

Volume 1, Issue 35

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For The Public Safety Executive

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# The Brass Key

For The Public Safety Executive

## ALABAMA

Phenix City Fire Dept  
Deputy Fire Chief

## ARIZONA

Pima Community  
College-Tucson  
Chief of Police

Sahuarita Police Dept  
Chief of Police

Salt River Pima-Maricopa  
Indian Community  
Chief of Police

## CALIFORNIA

Citrus Heights Police Dept.  
Police Sergeant

Lakeport Police Dept.  
Chief of Police

Manhattan Beach, City of  
Chief of Police

Pleasant Hill Police Dept  
Chief of Police

Sierra Madre, City of  
Chief of Police

University of California-Irvine  
Chief of Police

Univ. of Calif.-Los Angeles  
Assistant Chief of Police

Visalia Police Dept  
Chief of Police

Burbank Fire Dept.  
Fire Chief

## COLORADO

Greeley, City of  
Chief of Police

## CONNECTICUT

Bridgeport Police Dept.  
Chief of Police

## FLORIDA

Chiefland, City of  
Deputy Chief of Police

Citrus County  
Deputy Fire Chief

Clearwater Fire & Rescue  
Assistant Fire Chief

Gainesville Fire Department  
Fire Chief

Lighthouse Point, City of  
Assistant Fire Chief

## ILLINOIS

Highwood Police Dept  
Chief of Police

IL Association of Chiefs of  
Police/ IDOT  
Law Enforcement Liaison

Lake County Health Dept  
Emerg. Resp. Coordinator

McLean Police Dept.  
Chief of Police

Schaumburg Police Dept  
Technical Service Div. Mgr.

Thornton Police Dept  
Chief of Police

Western Springs Fire/EMS  
Director

Darien-Woodridge FPD  
Assistant Chief

Decatur Fire Dept.  
Fire Chief

Villa Park, Village of  
Fire Chief

## IOWA

Iowa Falls Police Dept  
Chief of Police

## KANSAS

Halstead Fire Dept.  
Assistant Fire Chief

## KENTUCKY

University of KY-Lexington  
Chief of Police

## MASSACHUSETTS

Winchendon Police Dept.  
Chief of Police

## MICHIGAN

Mason County Sheriff's Dept.  
Chief Deputy

## MINNESOTA

Clarkfield Police Dept.  
Chief of Police

West Concord Police Dept  
Chief of Police

## NEW MEXICO

Artesia, City of  
Chief of Police  
Fire Chief

Portales, City of  
Fire Chief

## NEW YORK

Syracuse University  
Deputy Chief

## NORTH CAROLINA

Angier Police Department  
Chief of Police

## OKLAHOMA

Grandfield Police Dept.  
Chief of Police

Wellston Police Dept.  
Chief of Police

## PENNSYLVANIA

Easton, City of  
Chief of Police

Point Township Police Dept.  
Chief of Police

## SOUTH CAROLINA

Charleston Police Dept.  
Chief of Police

## TENNESSEE

Knox County Emergency  
Communications District  
Emerg. Communications Dir.

Mt. Juliet Police Dept.  
Chief of Police

## TEXAS

Brazos County Emergency  
Communications District  
Director

Heath, City of  
Director

Pelican Bay Police Dept.  
Chief of Police

Ralls, City of  
Chief of Police

Univ. of Texas at San Antonio  
Chief of Police

Uvalde Police Dept  
Chief of Police

Missouri City, City of  
Fire Chief

## VIRGINIA

FBI  
Police Captain

VA Dept of Emerg. Mgmt.  
Emerg. Coordinator Mgr. II

Rockingham County Dept of  
Fire and Rescue  
Deputy Chief

## WASHINGTON

Cowlitz County Administration  
Fire Chief

## WISCONSIN

Wisconsin Rapids Fire Dept.  
Fire Chief

## ALABAMA

### Deputy Fire Chief Phenix City Fire Dept

601 12th St.  
Phenix City, AL 36867  
334-448-2712

Population: 28,500  
Sworn Officers: 72  
Application Deadline: **10/21/2005**

Bachelors degree in Fire Science Certificate with two years as an Assistant Chief or a bachelors degree and Fire Science Certificate with five years as a Captain or Associate of Applied Science degree in Fire Science or Associate degree in nonrelated field and Fire Science Certificate with six years as a Captain and three years as an Assistant Chief or 10 years of service as a Captain with a paid Fire Department. Certified Instructor II, Fire Office I, II, III, Investigator I, Fire Inspector II, and rank of Captain or higher with three years supervisory experience.  
Pay range \$43K - \$71K. Email: bgoodwin@ci.phenix-city.al.us.

## ARIZONA

### Chief of Police Pima Community College-Tucson

6680 S Country Club Rd.  
Tucson, AZ 85709  
520-206-2761

Population: n/a  
Sworn Officers: n/a  
Application Deadline: **10/11/2005**

A Master's Degree is preferred. This position requires possession of an Arizona Driver's License and demonstration of an acceptable driving record. Preference may be given to those with public safety experience in a higher educational environment. Arizona Peace Officer Standards & Training (Arizona Peace Officer Standards & Training) certification is required within 6 months of hire. See the job announcement at [www.pima.edu](http://www.pima.edu) for complete information about required materials to be considered. Contact: Bill Holmes Pima Community College 6680 S Country Club Road Tucson, AZ 85709-1730 Phone: (520)206-2761 Fax: (520)206-4662 Email: Bill.Holmes@Pima.edu Website: [www.pima.edu](http://www.pima.edu).

### Chief of Police Sahuarita Police Dept

PO Box 879  
Sahuarita, AZ 85629  
520-648-7746

Population: 4,500  
Sworn Officers: n/a  
Application Deadline: **10/19/2005**

The Town of Sahuarita, a growing community located 20 miles south of Tucson, currently has an opening for a Police Chief. The Chief is responsible for planning, directing, and coordinating all dept operations. Demonstrated strong organizational, management, community and public relations, and interpersonal skills required. Prefer a Chief who will live in and become directly involved in community activities. This position reports to the Town Manager and makes presentations to Town Council and other groups. A min of six yrs relevant exp, preferably in AZ, is required. Must have, or be able to get w/in 6 mo of hire, AZ POST certification. A Bachelors degree from an accredited university in a related field and exp managing a police agency strongly preferred. Ability to converse in Spanish desirable. Send resume AND Town application w/cover letter, salary history and five work related professional references to the

Town of Sahuarita  
Attn: Human Resources  
P.O. Box 879  
Sahuarita, AZ 85629

All information must be received no later than 10AM on 10/19/05. Facsimiles and e-mails are not acceptable. Application available at [www.ci.sahuarita.az.us](http://www.ci.sahuarita.az.us).

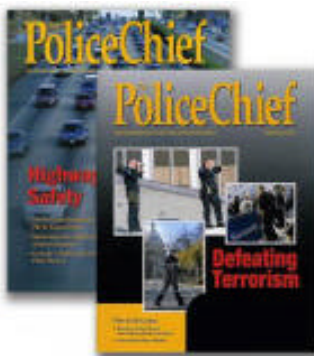
### Chief of Police Salt River Pima-Maricopa Indian Community

10005 E Osborn Rd  
Scottsdale, AZ 85256  
480-850-8200

Population: 7,000  
Sworn Officers: 61  
Application Deadline: **10/19/2005**

Tradition. Community. Teamwork. Excellence. Consider these opportunities on our team: Chief of Police \$101,863 to \$150,247/year. Native American preference applies. [www.srpmicjobs.com](http://www.srpmicjobs.com).

## 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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and click the magazine cover.

