retire-

ment plan, paid holidays, uniforms and weapon are furnished. Applications will be accepted until position is filled. To request an application and further information about this position contact the Village of Morrill City Office or Morrill Police Department, PO Box 305, Morrill, Nebraska 69358 or call (308) 247-2312.

Chief of Police
Ogallala Police Dept.
 410 East Second Street
 Ogallala, NE 69153- 2632
 308-284-2024

Population: 6,000
 Sworn Officers: 10
 Application Deadline: **7/29/2005**

Police Chief Ogallala, NE The City of Ogallala is accepting applications for the position of Police Chief. Qualifications required: Nebraska Certification in Basic Training, Management, and Supervision. Salary will be negotiated. To request an application and job description, interested persons may write: City of Ogallala Civil Service Commission, ATTN: Police Chief Selection Process, 410 East Second Street, Ogallala, NE 69153-2632 or request by internet address: bwilson@kc911.net. The deadline for receiving completed applications is Friday, July 29, 2005 at 4: 30 p.m. (MT). Successful candidate must be willing to relocate to Ogallala.

NEVADA

Chief of Police
Fallon Paiute Shoshone Tribe
 565 Rio Vista Dr.
 Fallon, NV 89406
 775-423-6899

Population: 1,200
 Sworn Officers: 6
 Application Deadline: **8/12/2005**

The Fallon Paiute Shoshone Tribe (FPST) is accepting applications for Chief of Police. Responsible for all aspects of law enforcement on tribal lands for a membership is 1,200. Manages staff of six. Requires a criminal justice or related degree and 8 years of exp in law enforcement, at least 2 years with a Native Am tribe and 2 years in supervision. Pay level \$18-24 per hr. Submit application/resume to FPST Employee Resource Dir 565 Rio Vista Dr., Fallon, NV 89406. Fax: 775-423-6899. Phone: 775-423-6075.

NEW HAMPSHIRE

Chief of Police
Marlborough Police Dept
 236 Main St
 Marlborough, NH 3455
 603-876-3311

Population: 2,200
 Sworn Officers: 5
 Application Deadline: **8/1/2005**

The Town has a population of approximately 2030 people. The Police Department is well respected in the community and will have three full time officers (including the Chief) and an administrative assistant. Minimum qualifications are: Certified or able to be certified as a full-time police officer in the State of NH. Must have at least six years of law enforcement experience with a minimum of two years in a supervisory and/or administrative position. Have a proven record that shows management skills in the ability to lead and direct the activities of police officers. Have high moral character. A degree from a recognized college or university, preferably in criminal law or a related field, or any related combination of education and experience. The Town offers a competitive salary within an established pay grade system and a comprehensive benefit package. The successful candidate will be required to live within the area, and may be required to take a pre-employment medical examination and physical agility test. Psychological evaluation, oral board review, and a polygraph test shall be required. Must pass a thorough background investigation. All interested parties should send their resume and current salary information to: Sandra LaPlante, Administrative Assistant, Town of Marlborough, PO Box 487, Marlborough, NH 03455. Resumes will be kept confidential and will be accepted up to August 1, 2005.

NEW MEXICO

Chief of Police
Loving Police Dept
 402 W Cedar
 Loving, NM 88256
 505-745-3511

Population: 1,300
 Sworn Officers: 4
 Application Deadline: **not stated**

The Village of Loving is seeking applications for the position of Chief of Police. The position requires an individual dedicated to community interaction, internal communications, employee involvement and problem

solving. Applicants must possess New Mexico Law Enforcement Certification. Out of state certification will be accepted and considered. Applicants should have a minimum of 6 years full-time experience in law enforcement as sworn officer, at least 3 of which were in a full supervisory or command level. The Chief serves as department head of police, supervises three sworn officers, reporting to the Mayor and Village Council. Must reside within a 20 minutes response time of the Village. Required to work rotating shifts, weekends and holidays, including overtime as necessary. Minimum requirements are: U.S Citizen; 21 years of age; high school diploma or GED; must possess, maintain a valid NM driver's license with no prior DWI's and be insurable by village insurance carrier. Salary : is negotiable, based on qualifications and experience. Benefits include: paid vacation, sick leave, and holidays; health insurance upon c (60% premium paid by village) upon completion of 180 day probationary period; and Level I PERA plan. Applications and detailed job description can be obtained at the Loving Village Hall at 415 W. Cedar Street, Loving, NM 88256, or by calling (505) 745-3511. Applications will be accepted until position is filled. Applications that do not meet minimum qualifications or are incomplete will not be considered.

NORTH CAROLINA

Chief of Police
Aurora Police Dept
 PO Box 86
 Aurora, NC 27806
 252-322-7225

Population: 576
 Sworn Officers: 1
 Application Deadline: **not stated**

This position reports to the police commissioner, and performs all functions of law enforcement work as associated with a certified police officer. The chief will also performs various specialized duties to include: crime prevention, investigations, and maintenance of equipment, and related work, as required. Must possess a high school diploma or GED certificate, a valid NC driver's license, and a basic law enforcement certificate awarded by the NCCJ Ed. & Trng. Stds. Commission. Must be skilled in the use of firearms and tactical survival skills. CONTACT: Aurora Town Hall P.O. Box 86 295 Main Street Aurora, NC 27806.

Associate Vice President, Campus Safety and Security Duke University

502 Oregon Street
Durham, NC 27708
919-684-2444

Population: 34,000
Sworn Officers: 145
Application Deadline: **7/23/2005**

Duke University invites nominations and applications for the position of Associate Vice President, Campus Safety and Security. The Duke University Public Safety Department provides comprehensive security, personal safety training, liaison and law enforcement services to all constituents of Duke University including the academic campus, large medical center complex, and 8,000 acre research forest, and a variety of satellite facilities throughout North Carolina. The successful candidate will have a minimum of 10 years of progressive managerial responsibility in public safety. S/he will have a demonstrated commitment to overseeing a department charged with providing excellent services in a complex environment. The candidate must have demonstrated experience overseeing complex operating budgets and have evidenced accurate financial planning and forecasting. S/he will be experienced with contemporary information systems and technology based approaches to gathering and analyzing data to be able to identify trends and change resource allocations as necessary. Bachelor degree required, advanced degree and/or completion of a nationally recognized academy. For further information or to apply, contact David Krensing, Opus Search Partners, Inc., by e-mail at david.krensing@opuspartners.net. Please send resumes electronically.

Fire Marshall/Code Enforcement Officer Hillsborough Fire

101 E. Orange St.
Hillsborough, NC 27278
919-732-1270

Population: 5,500
Sworn Officers: n/a
Application Deadline: **not stated**

Historic & diverse community located minutes from Chapel Hill, Durham & Research Triangle Park along I-40 & I-85. Under gen. supervision, this position performs work for enforcement of town code & zoning ordinances, & N.C. Bldg. Code (Volume 5). Involves implementation of fire

prevention program, which incl. reviewing site plans & conducting site inspections for compliance w/ fire code; issues permits req'd. by fire code; performs pre-application consultations; prepare reports for fire inspections/plan reviews; assists w/ code compliance for town bldgs., investigates ordinance violations & takes appropriate enforcement action, incl. stop work orders & bldg. closings. Position reports to asst. town mgr. Must possess & maintain a valid NCDL. Must possess or have ability to obtain appropriate state Firefighter Level III & Fire Inspection Level III certs. w/in 6 mos. of employment. Salary range \$42,948-\$69,227. Submit applications to: Hillsborough Town Clerk, P.O. Box 429, 101 East Orange St., Hillsborough 27278. Drug & alcohol free workplace. Pre-employment drug test will be conducted. www.ci.hillsboroughnc.org.

Fire Marshall Morresville "Race City U.S.A." Fire Dept.