## CALIFORNIA

### Fire Chief Burbank Fire Dept.

301 E. Olive Ave. #101  
Burbank, CA 91502  
818-238-5000

Population: n/a  
Sworn Officers: n/a  
Application Deadline: **11/18/2005**

\$118,000 - \$144,000 per year. An outstanding opportunity is available with the City of Burbank in Southern California. We're seeking a dynamic, positive, experienced manager who leads by example and wants to play a role in the community. As an integral member of the City's Executive Management team, you will ensure excellence in fire prevention and suppression, disaster preparedness, and protecting life and property. Responsibilities will include planning, organizing and directing 144 employees in six stations and overseeing a budget of \$23 million. This challenging position requires any combination of education and/or experience including a college degree and/or extensive study in fire fighting and administration and five years of progressively responsible administrative and supervisory experience in a large fire department in a capacity equivalent

to a Fire Battalion Chief. (Additional qualifying experience may be substituted for the required education on a year-for-year basis.) Strong communication and interpersonal skills, ability to utilize resources imaginatively, and a valid CA Class "C" driver's license are also required. The ideal candidate is a State Certified Chief Officer or recognized NFA Executive Fire Officer and/or has an advanced degree. The City offers superb benefits including City-contributed retirement plan, a flexible spending allowance, merit pay, and tuition reimbursement. Resumes will not be accepted in lieu of a City of Burbank application. Please call our 24-hour Jobline at (818) 238-5000 or visit [www.ci.burbank.ca.us](http://www.ci.burbank.ca.us) for an application.

### Police Sergeant Citrus Heights Police Dept.

6237 Fountain Square Dr.  
Citrus Heights, CA 95621  
916-727-4900

Population: 87,549  
Sworn Officers: n/a  
Application Deadline: **10/14/2005**

Complete details can be found at <http://www.theblueline.com/feature/CACitrusheightssgt.html>. 11 Positions Available! Projected Start Date for the Position: Febru-

ary - April 2006 Summer 2006 - Projected Launch for New Police Department. The City of Citrus Heights is "breaking new ground" to provide a more customized and enhanced level of police services at a lower cost. We invite you to join a first-rate team; a new Police Department with the goal of performing extraordinary customer and community service. We promise you an exhilarating, once-in-a-lifetime opportunity both professionally and personally by joining a start-up police department and helping to build a respected, responsive law enforcement legacy. Our newly configured department is scheduled to begin operation in summer 2006. Come join our team!

### Chief of Police Lakeport Police Dept.

225 Park St.  
Lakeport, CA 95425  
(707)263-5491

Population: 5,129  
Sworn Officers: n/a  
Application Deadline: **10/31/2005**

Salary \$86,016 per year. Under administrative direction, plans, directs and coordinates activities for the Police Department; implements policies and establishes procedures related to crime prevention, law enforcement and community services; develops and administers the department budget and performs related duties as required. Have wide ranging experience as a law enforcement professional and possess a combination of education and experience that provides the knowledge, skills and ability needed for the job. An example would be a Bachelor's Degree and 8 years of progressively responsible supervisory and management experience at the rank of Sergeant or above and possession of a California POST Supervisory Certificate.

### Chief of Police Manhattan Beach, City of

1400 Highland Ave  
Manhattan Beach, CA 90266  
310- 802-5258

Population: 38,000  
Sworn Officers: 68  
Application Deadline: **11/1/2005**

City of Manhattan Beach (pop. 33,000) is a unique coastal community that offers an incomparable quality of life rarely found in today's metropolitan areas. An impressive array of housing, recreation, public service, and transportation opportunities are encompassed in the City's 3.89 square miles. Reporting directly to the City Manager, the Chief is a key member of the City's management team. Operations of the department include patrol, detectives, traffic, records, crime prevention, internal affairs, jail operations, narcotics, parking enforcement, and animal control. The Department is supported by a budget of 17.1 million along with 67 sworn and 34 non-sworn employees. The City's new world class Police and Fire Facility is scheduled to open this December. The ideal candidate will possess a Bachelor's degree, a California POST Management Certificate and six years of increasingly responsible management experience in municipal law enforcement. At least two years experience at the level of captain or above by time of appointment will be required. To be considered for this rare opportunity, please submit cover letter, resume, current salary and six work-related references by Tuesday, November 1, 2005 to:  
Teri Black Brann  
CPS EXECUTIVE SEARCH  
241 Lathrop Way  
Sacramento, CA 95815  
310.377.2612. Los Angeles  
916.263.1401 Sacramento  
916.561.7205 fax  
resumes@cps.ca.gov  
www.cps.ca.gov/search.

### Chief of Police Pleasant Hill Police Department

330 Civic Dr  
Pleasant Hill, CA 94523  
925-671-4600

Population: 32,000  
Sworn Officers: 42  
Application Deadline: **10/28/2005**

\$153,360 per year. Three years at level of Capt. or above + BA/BS. Cover letter, salary, resume + 4 professional references: Gary Brown or Gary Rogers 3 1/2 N. Santa Cruz Ave. #A Los Gatos, CA 95030 Phone: 408 399-4424. www.averyassoc.net. Email: jobs@averyassoc.net

### Chief of Police Sierra Madre, City of

232 W Sierra Madre Blvd  
Sierra Madre, CA 91024  
355-7135 Ext. 221

Population: 11,472  
Sworn Officers: 17  
Application Deadline: **10/14/2005**

The City of Sierra Madre is a Foothill Village, located in the eastern San Gabriel Valley area of Los Angeles County, along the foothills of the San Gabriel Mountains. The City, incorporated in 1907, is over 3.0 square miles and has approximately 11,000 residents. The Sierra Madre Police Department employs approximately 16 full-time sworn officers including the Police Chief and an administrative lieutenant; 4 full-time and 2 part-time dispatchers, 1 full-time code enforcement officer and 1 part-time hearing officer. The command staff includes, in addition to the Chief and lieutenant, 3 sergeants and 2 corporals. Also, there are approximately 7 reserve police officers that volunteer their services to the community. Sierra Madre is looking for a current or former Police Chief, Commander or equivalent high-level senior police personnel who desires part time employment as the top Public Safety Officer in the community. This position will report to the City Manager and exercise direct supervision over management and supervisory Staff. www.MathisAssociates.com.

### Chief of Police University of California-Irvine

150 Public Services Bldg  
Irvine, CA 92697  
949-824-7797

Population: 3,000  
Sworn Officers: 28  
Application Deadline: **not stated**

UC Irvine has an exciting opportunity for a Chief of Police for our campus Police Department, a fully sworn and accredited peace agency. The Chief plays a highly visible role in the campus and surrounding communities and represents the Department to the campus, neighboring communities and outside law enforcement agencies. The Chief will oversee the administration of approximately 75 employees, including 28 sworn officers and approximately 30 part-time student employees. The Chief is responsible to manage a budget of \$3.5 million and equipment valued at just over \$1 Million. Salary: Range \$94,350 - 125,850. UCI offers excellent benefits including a minimum of 3 weeks' vacation per year. To view the entire job description and apply for this position, go directly to <http://jobs.uci.edu>, click on Job Listings and find Job Number 2005-0189. This position will remain open until filled. For more information about UCI, visit our website at [www.uci.edu](http://www.uci.edu). UCI is an affirmative action/ equal opportunity employer dedicated to excellence through diversity.