PO Box 878
Morresville, NC 28115
704-663-3800

Population: 20,000
Sworn Officers: n/a
Application Deadline: **not stated**

Mooresville ("Race City USA:) Req's grad. from community college w/ deg. in fire science supplemented by courses in fire inspections & prevention & considerable exp. Req's possession of, or ability to obtain, Fire Inspector Standard Level III, Fire Edu. cert. & N.C. Cert. of Arson Investigation. Salary range \$37,120-\$56,213 DOQ. Physical/drug screening req'd. Send app. to: Mooresville, HR Director, P.O. Box 878, Mooresville 28115. Apps. at www.ci.mooresville.nc.us. Applications accepted until position filled.

Public Safety Captain Wilson Police Dept.

112 N. Goldsboro St.
Wilson, NC 27894
252-399-2246

Population: 48,000
Sworn Officers: 113
Application Deadline: **not stated**

This position investigates all major incidents on campus and oversees all other officer investigations; serves as the crime prevention officer by developing programs directed to prevent crime on a largely female college campus; and is required to conduct internal affairs investigations, assist with budget, grant writ-

ing, scheduling, employee evaluations, training of officers, recruitment, career development, and act as police chief in his absence. Candidate must have strong communication and motivational skills. In addition, this candidate must: have a minimum of four years of law enforcement experience with emphasis placed on supervision, investigations, and patrol; have college course work beyond high school in the fields of criminal justice, medical services, or fire science, with a bachelor's degree preferred. Intermediate or advanced law enforcement certification preferred. This position will not be sworn at this time. Cover letter, resume, three professional references and a completed Salem Academy and College application are required. Chief Dennis Brown Salem Academy & College 601 S. Church Street Winston-Salem, NC 27108 (336) 917-5555 (336) 917-5438 FAX For application forms: www.salem.edu.

OHIO

Chief of Police New Lebanon Police Dept.

198 S. Clayton Rd.
New Lebanon, OH 45345
937-687-3700

Population: 4,501
Sworn Officers: 13
Application Deadline: **7/29/2005**

Salary: \$45,302 per year. The Municipality of New Lebanon, Ohio, population of 4300, is seeking a qualified professional for the position of Police Chief. The successful candidate will lead a department with a staff of 10 full & part-time officers, will manage an \$810,000 budget and is responsible for all administrative & patrol functions. The Police Chief reports directly to the Municipal Manager. A degree* in Law Enforcement, Public Administration, or a related field is desired; 10 years of law enforcement experience, including 5 years experience in a command or supervisory rank. Other combinations of equivalent education and experience may qualify. Candidate must be a State of Ohio certified law enforcement officer and an evidence technician. Residency is required within six months of appointment. Interested parties may submit a resume with a list of five references to: Municipal Manager, Municipality of New Lebanon, 198 S. Clayton Road, New Lebanon, Ohio 45345. Please mark the envelope "Police Chief Search". For questions

call (937) 687-3700. Resumes accepted until Friday, July 29, 2005 @ 4: 30 p.m. Because of the public records law in Ohio, the identity of applicants and application materials cannot be considered to be confidential.

Chief of Police University of Cincinnati

P.O. Box 670790
Cincinnati, OH 45267-0790
513-556-4900

Population: 50,000
Sworn Officers: 80
Application Deadline: **8/7/2005**

Salary: \$56,432 to \$74,579 per year. The University of Cincinnati has approximately 35,000 students, 15,000 employees and over 40,000 patients and visitors annually. The University is located in an urban setting in Cincinnati, Ohio and is seeking candidates for the position of Chief of Police to manage a Police Division of over 100 police and security personnel plus an auxiliary unit. The Police Chief reports directly to the Safety Director. Qualifications: Bachelor's degree* in Criminal Justice or Public Administration with experience in criminal justice administration and seven (7) years experience; or Associate's degree with nine (9) years experience. Experience must include at least five (5) years of supervision. Certification by Ohio Peace Officers Training Council is required at time of employment. Candidates should have specialized training such as the F.B.I. National Academy, P.E.L.C., C.L.E.E., Northwestern University Command School; and Southern Police Institute. Candidates will undergo a background investigation, possess a valid Ohio driver's license, and submit to a physical, polygraph or other examinations. Resumes for employment must be submitted to Darlene S. Bunton, Department of Public Safety, P.O. Box 670790; Cincinnati, OH 45267-0790 or Darlene.Bunton@uc.edu. All resumes must be received by August 7, 2005. Because of the public records law in Ohio, the identity of applicants and resumes cannot be considered to be confidential. *The University of Cincinnati only recognizes degrees granted from a university or college if the degree granting institution is accredited by a nationally recognized accrediting organization. The accrediting organization must be recognized by the U.S. Department of Education or the Council for Higher Education Accreditation.

PENNSYLVANIA

Director of Public Safety Dickinson College-Carlisle Police Dept.

PO Box 1773
Carlisle, PA 17013
717-245-1349

Population: 2,200
Sworn Officers: 12
Application Deadline: **7/27/2005**

The Director of Public Safety should possess at least ten years of progressively responsible experience in campus safety and protection or campus law enforcement or security with at least five years experience in an upper level management position in a college or college setting. This person should possess a minimum of a B.A. or B.S. in Criminal Justice, law enforcement or a related field. A Master's degree is preferred. Experience and an in-depth knowledge of campus safety and security and law enforcement policies and procedures, crime prevention techniques, investigative procedure, fire prevention, security and law enforcement training, college operations, traffic and parking programs are required. This person should possess strong oral and written communications skills and a familiarity with budget management. He or she should be an able planner and manager with the ability to motivate subordinates, direct the department, and support the college mission and to interact in a sensitive and effective manner with members of an academic community as well as with outside agencies. General administrative responsibilities. - To organize, direct and evaluate all departmental activities. - To develop departmental policies and procedures which support achievement of the department's mission. - To prepare and administer the departmental budget. - To conduct planning and research activities relating to all aspects of public safety and crime prevention in a college environment in order that he may be fully informed of the "state of the art". - To maintain adequate records about all criminal incidents, accident and safety problems in accordance with approved standards of confidentiality of records. - To prepare special reports and undertake special assignments as directed by the Vice President for Student Affairs.

Chief of Police Du Bois Police Dept.

PO Box 408
Du Bois, PA 15801
814-371-2323

Population: 8,800
Sworn Officers: 13
Application Deadline: **7/29/2005**

This is a highly responsible management & human relations position in public safety. Responsibilities include, but are not limited to: police services delivered to the community, research planning, writing & evaluation of organization-al goals and objectives, policies, procedures and regulations; management information systems; specific public safety programs, and the annual budget. Applicants must be a citizen of the United States; graduate from an accredited four year college or university with major course work in Law Enforcement, Behavioral science, Public Administration, Police science, or a related field; and five years of increasingly responsible experience in law enforcement administration. Additional experience in Law Enforcement may be substituted for the college degree, with one year of experience being equal to one year of education. Possession of a valid Pennsylvania State Drivers License is required, must have ACT 120 certification. A comprehensive medical examination, psychological analysis and extensive background investigation will be required prior to appointment. Must be willing to become a resident of the City of DuBois within three 3 months of hiring. Submit resume, salary requirements and three 3 professional references by 7/29/05 to: City Manager's Office, City of DuBois, PO Box 408, DuBois PA 15801.

Chief of Police Laureldale Borough Police Dept.