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## Assistant Chief of Police University of California- Los Angeles

601 Westwood Plz  
Los Angeles, CA 90095  
310-825-1491

Population: 65,000  
Sworn Officers: 57  
Application Deadline: **10/28/2005**

Reporting to the Chief of Police, the Assistant Chief manages the daily operations of a department that provides a comprehensive twenty-four hour police and security program for all segments of the campus community. He/She oversees the administration of personnel and labor relations; financial planning; management; information systems; risk management and civil liability, and coordinates emergency public safety operations both on and off campus. Candidates should have progressively responsible law enforcement experience including experience at the command level in a department of similar size or larger. Candidates should have experience with a university environment or demonstrate a management philosophy that is sensitive to and understanding of the complexities of life on a major urban campus. A Bachelor's degree from an accredited college or university with emphasis in police science, public or business administration, or a related field is strongly preferred. A Master's degree or graduation from a Police Command College is highly desirable. Graduation from the FBI National Academy is a plus. For further details on Qualifying Education and Experience, refer to [www.ralphandersen.com](http://www.ralphandersen.com). Candidates must hold an Advanced POST certificate in California or meet qualification requirements within one year.

## Chief of Police Visalia Police Dept

707 W. Acequia Ave.  
Visalia, CA 93291  
559-713-4007

Population: 92,000  
Sworn Officers: 116  
Application Deadline: **11/4/2005**

\$132,015 per year. Three years at Captain level or above. Commitment to COPPS philosophy. Cover letter, current salary, 4 Professional references to:

Gary Brown or Gary Rogers  
3 1/2 N. Santa Cruz Ave. #A  
Los Gatos, CA 93030  
Phone: 408 399-4424  
Fax: 408 399-4423.  
[www.averyassoc.net](http://www.averyassoc.net).

## COLORADO

### Chief of Police Greeley, City of

HR Dept., 1000 10th St.  
Greeley, CO 80631  
970-350-9267

Population: 76,930  
Sworn Officers: 114  
Application Deadline: **10/28/2005**

Independent high plains community, pop. 88,000, seat of agricultural Weld County in thriving northern Colorado, seeks a Police Chief with record of consistent leadership and community-building. Full-service, growing, multi-cultural community and home of University of Northern Colorado. Department has \$19M budget, total 243 employees, 134 sworn, including joint communications and records. New Police HQ approved by voters for construction 2006-2007. Former Chief retired after career in GPD. Appointed by City Manager. Degree in management, criminal justice or related field, 10 years command or equivalent combination of education and experience. Positive leadership and team-building, experience with staffing and service planning in a growth environment, modern analytical and community-oriented policing methods, gang interdiction, juvenile justice and interagency collaboration. Strong communications skills, engaged with employees and residents. Send only resume, cover letter and salary history to Tom Dority  
The Mercer Group, Inc.  
4520 W. 14th Street Drive  
Greeley, CO 80634-3147  
[tomdority@comcast.net](mailto:tomdority@comcast.net).

## CONNECTICUT

### Chief of Police Bridgeport Police Dept.

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

Population: 142,631  
Sworn Officers: 456  
Application Deadline: **10/31/2005**

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 be given to successful labor/management experience. Selection Process: 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 term of office shall be for five years. One additional term of five years may be offered.

The salary for the position is 97,960 to 107,619 and there is a comprehensive package of fringe benefits. 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 modern police management. Request applications and additional information in writing or by phone as soon as possible from: Ralph Jacobs  
Personnel Director,  
CIVIL SERVICE COMMISSION  
45 Lyon Terrace  
Bridgeport, Connecticut 06604  
Phone (203) 576-7103.  
<http://ci.bridgeport.ct.us/>.

## FLORIDA

### Chief of Police Chiefland, City of

214 East Park Ave  
Chiefland, FL 32626  
352-493-6777

Population: 1,993  
Sworn Officers: 9  
Application Deadline: **10/24/2005**

Responsible for 8 sworn and 3 non-sworn employees. Candidate must possess a bachelor's degree in police science, criminal justice, public administration or a related field. At least 5-10 years experience in law enforcement, including a minimum of 2 years experience as a chief or assistant chief or equivalent police

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management in a unionized law enforcement environment is desired. The successful candidate will possess great communication and interpersonal skills, and will be a dedicated professional who has demonstrated proven business acumen, exemplary leadership skills with extensive knowledge of police administration and law enforcement principles, laws and ordinances, budgeting and fiscal controls. This candidate will have the overall ability to identify problems and employ creative solutions that will provide a high level of law enforcement to the community. Salary range \$40,114 - \$60,676.

### Deputy Fire Chief Citrus County

Human Resources  
3600 W. Sovereign Path, Suite 283  
Lecanto, FL 34461

Population: 110,000  
Sworn Officers: n/a  
Application Deadline: **10/21/2005**

Responsible administrative and technical work providing direction and control for fiscal management for the department. Responsible for developing department budget and monitoring expenditures; assist planning and preparing CIP. Responsible for coordinating the emergency preparedness. Responds to major fires and hazardous materials incidents. Associate's degree and/or education and training equivalent to two years of college education in Fire Science or closely related field. Must have Minimum Standards Firefighters Certificate, Fire Officer I, Instructor I and a valid Florida Driver License, Class D with an E endorsement. Thorough knowledge of the principles, practices and techniques of fire suppression, fire prevention, emergency rescue, ALS and BLS operations. Computer experience required. Pay range \$1,729.29 to \$2,593.93 bi-weekly.

### Assistant Fire Chief Clearwater Fire & Rescue

100 S. Myrtle Ave. 1st FL  
Clearwater, FL 34616  
727-562-4870

Population: 109,000  
Sworn Officers: 264  
Application Deadline: **not stated**

Requires technical, professional, managerial skills to plan, coordinate, manage work activities and personnel within assigned Bureau. Current position will be on 24-hour

shift schedule and will manage operations in Fire Suppression/EMS. Specific duties include: acting as incident commander in emergency situations; formulating policies/standard operating procedures; making recommendations for new hires; reviewing performance evaluations; initiating disciplinary action; analyzing data for budget projections; inspecting personnel for proficiency, readiness, and proper documentation. Requires: BA/BS in Fire Science, Business/Public Admin and 8 years responsible fire service experience w/4 years in supervisory capacity. Must be able to pass physical examination to meet established health standards. State of Florida Firefighter Certification, driver license, and EMT/Paramedic Certification or ability to obtain within 1 year of hire. Any equivalent combination of education, training and experience. For more info: [www.myclearwater.com](http://www.myclearwater.com).

### Fire Chief Gainesville Fire Department

222 E University Ave.  
Gainesville, FL 32602  
352-334-5077

Population: n/a  
Sworn Officers: n/a  
Application Deadline: **10/23/2005**

This is highly responsible and complex executive level work planning and directing the activities of the City's fire department. The incumbent must be a team player, providing leadership, supporting the organization's vision and assisting the City Manager in the administrative and operational functions of the fire department. Minimum Qualifications: Graduation from an accredited four (4) year college or university with major coursework in fire science or related subject; and eight (8) years progressively responsible experience at the level of Fire Captain or higher or an equivalent combination of education and experience. Licenses/Certificates: Valid State of Florida paramedic certification required. Certificate of Compliance as a State of Florida Firefighter required. Valid Florida Driver License required. Notes: Work may require exposure to hazardous conditions and noxious chemicals. Work may require performance of task outdoors under varying climatic conditions. May be required to attend meetings and respond to fires outside regular business hours.

### Assistant Fire 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**

\$60,000-75,000 annually with liberal benefits. Minimum qualifications: must possess a valid Florida Firefighter and Paramedic Certification, and a valid Florida driver's license. Instructor certification and Inspector certification preferred. Bachelor's degree preferred in fire science, fire administration, EMS or closely related field. This is a 40 hour administrative position assisting the fire chief in administering the planning, organization and direction of fire operations. Please see website for details.  
[www.lighthousepoint.com](http://www.lighthousepoint.com).