3406 Kutztown Rd.
Lauderdale, PA 19605

Population: n/a
Sworn Officers: n/a
Application Deadline: **8/15/2005**

Applicants must possess the following minimum requirements. Act 120 training and certification. Demonstrates ability to lead a small department consisting of (4) full time and (4) part time officers Experi-

enced in administrative police work All candidates must have at least 10 years experience as a police officer and 5 years of supervisory experience The chief will be a non-civil service employee of the borough Excellent employer paid benefits. Salary \$53,000.00 Final candidate will be required to undergo an extensive background investigation, oral interview, physical, polygraph test, medical and psychological examination. Deadline for applications will be August 15, 2005. If you are interested and feel you are qualified, you are encouraged to send a cover letter, and a resume to the following address: Laureldale Borough C/o Council President 3406 Kutztown Road Laureldale PA 19605.

Chief of Police Mifflin County Regional Police Department

PO Box 445
Yeagerstown, PA 17099

Population: 45,000
Sworn Officers: 27
Application Deadline: **8/1/2005**

Our 27-person department, located in the heart of Mifflin County, which encompasses in excess of 400 square miles and 45,000 people, prides itself on its ability to employ the latest police techniques and technology in keeping Happy Valley and the surrounding area a great place to live. Our successful candidate will possess a bachelor's degree or equivalent experience and/or national academy training. Candidate must also be Act 120 certified or be able to obtain Act 120 certification or a waiver within one year of being hired. Experience should include a minimum of 5 years in a leadership law enforcement position. Strong background in community policing is necessary. Excellent written and verbal communication and interpersonal skills are a must, especially as they relate to working with local governments, coordinating efforts with other state, federal, and local law enforcement agencies, dealing with the media, and developing subordinates. Retirements within the department will soon provide the opportunity to recruit new talent and appropriately reward existing internal talent; therefore, experience in recruiting and management will be heavily weighted. Maturity writing grants,

budgeting, and all aspects of administration are paramount. Our salary and benefits package is above average in a relatively low cost of living area and will be commensurate with experience. We have taken steps toward accreditation of the MCRPD and our reputation throughout Pennsylvania law enforcement agencies has been well established. This distinction has allowed us to incrementally improve our overall talent with each vacancy that has arisen. We expect the person selected for this position to continue to enhance our reputation at all levels, provide ideas for growth and improvement of the community, and see themselves as a partner with the public they serve.

SOUTH CAROLINA

Chief of Police Summerville Police Dept.

300 W 2nd N St
Summerville, SC 29483
843-851-4100

Population: 26,000
Sworn Officers: 62
Application Deadline: **8/15/2005**

This position supervises, controls, plans and directs the overall daily operations of the police department; assumes the responsibilities of the Police Chief in his/her absence; exercises independent judgment in routine as well as high-risk situations; and works under stressful, high-risk conditions. A bachelor's degree is preferred. A minimum of 10 years of experience in law enforcement with 5 years experience as a senior supervisor or manager at the rank of captain or above is required. Candidate must also have a thorough understanding and experience in financial and human resources management, budget preparation, and fiscal control. Successful candidate must have completed or be qualified to complete, in a timely manner, the prescribed course of study through the South Carolina Justice Training Academy; a valid SC driver's license is required. www.summerville.sc.us.

TEXAS

Dispatch Supervisor DeSoto Police Dept

714 E Beltline
DeSoto, TX 75115
972-230-9690

Population: 37,646
Sworn Officers: 63
Application Deadline: **not stated**

Supervises the activities of the dispatch center during a regular shift. Charged with the responsibility to keep employees informed of Department policy changes as well as keeping their training current. Performs the duties of a Dispatcher when necessary. Responsible for the training of new personnel as well as participating in training. Applicants must have a minimum three (3) years experience, as a Public Safety Dispatcher. Applicants must have a valid Class C driver's license. Night, weekend, and holiday work required. Certification through TCLEOSE as Telecommunicator; TCIC/TLETS; CPR; EMD; CTO and Instructor certification preferred, but not required. Please see website for full job description or call the job line 972-230-9698. Visit www.ci.desoto.tx.us.

Assistant Fire Chief Flower Mound Fire Dept.

2121 Cross Timbers Rd.
Flower Mound, TX 75028
972-874-6011

Population: 59,000
Sworn Officers: n/a
Application Deadline: **not stated**

Direct and coordinate the support services activities of the Fire Department. Oversee the operational readiness, emergency and non-emergency functions of the career and reserve personnel. Bachelor's degree in Fire Protection Technology or related field and/or an Executive Fire Officer Certification from the NFA is preferred. Associate's degree in a related field is required. Must have five years municipal fire fighting work experience and two years supervisory experience. An Advanced Structural Firefighter Certification from the Texas Commission of Fire Protection Standards and Education is required. Must be

an Emergency Medical Technician and Paramedic (License or Certification) as certified by the Texas Department of State Health Services. Must be an Intermediate Fire Instructor as certified by the Texas Commission on Fire Protection Personnel Standards and Education. Must possess a valid Texas Class B – Exempt CDL. Must be able to respond to calls from place of residence within 20 minutes while on-call. Must submit a resume with an application in order to be considered. Please visit www.flower-mound.com for more information.

Battalion Chief Frisco Fire Dept.

6891 Main St.
Frisco, TX 75034
972-335-0057

Population: 30,000
Sworn Officers: n/a
Application Deadline: **8/12/2005**

The Battalion Chief plans, organizes, manages, provides leadership, and supervises work in an assigned area. Assigned areas may include fire suppression, EMS, rescue, training, administration, support services, or any other administrative support role as assigned by the Fire Chief. Applicant must possess Certification as a Structural Firefighter and Hazardous Material Technician by Texas Commission on Fire Protection. Applicant must also possess Paramedic (EMT-P) Certification issued by the Texas Department of State Health Services. Previous management experience or past experience in a leadership role at the company Officer level or higher, is preferred. Preference may be shown to individuals holding any level degree in Business Administration, Public Administration, Fire Science or related areas. Must possess and maintain valid Texas Class B Exempt driver's license. Selected candidate must live within 30 minutes of Central Fire Station or within Frisco ETJ. Deadline for resume is August 12, 2005 at 4:00 p.m. City of Frisco Human Resources 6891 Main Street Frisco, TX 75034 Job Line: (972) 335-0057 FAX: (972) 377-9068. For additional information visit the City of Frisco Home Page www.FriscoTexas.gov.

Emergency Services Director

Fritch, City of

014 N. Robey
Fritch, TX 79036
806-857-3143

Population: 2,600
Sworn Officers: 8
Application Deadline: **not stated**

The City of Fritch is accepting applications for Emergency Services Director. Management, organizational and computer skills are a must. EMS and Firefighting background, paid or volunteer, preferred. The Director's duties include coordination of schedules, training and efforts between EMS and Fire Department consisting of 25+ volunteers, records management, and grant writing. Competitive salary with benefits. Applications are available at Fritch City Hall, 104 N. Robey, P.O. Box 758, Fritch, Texas 79036, attention City Manager.

Chief of Police Howe Police Dept

700 E Haning St
Howe, TX 75459
903-532-9971

Population: 2,245
Sworn Officers: 5
Application Deadline: **8/31/2005**

This position requires a broad range of law enforcement experience to provide direction for the police department. Ten years police experience and increasing management responsibility is required. Intermediate or higher TCLEOSE certification is required. Benefits include paid vacation, holidays, TMRS retirement, health insurance and sick leave. Salary range of \$30,000-\$35,000 depending on experience and qualifications. Applications will be accepted until August 31, 2005. Send resume and cover letter to City of Howe, Attn: Barbara Alavarado, P O Box 518, Howe, TX 75459-0518 or fax to City of Howe, Attn: Barbara Alavarado, 903-532-6320.