## ILLINOIS

### Assistant Chief Darien-Woodridge Fire Protection District

7550 Lyman Ave.  
Darien, IL 60561  
(630) 910-2200

Population: 30,000  
Sworn Officers: 30  
Application Deadline: **10/17/2005**

The District serves a population of 29,000, in an area of approximately 12 square miles, out of three stations, with a combination staff of 40 full-time and 30 part-time personnel, operating on a budget in excess of \$5.8 million. The District provides a full range of services including fire/rescue, emergency medical service, fire prevention and education, specialty teams, and many nonemergency services within the community.

### Fire Chief Decatur Fire Dept.

One Gary K. Anderson Plaza  
Decatur, Illinois 62523

Population: 81,860  
Sworn Officers: n/a  
Application Deadline: **11/18/2005**

The City of Decatur, Illinois (population 81,860) is seeking an experienced Fire Chief to lead the Decatur Fire Department. The City is down-state Illinois' fourth-largest city, distinguished by abundant natural beauty, first-rate recreational facilities, a variety of top-notch educational options, and a balanced local economy at the heart of a region that is home to some of the most prestigious corporate names in America. The Fire Department protects approximately 50 square miles and operates out of seven fire stations with 116 employees, providing services in the areas of fire suppression and prevention, EMS, hazardous materials response, rescues, public education, and disaster planning. The City can be viewed on the web site [www.ci.decatuor.il.us](http://www.ci.decatuor.il.us).

### Chief of Police Highwood Police Dept

17 Highwood Ave  
Highwood, IL 60040  
847-432-1924 x400

Population: 5,731  
Sworn Officers: 9  
Application Deadline: **10/14/2005**

The person desired will be 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. Educational Requirements: A bachelor's degree in criminal justice or related field is required. An advanced degree is preferred. Completion of 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. Other Requirements: 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. Instructions: Submit a letter of interest, resume, five (5) professional references, and salary history to City of Highwood.  
[www.cityofhighwood.com](http://www.cityofhighwood.com).

**Law Enforcement  
Liaison  
Illinois Association of  
Chiefs of Police/ IDOT**  
www.ILChiefs.org

Candidates are being sought to fill three positions as a Law Enforcement Liaison (LEL). These positions are open to recently retired or about to be retired troopers, police officers, deputies, or other law enforcement personnel. A police chief, district commander, or sheriff is preferred; however, officers who have held the rank of Lieutenant or above will be considered. The Law Enforcement Liaison program is an educational and promotional effort focused on local police chiefs, sheriffs, and other law enforcement agencies. Its purpose is to illustrate how traffic enforcement, especially in the areas of safety belts, child passenger safety and impaired driving, will benefit local enforcement agencies, lower monetary losses and reduce deaths and injuries resulting from highway crashes. The Law Enforcement Liaisons coordinate with all law enforcement personnel within the state and are the primary point of contact for the Division of Traffic Safety for all approved local enforcement highway safety grants. There are three full-time (40 hours per week) positions available. These positions are field positions with headquarters in Springfield. One will be based and work in the City of Chicago/Cook County; one will be based and work in the Northwestern Illinois/Peoria/Rock Island area; and the third will be in west Cook County/western suburbs/DuPage or Kane County. Continuation of these positions is contingent on availability of federal funding for the LEL program. Further details are provided in the attached document.

Laimutis A. Nargelenas  
Deputy Director  
IL Assn. of Chiefs of Police  
lnargelenas@ilchiefs.org.

**Emergency Response  
Coordinator  
Lake County  
Health Department**  
3010 Grand Ave.  
Waukegan, IL 60085  
847-360-6700

Application Deadline: **11/4/2005**

This position is responsible for emergency preparedness and response to public health threats and emergencies such as nuclear, natural, chemical and bacteriological. The selected candidate will coordinate activities with the state and local emergency management, first responders and other appropriate agencies. Requires a Bachelor's degree plus at least two years of experience in emergency management or related field. Excellent benefits. Please reference positions #HD12047 when submitting resume. Fax: 847-360-6757. Email: HealthHumanResources@co.lake.us.

**Chief of Police  
McLean Police Dept.**

PO Box 84  
McLean, IL 61754  
(309) 379-2026

Population: 808  
Sworn Officers: 1  
Application Deadline: **11/4/2005**

Salary to be negotiable, depending on qualifications, with excellent benefit package. Reporting to Police and Safety Chairman, Position will be hired by the Mayor with City Council approval. Duties to include operations of a one (1) man Police Department with some part time help. Candidates must have outstanding communication and organizational skills. In addition, candidate must demonstrate knowledge of investigations, public relations, budgeting and personnel management. Resumes should be sent to The Village of McLean, PO Box 84, McLean, IL 61754.

**Technical Service  
Division Manager  
Schaumburg Police Dept**  
1000 W Schaumburg Rd  
Schaumburg, IL 60194  
847-882-3586

Population: 75,000  
Sworn Officers: 143  
Application Deadline: **10/28/2005**

Position offers an excellent benefits package, starting salary \$70 – \$90K, commensurate with experience. Although this is a non-sworn position, individual will be considered part of the Command staff as an upper mid-management level and responsibilities for the position include recommending and implementing policies and new police computer technology, divisional budgeting, project management of technology projects, managing and scheduling of 64 divisional staff within the areas of logistics, forensics, records, and communications systems. Qualified candidate must possess a Bachelor's degree in Information Technology, Business or Police Administration, or related field. Individuals must have at least five years experience in a responsible managerial position involving public safety technology, communications and records management systems, preferably in a law enforcement environment and experienced in Motorola Printrak. Resumes must be received with salary history. Cindy Thelen/Human Resources Village of Schaumburg  
101 Schaumburg Ct.  
Schaumburg, IL 60193-1899  
847-923-3901  
FAX: 847-923-2376  
hresources@ci.schaumburg.il.us  
www.villageofschaumburg.il.us.

**Chief of Police  
Thornton Police Dept**

700 Park Ave  
Thornton, IL 60476  
708-877-4440

Population: 2,800  
Sworn Officers: 17  
Application Deadline: **not stated**

The Village of Thornton seeks highly effective and proven individual to direct and coordinate activities and personnel of small department with 12 sworn personnel and \$1,000,000 budget. Desire individual with experience working in small department and appreciation of issues facing suburban communities in large metropolitan areas. Demonstrated background of career progression including supervisory experience required. Must reside within the boundaries of communities served by the South Suburban Mayors and Managers Association within

1 year of appointment. Skills Required: Requires Bachelor's degree in law enforcement; advanced degree preferred. Must be able to foster team environment and provide strong leadership and vision. Exceptional interpersonal and communications skills considered highly important.

**Fire Chief  
Villa Park, Village of**

11 W Home Ave  
Villa Park, IL 60181  
630-834-7447

Population: 22,200  
Sworn Officers: 39  
Application Deadline: **not stated**

The Village is a mature, well established community offering a high quality of life and services to its residents, located 17 miles west of Chicago and is predominantly composed of single family residential areas with some commercial and light industrial development. The Fire Department protects approximately 4.7 square miles and operates out of three fire stations responding to fire, emergency medical services (EMS) and specialized response team calls within the Village. The department has an authorized strength of 24, with 18 full-time firefighters/paramedics, six Lieutenants and management staff of Fire Chief, Deputy Fire Chief and an Administrative Assistant. The Fire Department responded to 2560 calls in the year 2004. The Village can be viewed on their web site at [www.invillapark.com](http://www.invillapark.com).

**Director  
Western Springs  
Fire and EMS**

4353 Wolf Road  
Western Springs, IL 60558  
708.246-1182

Population: 12,493  
Sworn Officers: 9  
Application Deadline: **11/8/2005**

The Village of Western Springs, Illinois is seeking a Director of Fire and EMS. The Village is located 15 miles southwest of Chicago's Loop and is considered to be a high quality inner ring suburban community. The presence of no industry has established the Village as a quality bedroom community. The Fire Department protects a population of 12,493 in 2.32 square miles out of one fire station responding to fire, emergency medical services (EMS) and specialized rescue response team calls. Department has Class 3 ISO rating. The fire department operates with three full time personnel; six contract Firefighter/Paramedics, and fifty Paid-On-Call members.

# WALDEN UNIVERSITY

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## IOWA

### Chief of Police Iowa Falls Police Dept

321 Stevens St  
Iowa Falls, IA 50126  
641-648-6464

Population: 6,000  
Sworn Officers: 11  
Application Deadline: **11/1/2005**

Position under the general direction of the Mayor. 24 hour police department, 11 officers/5 dispatchers. Bachelors degree in related field preferred. Previous law enforcement experience in agency of comparable size preferred. Must have ILEA certification within one year of appointment.  
Salary \$45,000-\$50,000.

## KANSAS

### Assistant Fire Chief/ EMS Director Halstead Fire Dept.

303 Main St  
Halstead, KS 67056  
316-835-2286

The City of Halstead Is accepting applications for the position of EMS Director/Asst Fire Chief. Kansas MICT or National Registry EMT-P and pre-employment drug test required. Residency required after employment. Applications available at Halstead City Hall, 316-835-2286, E-mail: [administrator@halsteadks.com](mailto:administrator@halsteadks.com).

## KENTUCKY

### Chief of Police University of Kentucky-Lexington

[www.waltersconsulting.com](http://www.waltersconsulting.com)

972-481-1950  
Population: 26,000  
Sworn Officers: 43  
Application Deadline: **10/21/2005**

University of Kentucky Lexington, Kentucky The University of Kentucky is recognized as one of the nation's leading research and academic institutions. Located in Lexington, one of the most picturesque and livable areas of the United States, the University serves over 26,000 students and has 10,800 in faculty and staff members. Reporting to the Associate Vice President for Campus Services, the Police Chief directs a staff of 45 sworn/commissioned officers, 43 security officers and 13 civilian personnel. The annual operating budget for the UKPD is \$4.8 million. The new Chief will have attained a Bachelor's degree in administration of justice, public or business administration or related fields as a minimum. Eight years of progressive law enforcement experience is desired, with a minimum of three years' command level experience needed. An advanced degree in public administration or criminal justice is preferred. Specific experience as a line officer and supervisor dealing with current community-oriented and problem-oriented policing programs

is needed. Past experience in a university setting will be viewed favorably but is not mandatory. The preferred candidate will have highly refined communications skills and strong fiscal management abilities. APPLY BY: To ensure full consideration the on-line applications must be completed by October 21, 2005. Submit letter of application, résumé and salary history via the University of Kentucky's website at: [www.uky.edu/UKJobs](http://www.uky.edu/UKJobs) (Requisition # SD507974) Questions can be addressed to Andrea Sims or Chris Hartung WATERS-OLDANI EXECUTIVE RECRUITMENT Dallas Phone: 972.481.1950 Cleveland Phone: 216.397.2971 [www.watersconsulting.com](http://www.watersconsulting.com).

## MASSACHUSETTS

### Chief of Police Winchendon Police Dept.

109 Front St.  
Winchendon, 01475  
(978)297-1212

Population: 10,000  
Sworn Officers: 14  
Application Deadline: **10/28/2005**

The Town of Winchendon, Massachusetts, located 55 miles west of Boston on the Massachusetts/ New Hampshire border, is known as a family-oriented community. We have a population of 10,000+/- and with 42 square miles of land area our town features abundant recreational opportunities. The local area is popular for various water and snow sports as well as hiking, hunting, fishing and golf. The town is the proud home of the up and coming Winchendon Public School System and of the private Winchendon School. Winchendon is currently seeking a proven professional for the position of Police Chief. The Chief's position is non-civil service. The department has 20 full time employees (14 sworn officers and 6 civilian personnel), 5 part time employees (2 sworn officers and 3 civilian personnel) and a budget of 1+ million. Appointed by the Town Manager, the successful applicant must possess strong communication, leadership, organizational and management skills, as well as proven integrity in working with members of both the community and a police department. Experience with and a strong commitment to Community

Oriented Policing is required. Experience in a unionized and civil service environment strongly preferred. The position requires a four-year college degree and a minimum of 10 years of governmental police experience of which 5 years must have been at the command level, preferably in a comparably sized police agency in a similar community. Labor/management experience and a master's degree in public or business administration, criminal justice or related field are preferred. To apply, send a resume and a one-page letter summarizing your qualifications by October 28, 2005. Resumes may be accepted until the position is filled. Confidentiality may be requested. Apply to: Mr. James M. Kreidler, Jr. Town Manager c/o Police Chief Search Committee 109 Front Street Winchendon, MA 01475

## MICHIGAN

### Chief Deputy Mason County Sheriff's Dept.

302 N. Delia St.  
Ludington, MI 49431  
231-843-3475

Population: 26,800  
Sworn Officers: 29  
Application Deadline: **not stated**

This is a non-union appointed position at the will of the Sheriff. The Chief Deputy shall be third in command of the Office, under the Sheriff and the Undersheriff. The qualifications listed below represent the minimum skills and experience levels associated with performing the duties and responsibilities of this position. They should not be viewed as absolute standards, but as general guidelines that should be considered along with other job related criteria. Minimum requirements High School diploma or GED. Minimum 10 years progressively responsive law enforcement experience including 2 years of supervisory and/or management experience. Advanced course work in Police Administration, Criminal Justice. Ability to be MCOLES certified. No felony convictions. Demonstrate high moral character including a complete and successful background investigation. Valid Michigan Drivers License.

## MINNESOTA

### Chief of Police Clarkfield Police Dept.

904 10th St.  
Clarkfield, MN 56223  
320-669-7322

Population: 944  
Sworn Officers: 3  
Application Deadline: **not stated**

Clarkfield is accepting applications for the position of chief of police. Applicants must be POST Board licensed at time of application and hold at minimum an AA in law enforcement. A Bachelor's degree and or 3 plus years supervisory experience is preferred but not required. Finalists will submit to a physical, psychological and background examination.

### Chief of Police West Concord Police Department

180 Main St.  
West Concord, MN 55985  
507-527-2870

Population: n/a  
Sworn Officers: n/a  
Application Deadline: **10/27/2005**

The City of West Concord is accepting applications for the position of Chief of Police. Applicants must be POST Board licensed at the time of application. Finalist will submit to a psychological and background examination. Salary will be negotiable. Applications will be accepted until 4:00 p.m., Thursday, October 27, 2005. Applications may be obtained from the City of West Concord  
180 Main St. E, PO Box 435  
West Concord, MN 55985

## NEW MEXICO

### Chief of Police Artesia, City of

P.O. Box 1310  
Artesia, NM 88211  
505-746-2122

Population: 10,500  
Sworn Officers: 26  
Application Deadline: **not stated**

Graduation from accredited college/university with degree in police science/criminal justice/law enforcement or closely related field,

ten years of police administrative responsibility in similar/larger size department or any combination of police experience and education. New Mexico LEA certified preferred OR if certified out of state, become certified by NMLEA within 6 months of hire. Two years experience in grant writing and budget preparation. Must reside or relocate to Artesia area. More information [www.artesianm.com](http://www.artesianm.com) or call (505) 746-2122.