Chief of Police Hutto Police Dept

102 Hwy 79 E
Hutto, TX 78634
512-759-1011

Population: 2,700
Sworn Officers: 7
Application Deadline: **not stated**

Plans, directs and coordinates Police Department activities including management, patrol, code enforcement, warrants, school resource officers and investigations. Coordinates the annual budget process for the police, animal control and code enforcement divisions that will result in effective service levels. Prepares and maintains the Police Department's Capital Improvement Plan. Education - Bachelor's degree from an accredited college or university in criminal justice, public or business administration. Masters degree preferred. Experience - Ten years of law enforcement experience with a minimum of five years of progressively responsible law enforcement and experience as a police chief, deputy or assistant chief or in a significant administrative staff position. TCLEOSE Advanced license or its equivalent.

Chief of Police Lakeway Police Dept.

104 Cross Creek
Lakeway, TX 78734
512-261-9480

Population: 10,000
Sworn Officers: n/a
Application Deadline: **not stated**

Applicants must be physically fit, confident, and able to exhibit professionalism and relate well to the public when providing police services and assistance. Directs activities in preparing budget proposals, maintaining police records, and recruiting staff. Manages Police budget and presents requests to municipal officials for appropriation of funds. Manages and oversees defense of litigation affecting Police Department for State and Federal Courts. Commands force during emergencies. Required education, Degrees, Certificates, and/or licenses: Bachelor's Degree required and Master's Degree preferred. Compliance with State Peace Officer Certification program. Class C

Texas Driver's license. Must be a United States citizen. Experience, Training, Knowledge and Skills: 7-10 years experience at the municipal, State, or Federal Law Enforcement management level. Extensive knowledge of the principles and practices of modern police administration and methodology. Past experience in the supervision of 20 or more employees. Salary Range: \$78,600 to \$82,599 depending on qualifications. Contact: Carin Barber, Personnel Department, City of Lakeway, 1102 Lohman's Crossing, Lakeway, TX 78734. (Go to www.cityoflakeway.com for full job description and application for employment or call Carin Barber 512-314-7506 during regular business hours.)

Fire Marshall LaPorte Fire Dept.

604 W. Fairmont Parkway
La Porte, Texas, 77571
281-470-5027

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

The City of La Porte is looking for a Fire Marshal. Must have five years of experience in fire prevention and a High School Diploma or GED. Possession of a Texas Peace Officer's Certification. Possession of a Texas Fire Inspector's Certification and a Texas Arson Investigator's Certification. Possession of a valid Texas Drivers License. Go to website www.laportetx.gov to download application and view job description or call 281-470-5027.

Chief of Police Poth Police Dept.

200 N. Carrol St.
Poth, TX 78147
830-484-0281

Population: 2,110
Sworn Officers: 10
Application Deadline: **not stated**

The City of Poth is seeking applicants with a broad range of law enforcement experience to provide direction for the police department. This position requires minimum of five years police officer experience plus two years of management

experience. Intermediate TCLEOSE license required for this position. Benefits include paid vacation, holidays, TMRS retirement, health insurance, and sick leave. Send resume and cover letter to the following address: Poth Police Department, 200 N. Carrol Street, Poth, Texas 78147, Attn: Chief Steven Gonzalez, 830-484-0281.

Emergency Services Coordinator Travis County HRMD

1010 Lavaca Street
Austin, TX 78701
(512) 854-9165

Population: 95,000
Sworn Officers: n/a
Application Deadline: **not stated**

Serves as primary support for the Travis County Commissioners Court on matters pertaining to emergency services and operations. Provides coordination of the Emergency & Wireless Communications Coordinating Board, other boards/committees, and government and public safety agencies for use in planning and decision-making. Operates as Direct Supervisor for the Department Head for the Medical Examiners Office and Fire Marshal's Office and operates as the Emergency Services Department Head for Technology & Communications, Emergency Management Office, STAR Flight, and Travis County EMS. Requires education and experience equivalent to a Bachelor's degree in Communications, Electronics, Engineering, Emergency Management, Public/Policy Administration, Business Administration or a directly related field AND eight (8) years progressively responsible senior level experience and supervision with emergency wireless communications services, and operations public safety communication systems (radio, CAD, Mobile Data, GIS), project or program management, emergency management services that includes, fire service, law enforcement, emergency management, emergency medical services, medical examiner, including five (5) years of senior level management experience. A Master's degree in Public Administration or Business Administration is preferred. www.TravisCountyJobs.org.