### Fire Chief Artesia, City of

P.O. Box 1310  
Artesia, NM 88211  
505-746-2122

Population: 10,500  
Sworn Officers: 26  
Application Deadline: **10/21/2005**

Graduation from accredited college/university with degree in fire science/EMS or closely related field, ten years of fire/EMS administrative responsibility in similar/larger size department or any combination of fire experience and education. Two years experience in grant writing and budget preparation. Must reside or relocate to Artesia area. Send resume, salary history, and references to Human Resources Department  
City of Artesia  
P.O. Box 1310  
Artesia, New Mexico 88211-1310  
[www.artesianm.com](http://www.artesianm.com)  
or call (505) 746-2122

### Fire Chief Portales, City of

100 West 1st Street  
Portales, NM 88130  
505-356-6662, ext. 18

Population: 12,900  
Sworn Officers: 23  
Application Deadline: **11/4/2005**

Command of all firefighting and EMS personnel as well as equipment. Plan, organize and direct operations to insure operational readiness and proficiency, staying informed of latest and most efficient techniques. Oversee and promote a constant on-going training program in all aspects of firefighting, emergency medical services and rescue operations. Have knowledge in acquiring applicable funds from federal, state and local grants. Prepare departmental budget; authorize

latest fire prevention codes and assure a quality fire prevention inspection program. Business or Public Administration Degree. 5 to 7 years of progressive firefighting experience including 3 to 5 years of firefighting command. Extensive knowledge of the principals, standards and practices of modern fire administration. Current New Mexico driver's license required. Must be at least 18 years of age. Graduation from National Fire Academy's Executive Fire Officers Program desired. [www.portalesnm.org](http://www.portalesnm.org).

## NEW YORK

### Deputy Chief Syracuse University

005 Sims Hall  
Syracuse, NY 13244  
315-443-3890

Population: 15,000  
Sworn Officers: 61  
Application Deadline: **not stated**

Syracuse University invites applications for the position of Deputy Director of Public Safety. Founded in 1870, Syracuse University is an independent, privately endowed university in an urban setting and with an international reputation, conferring bachelor's, master's, and PhD degrees through eleven schools and colleges. Students from all 50 states and over 90 countries make up the approximately 20,000 undergraduates and graduates. The campus consists of 261 buildings on 960 acres and is situated on a hill overlooking the downtown area of Syracuse. The institution employs about 800 faculty and over 3,000 staff. Nearly half of all students live in university housing while the majority of other students live off campus in adjacent neighborhoods, leased housing, or Greek-affiliated properties. The 50,000 seat Carrier Dome is the site of sporting events, commencement, and other large special events. Reporting to the Director of Public Safety, the Deputy Director serves as second in command and is responsible for planning and directing the operational and financial aspects of the department. The Deputy Director will manage patrol, criminal investigations, crime prevention, community relations, special events, recruitment and training, and student safety services. The successful candidate will possess a bachelor's degree, demonstrated progres-

and community policing, efficient skills in public speaking and problem solving, and administrative experience including staff supervision, hiring and performance improvement, staff training and development. The successful candidate will demonstrate knowledge of and experience with current issues in law enforcement, public safety, and campus life, as well as a vision for the use of technology as part of an integrated crime prevention and security program. The ability to acquire New York State campus peace officer certification is required.

## NORTH CAROLINA

### Chief of Police Angier Police Department

PO Box 278  
Angier, NC 27501  
919-639-7054

Population: 4,000  
Sworn Officers: 16  
Application Deadline: **10/31/2005**

Must possess excel. written & oral comm. skills & demonstrate ability to work effectively w/ other dept. directors. Must have thorough understanding & exp. in financial & HR mgmt., budget prep. & fiscal control. Req's demonstrated leadership & commitment to community-oriented policing. Must have associate's deg. in criminal justice/public admin. or equiv. comb. of advanced police executive edu. Must have min. 5 yrs. exp. of sr. mgmt. in admin., patrol &/or investigations.

## OKLAHOMA

### Chief of Police Grandfield Police Dept.

223 S. Main St.  
Grandfield, OK 73546  
580-479-5215

Population: n/a  
Sworn Officers: n/a  
Application Deadline: **10/31/2005**

The City of Grandfield is taking applications for the position of an available Full-time Police Chief. Must be CLEET certified and willing to reside in the Grandfield community.

## Chief of Police Wellston Police Dept.

PO Box 353  
Wellston, OK 74881  
405-356-2476

Population: 825  
Sworn Officers: 4  
Application Deadline: **not stated**

The Town of Wellston is accepting applications/resumes for the position of police chief. Salary will be determined based on qualification and experience. Must be CLEET certified.

## PENNSYLVANIA

### Chief of Police Easton, City of

1 S Third St  
Easton, PA 18042  
610-250-6623

Population: 27,000  
Sworn Officers: 57  
Application Deadline: **not stated**

The City of Easton is seeking qualified applicants for the position of Chief of Police. More detailed information is available on the City's website at [www.easton-pa.gov](http://www.easton-pa.gov).

### Chief of Police Point Township Police Dept.

795 Ridge Rd.  
Northumberland, PA 17857  
570-473-3198

Application Deadline: **10/28/2005**

Due to the retirement of the present Chief of Police, Point Township is searching for qualified individuals to fill this open position. Any qualified individual interested in the position of Chief of Police must complete an application and submit a resume to the Point Township Municipal Building.

## SOUTH CAROLINA

### Chief of Police Charleston Police Dept.

701 E. Bay St.  
Charleston, SC 29403  
843-724-7388

Population: 110,000  
Sworn Officers: 360  
Application Deadline: **10/14/2005**

The Police Department has 360 sworn officers and 136 civilian personnel with an operating budget of \$34 million. The Charleston Police Department was the first municipal law enforcement agency in the State of South Carolina to be accredited by the Commission on Accreditation for Law Enforcement Agencies (CALEA). The Chief of Police reports directly to the Mayor. The City seeks an experienced law enforcement professional who has skills in planning, supervision, staff development, leadership, and administration and is committed to community service. Exceptional interpersonal and communication skills are also important. The candidate must possess the ability to develop a good working relationship with other area law enforcement agencies. This position requires an advanced degree in law enforcement, public administration or a related field and a minimum of 10-years of progressively responsible law enforcement experience, including five years of supervisory or management experience; or an equivalent combination of education and experience. The candidate should have extensive experience of a wide and responsible nature in police service, including management and supervision. The candidate should have extensive knowledge of budgeting, police operations, and be computer literate. Additional specialized training programs such as the FBI National Academy, Southern Police Institute, or the Northwestern Center for Public Safety School of Staff and Commander are highly desirable. Salary is \$110,000 to \$130,000 per year commensurate with experience.  
[www.charlestoncity.info](http://www.charlestoncity.info).

## TENNESSEE

### Emergency Communications Director Knox County Emergency Communications District Board of Directors

PO Box 3610  
Knoxville, TN 37927  
865-215-7313

Population: 392,000  
Sworn Officers: n/a  
Application Deadline: **11/1/2005**

Serving a population of 392,000 city and county residents, the Director oversees a multi-agency dispatch center to include law enforcement, fire, and emergency medical services. In 2004, the District handled 701,565 calls for service, dispatching 454,513 incidents. The District 's 2005 budget is \$8 million. Applicants must possess a 4-year degree from an accredited college or university and possess experience in a communications/supervisory setting. Salary range is \$70-90,000. Applications accepted until November 1, 2005. Additional information may be found at [www.knox911.org](http://www.knox911.org).