Chief of Police University of Texas at Austin Police Dept.

PO Drawer V
Austin, TX 78713
512-471-4699

Population: 47,300
Sworn Officers: 66
Application Deadline: **7/29/2005**

Must have a Bachelor's degree in an appropriate or related field. Minimum of ten (10) years of progressively responsible experience as a certified police officer with a recognized law enforcement agency. Experience must include at least five (5) years of service in an administrative, operational, or managerial position (lieutenant and above). Must have or be eligible to obtain, a Texas Drivers License, and a Peace Officer License. The Chief of Police will provide overall leadership and direction to a service-oriented law enforcement agency at the University of Texas at Austin. The Chief of Police is also the primary spokesperson for the campus on police issues. Work closely and successfully with the UT Austin central administration, with all academic and administrative units of the university, and with federal, state and local law enforcement and other emergency response agencies. Coordinate with internal and external organizations around major events held on campus, athletic events, concerts, speakers, and commencements. Provide campus security by working closely with Environmental Health and Safety and Parking and Transportation. Responsible for community policing, communications, strategic and financial/budgetary planning, personnel management, community partnerships, Effectively communicate police and security issues to students and their parents, faculty, staff, visitors and the general public. Master Certification from the Texas Commission on Law Enforcement Officer Standards and Education (T.C.L.E.O.S.E.). If not possessed, the required licenses and certifications must be obtained no later than six (6) months following the date of appointment Contact: Jim McElroy.

VIRGINIA

Law Enforcement Officer II (Sergeant) University of Virginia

914 Emmet St.
Charlottesville, VA 22904-4127
(434) 924-4598

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

This position supervises officers, keeps supervisory records, provides officer training, performs technical activities, enforces laws, responds to emergencies, controls traffic and crowds, prevents crime and provides other services that are essential to the core responsibilities of the Police Department. Duties include supervising a shift of police officers and/or performing specialized duties, managing emergency responses and law enforcement activities, supervising crowd and traffic control, and recommending hiring, discipline, and termination of employment. Strong written and oral communication skills are required, as is a demonstrated ability to deal effectively with diverse populations. This position requires the ability to maintain a calm, balanced perspective and successfully complete duties in a stressful situation. The position also requires the ability to analyze situations and use good judgment in problem solving and crisis situations. A high school diploma is required, but a college degree is preferred. Previous law enforcement experience is required. The applicant must be DCJS certified as a police officer and DCJS certified as an instructor or have the ability to become certified. This position is full-time, classified, with an excellent benefits package. A State of Virginia application form is required. www.hrs.virginia.edu.

WASHINGTON

Deputy Fire Chief Yakima, City of

HR Div., 129 N. Second St.
Yakima, WA 98901
509-575-6090

Population: 64,382
Sworn Officers: 117
Application Deadline: **8/12/2005**

\$6,317.88 - \$7,671.59 per month. Currently there is one opening. Application Procedure: You must submit an official City of Yakima application form in order to be considered for this position. Applications and a detailed job description are available at the City of Yakima, Human Resources Division, 129 N. Second Street, Yakima, WA 98901 or call (509)575-6090, Monday-Friday, 8-5, or by visiting our web site at www.ci.yakima.wa.us/services/personnel.

WISCONSIN

Assistant Chief of Police Hayward Police Dept.

15889 W. Third St.
Hayward, WI 53843
715-934-8962

Population: 2,080
Sworn Officers: 6
Application Deadline: **7/18/2005**

The City of Hayward is accepting applications for the position of Assistant Chief of Police. Applications and job descriptions may be obtained at the Police Department or Clerk's Office, address above.

The Brass Key
www.policeexecutive.com
www.fireexecutive.com

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