### Chief of Police Mt. Juliet Police Dept.

PO Box 256  
Mt. Juliet, TN 37121  
(615) 754-2550

Population: 17,500  
Sworn Officers: 32  
Application Deadline: **11/4/2005**

The City of Mt. Juliet, (pop 17,500) is seeking qualified candidates for the position of Police Chief, who will be appointed by and report directly to the City Mgr. The police dept. employs 32 officers + 7 staff, with a \$2.7 million budget. The successful candidate will have 10+ years exp. in Police Mgmt. and strong leadership abilities. Must be able to establish and execute measurable community policing goals, manage and supervise budget and personnel, and maintain excellent PR. Applicants must meet all requirements for TN POST-Cert. Prefer candidates with an Adv. Deg. in criminal justice/law enf. and/or command staff training through FBI/Nat'l Academy or similar. Salary range is \$40k-\$60k. Send resume and current salary information to: Jill Johnson, HR Dir., PO Box 256, Mt. Juliet, TN 37121. TN open records laws may allow release of candidate information at any stage of the process.

## TEXAS

### Director Brazos County Emergency Communications District

[www.waltersconsulting.com](http://www.waltersconsulting.com)  
972-481-1950

Application Deadline: **not stated**

The Brazos County Emergency Communications District (Texas) provides emergency call services for County citizens. Currently, the District uses an 800 MHz trunked radio and mobile data system, as well as a new CAD system. The Executive Director reports to the six-member Board of Managers and oversees a staff of 35 including call takers, dispatchers and technical support. The operating budget is \$3.2 million. The successful candidate will be an experienced emergency communications professional with a strong knowledge of E-911 systems. The ability to plan and execute complex projects in a multi-jurisdiction environment must be demonstrated. He/she will be politically savvy and possess the ability to translate complex technical matters for non-technical people. Requirements include strong planning and administrative skills, the ability to motivate others while providing strong visionary leadership, and superior conflict resolution and contract negotiations. A Bachelor's degree in public safety, communications, business or related field plus five years' progressively more responsible management experience in an agency of comparable size and complexity to the District will be needed. A Master's degree, communications certificate or experience with a regional emergency communications system will be a plus. If interested, send résumé to  
Chris Hartung  
The Waters Consulting Group, Inc.  
2695 Villa Creek Dr., Suite 104  
Dallas, TX 75234-7328  
[search@watersconsulting.com](mailto:search@watersconsulting.com).

**Director  
Heath, City of**

200 Laurence Dr.  
Heath, TX 75032  
972-771-6228

Population: 5,000  
Sworn Officers: 11  
Application Deadline: **10/30/2005**

Required: 10 years of increasingly responsible police and/or fire management experience, including 5 or more years of supervisory experience. MUST possess at minimum, three certifications: Texas TCLEOSE Police certification, Texas Commission on Fire Protection Structural Certification, and Emergency Medical Technician. A background in multiple-agency coordination and in managing public safety programs is a plus. Graduation from an accredited four-year college or university with a BA in police administration, criminal justice, public/business administration, police science, fire administration, or a related area is highly recommended. Graduation from the FBI National Academy, National Fire Academy EFO Program, Leadership Command College, and/or an equivalent is preferred. Coordination of Police, Fire, and EMS services for growing suburban city in Dallas Metroplex. Obtain application on-line at [www.HeathTx.com](http://www.HeathTx.com).

**Fire Chief  
Missouri City, City of**

1522 Texas Parkway  
Missouri City, TX 77459  
281-261-4241

Population: 62,347  
Sworn Officers: 56  
Application Deadline: **not stated**

The Missouri City Fire & Rescue Services is seeking an experienced fire professional to serve as its new Fire Chief. The Department provides fire suppression, fire prevention and first responder emergency medical services to the citizens of Missouri City (pop 62,347). The Fire Chief reports to the City Manager and serves as the Emergency Management Coordinator for the City. He/she will oversee 56 sworn personnel, including 20 hazardous materials technicians, and one civilian administrative assistant. The Department operates out of four fire stations, with a fifth one planned, and is organized into four divisions: Administration, Prevention, Training and Operations. The new Fire Chief will have broad experience at all levels of a fire department's operations. He/she must possess superior communication skills, excellent fiscal management capabilities and the ability to develop and motivate staff. Require-

ments include a Bachelor's degree in emergency management, public or business administration or related field, plus ten years' experience, with five years managing multiple organizational units. Equivalent experience may be substituted for the degree requirement. In addition, State of Texas Commission on Fire Protection Intermediate Certificate or eligibility to receive certification within twelve months of appointment is required. A Master Certificate is preferred. Executive Fire Officer Certification is a plus. Missouri City desires diversity at all levels of the workforce and encourages all interested applicants to send résumés to Chris Hartung  
The Waters Consulting Group, Inc.  
2695 Villa Creek Dr., Suite 104  
Dallas, TX 75234-7328  
972.481.1950  
Toll Free: 877.356.2924  
FAX: 972.481.1951  
[search@watersconsulting.com](mailto:search@watersconsulting.com).

**Chief of Police  
Pelican Bay Police Dept.**

1300 Pelican Circle  
Azle, TX 76020  
817-444-1234

Population: 1,505  
Sworn Officers: n/a  
Application Deadline: **11/4/2005**

The City of Pelican Bay is seeking a qualified Police Chief. Small rural town - big future - situated on Eagle Mt. Lake in Dallas/Ft. Worth Metroplex Area. Call human resources for more information.

**Chief of Police  
Ralls, City of**

800 Ave I  
Rall, TX 79357  
806-253-2558

Population: 2,200  
Sworn Officers: 2  
Application Deadline: **not stated**

The City of Ralls is seeking a qualified individual to take over the Police Chief position. The current Chief has to return to the Dallas area due to unforeseen circumstances. The successful candidate should be a team player, strong organizational skills, knowledge and practices of the community policing philosophy, budget experience and strong management skills. The police department's budget is \$ 211,000.00. The department consists of two full time police officers, police chief and reserve officers. Candidates should possess an Advanced TCLEOSE certification, have a minimum of 10 years law enforcement experience, clean criminal history and good driving record.

**Chief of Police  
University of Texas  
at San Antonio**

6900 N. Loop 1604 West  
San Antonio, TX 78249  
210-458-4250

The University of Texas at San Antonio is currently accepting applications for Director of Public Safety and Chief of Police, position 20050334. To apply, please access our online application system STARS at: <https://www.utsajobs.com> Bachelor's degree; minimum of 10 years experience in law enforcement with at least 5 years in a supervisory capacity; collaborative and creative problem-solving skills; skill in scheduling, directing, supervising, and reviewing the performance of subordinates in a manner conducive to productivity and high morale; hold or be able to immediately obtain Peace Officer License from the Texas Commission on Law Enforcement Officer Standards & Education (TCLEOSE) and hold or be able to immediately obtain advanced peace officer certification through

TCLEOSE; successful completion of physical and psychological examinations and a satisfactory conclusion of a thorough background investigation; and hold or obtain a valid Texas driver's license within thirty (30) days of employment.

**Chief of Police  
Uvalde Police Dept**

964 W Main St  
Uvalde, TX 78801  
830-278-9147 118

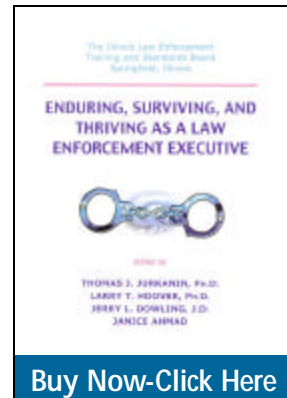
Population: 6,500  
Sworn Officers: 26  
Application Deadline: **not stated**

The City of Uvalde is accepting applications for Police Chief. Description: responsible for leadership & management of the police department, 43 employees and \$1.9M budget. Requirements: college degree in Public Administration, Law Enforcement or related field; special training; certification as a police officer; and experience in law enforcement.

**Enduring, Surviving, and Thriving  
As a Law Enforcement Executive**

The purpose of this book is to provide a guide to future and present police chiefs, sheriffs and other law enforcement executives on how to survive and ultimately thrive in a job that is becoming increasingly difficult to handle. It reflects the collective wisdom of a group of police chiefs, sheriffs and law enforcement executives with significant tenure in their roles and who have successfully weathered the challenges of law enforcement leadership. The information, ideas and suggestions throughout the book were developed in a series of executive forums during which successful law enforcement executives discussed the factors that positively and negatively

impacted on their careers. The book examines the question of law enforcement survival from three perspectives: demands upon the individual, demands from within the police department, and external/environmental pressures. It will also assist police executives in sorting through important leadership and management issues, such as dealing with the media, behaving as a professional, becoming more involved in the community, placing effective new policing procedures within the department while eliminating former procedures, and dealing with roles, leadership, missions, management, planning and budgeting, associations, and quality policing. The book will be both useful as a learning tool and helpful as a source of reference.



**Buy Now-Click Here**

## VIRGINIA

### Police Captain Federal Bureau of Investigation

www.fbijobs.com  
202-324-1560

Application Deadline: **10/28/2005**

Candidates should have a minimum of 5 years of increasingly responsible law enforcement experience, 2 or more of which should be in a management or command position. The Captain will be expected to play a vital role in the continuing enhancement of the professionalism of the FBI Police, which has included a 40% increase in FBI Police staff. Some travel to other FBI Police locations may be required. The position requires excellent oral and written communication ability, exceptional integrity and clearly demonstrated leadership skills. The Captain must serve as a role model for all individuals under his/her command. A Bachelor's Degree is preferred but not required. Applicants must have successfully completed a recognized law enforcement academy or the Mixed Basic Police Training Program at the Federal Law Enforcement Training Center, and must have worked in a law enforcement setting within the past 12 months. Candidates must be physically fit and proficient in the use of firearms. This position was posted previously, and has proven difficult to fill because of the very high standards for employment with the FBI Police. The Federal Bureau of Investigation is seeking an established law enforcement professional to serve as Captain for the FBI Police at the FBI's complex at Quantico, Virginia. The FBI Police force currently consists of 297 sworn personnel who provide law enforcement and protective security services at the FBI's most critical facilities in New York, New York; Washington, D.C.; Quantico, Virginia; and Clarksburg, West Virginia. The Captain will interact with high ranking officials from the United States Marine Corps, other law enforcement agencies and visiting dignitaries. The Captain will report to the Major, who is located in Washington, D.C., and is the senior uniformed member of the FBI Police. Applicants must apply for this position between 10/17/2005- 10/28/2005 using the FBI's on-line application system at www.fbijobs.com.

### Deputy Chief Rockingham County Department of Fire and Rescue

PO Box 1252  
Harrisonburg, VA 22803  
540-564-2740 or 540-564-1120

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

This position's primary duty is to serve as the principal assistant to the Chief of Fire and Rescue in the day to day operations of the department and to provide direct supervision of all employees in the absence of the Chief. The Deputy Chief receives and responds to requests for service and information, provides technical assistance to County agencies, volunteer fire and EMS agencies and to the general public. This position administers department General Orders, and assists the Chief with budget preparation and special projects. The Deputy Chief will respond to emergency calls and serve in whatever capacity needed from incident commander to sector officer. This position is responsible for issuing all personal protective equipment and uniforms including recommending purchases, maintenance of records and tracking the location of equipment. You will serve as Deputy Hazardous Materials Officer by responding to incidents, coordinating clean-up, ensuring that team members and equipment meet standards, providing technical assistance to business and industry, completing all necessary documents, and fulfilling all other legal obligations. A two year degree in related fields of study is preferred. A working knowledge of computer and business software is necessary. www.rockinghamcountyva.gov.

### Emergency Coordinator Manager II Virginia Department of Emergency Management

10501 Trade Ct.  
Richmond, VA 23236-3713  
804-897-6500 ext 6605

Application Deadline: **11/4/2005**

The Virginia Department of Emergency Management (VDEM), located in Chesterfield County, is responsible for protecting the lives and property of Virginia's citizens from emergencies and disasters by coordinating the state's emergency

preparedness, mitigation, response and recovery efforts. We are seeking a strong results oriented and experienced leader to direct and manage all programmatic, fiscal, personnel and operational activities of the Recovery and Mitigation Division which includes Public Assistance, Individual Assistance and Hazard Mitigation Branches. Maintain primary responsibility for ensuring program effectiveness and coordinating integration of all activities into comprehensive mission of the agency and the Commonwealth's emergency management system. For a complete job announcement and information on applying, visit our web site at www.vaemergency.com and click on jobs.

## WASHINGTON

### Fire Chief Cowlitz County Administration

207 Fourth Ave  
Kelso, WA 98626  
360-577-3065

Population: 93,900  
Sworn Officers: 47  
Application Deadline: **10/21/2005**

Cowlitz County Fire District #1 is seeking a qualified Fire Chief to proactively lead the District's volunteer department within a community that is experiencing significant growth. The District provides services to a population of about 4000 and covers 30 square miles. Cowlitz #1 carries a volunteer staff of around 30. The Department is looking for a candidate with proven experience in training, fire prevention, public education and a demonstrated success with a volunteer system. The position will require hands-on activity. Requirements include a minimum of five years of managerial experience with a full service fire department or a minimum of three years fire service and business administration experience. The completion of the Executive Officers Program and successful grant writing experience are also preferred. This position will report to the Board of Commissioners. Salary will begin at \$55,000 annually. Women and minorities are encouraged to apply.

### The Brass Key

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

## WISCONSIN

### Fire Chief


#### Wisconsin Rapids Fire Dept.

WR McGrath Consulting Group, LLC P.O. Box 190  
Wonder Lake, IL 60097 815-728-9111

Population: 19,000

Application Deadline: **11/7/2005**

Qualifications: Bachelor's degree in Fire Science or related field with a minimum of twelve years fire service related work experience, to include five years of supervisory experience in a municipal fire department of comparable size, National Fire Protection Association/US Fire Administration/Wisconsin Department of Commerce documented firefighting and fire officer training and hazardous materials certification, or an equivalent combination of training and experience. Must have demonstrated leadership skills and thorough knowledge of modern fire and emergency medical technology, management principles, employee relations, planning and fire prevention, and investigation. Strong oral and written communication skills. Salary Range: \$60,334 to \$68,261, with a competitive benefit package. An applicant who becomes a "final candidate" for this position may have his or her identity revealed pursuant to 19.36(7) Wis. Stats.



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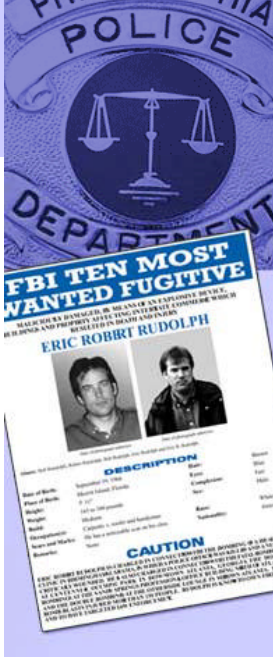
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