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For The Public Safety Executive

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The Brass Key

For The Public Safety Executive

Titusville, Pennsylvania

Meet Police Chief Michael Joe Simmons

By Daniel P. Bennett



On October 31, 2005, the City of Titusville Pennsylvania welcomed it's newest police chief, Michael Joe Simmons. Simmons, a twelve-year veteran of law enforcement, came to the city of Titusville after a successful career serving the citizens of Pittsburgh. Simmons will be paid an annual salary of \$48,000 to start his new job.

Chief Simmons said that he did not have an 'inside track' to this position. "Titusville is more than a hundred miles away from where I was employed, it's not like I knew anybody [to get the job]" Simmons said.

Simmons believes that he was hired due to his strong philosophy on community oriented

policing. "Part of the plan is implementing community policing - where the community is involved in problem solving. A lot of that will be public relations and going out into the community and finding out what the needs

"In addition to his twelve years of law enforcement experience, Chief Simmons brings an Associates Degree in Applied Science from ITT Tech, a Bachelors degree in Law Enforcement from Point Park University [graduate Cum Laude] and experience as an adjunct instructor with the International Academy of Design and Technology in their Criminal Justice Program, to the table. "Listing the fact that you are an instructor at a college certainly does not hurt your chances of getting on the short list" Simmons said. Simmons included student ratings of his instructor abilities in his application packet. It obviously made an impact on Titusville City Manager, Mary Ann Nau, "Simmons continually receives an evaluation approval rating from his students of 95 percent or above" Nau said at the Titusville Qty Council Meeting.

(Continued on page 2)

Chief Michael Joe Simmons

(Continued from page 1)

Simmons was one of eight applicants out of 21 selected to participate in a narrative questionnaire. From these eight candidates, seven were selected to participate in an oral interview, until the decision was finally made to hire Simmons.

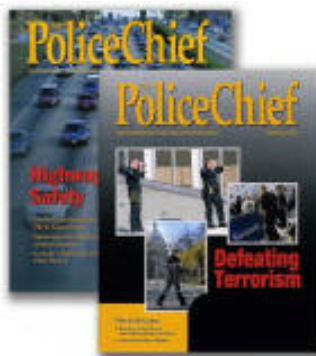
“The police chief position is a high profile, critical decision-making position that requires a level of trust and leadership that inspires both police department personnel and instills confidence in the residents that their safety is of utmost concern.” City Manager Mary Ann Nau said. “I believe our search process has identified such an individual, and I am pleased to announce the appointment of Michael Joe Simmons for the positions of chief of police.”

Simmons is continuing his education and is currently enrolled in a Masters of Criminal Justice Administration program at Point Park University. He is married to his wife Heidi and they have two children, ages 2 ½ and 3 months.

Chief Simmons resume includes experience with the United States Boarder Patrol, The City of Cockrell Hill and Paramount Security, who provides police services for the Dallas Housing Authority. Most recently, Chief Simmons was working with the internal affairs division of the Pittsburgh Police Department.

Lets wish for the best for Chief Simmons, and his continued success at the Titusville Police Department

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About the Author:

Daniel P. Bennett is the Deputy Chief of Police for the Community College of Southern Nevada Police Department. He is an 18-year veteran of law enforcement and holds a Bachelors of Science degree in Public Administration in Law Enforcement from Nevada State College. He is currently enrolled in a Masters in Public Administration program through the University of Nevada, Las Vegas. He is a graduate of Northwestern University School of Police Staff and Command #206. He is married and has six children.

ARIZONA

Scottsdale Police Dept
Deputy Chief

CALIFORNIA

California State University,
San Bernadino
Chief of Police

Cerritos College Police
Chief of Police

Hemet Police Dept.
Chief of Police

Hercules Police Dept
Police Commander

Los Angeles World Airport
Chief of Police

Riverside Police Dept
Deputy Chief

Truckee Police Dept.
Police Lieutenant

San Jose Police Dept
Emergency Services
Director

COLORADO

Arapahoe Community
College
Chief of Police

Avon Police Dept
Chief of Police

Gilcrest Police Dept
Chief of Police

CONNECTICUT

Middletown Police Dept
Director of Public Safety

FLORIDA

University of South Florida
Police Department
Chief of Police

Boca Raton Fire Dept.
Fire Chief

Coral Springs Fire Dept.
Training Officer

Longwood Fire Dept.
Fire Chief

North Naples Fire Control
and Rescue District
Fire Chief

Sunrise, City of
Fire/Rescue Division Chief

GEORGIA

Lilburn Police Dept
Chief of Police

ILLINOIS

Maple Park Police Dept
Chief of Police

Rockford Police Dept
Chief of Police

Urbana Police Dept
Chief of Police

Park Forest, Village of
Fire Chief

MARYLAND

Montgomery County
Department of Police
Director

MASSACHUSETTS
Massachusetts Convention
Center Authority
Public Safety Manager

Springfield Police Dept.
Commissioner of Police

MONTANA

Billings Police Dept.
Chief of Police

NEVADA

Boulder City Police
Chief of Police

University of Las Vegas
Police Dept.
Dispatch Manager

NEW MEXICO

Artesia Police Dept
Chief of Police

Bloomfield Police Dept
Police Lieutenant

Sante Fe County
Fire Captain

NORTH CAROLINA

Boiling Springs Police
Chief of Police

Greenville, City of
Chief of Police

Kill Devil Hills Police Dept.
Deputy Chief

Red Springs Police Dept.
Chief of Police

Roseboro Police Dept
Chief of Police

OHIO

Oakwood Police Dept.
Director of Public Safety

OKLAHOMA

Okmulgee Police Dept.
Chief of Police

OREGON

Salem Police Dept
Deputy Chief

Jackson County
Fire District #3
Fire Chief

PENNSYLVANIA

Ambridge Police Dept.
Chief of Police

Dunmore Police Dept.
Chief of Police

Sandy Township Police
Chief of Police

Dunmore Police Dept.
Fire Chief

SOUTH CAROLINA

Charleston Police Dept.
Chief of Police

Medical University of
South Carolina
Police Captain

TEXAS

Hondo Police Dept.
Chief of Police

Mineola Police Dept.
Chief of Police

Pottsboro Police Dept
Chief of Police

San Antonio Police Dept.
Chief of Police

Sealy Police Dept.
Chief of Police

Waller Police Dept.
Chief of Police

Killeen Fire Dept.
Fire Chief

New Braunfels, City of
Fire Captain

Seabrook Fire Dept.
Fire Chief

VIRGINIA

Virginia School for the
Deaf and Blind
Deputy Police Chief

WISCONSIN

Spring Valley Police Dept
Chief of Police

La Crosse, City of
Fire Chief

ARIZONA

Deputy Chief Scottsdale Police Dept

7575 E. Main Street
Scottsdale, AZ 85251
480-312-2491

Population: 219,620
Sworn Officers: 360
Application Deadline: **12/30/2005**

ARIZONA Position: Deputy Chief of Police Agency: City of Scottsdale Salary: low \$100's Deadline: 12/30/2005 We are looking for a highly accomplished professional to provide leadership and strategic direction in one of two sworn bureaus, Patrol or Investigations. The ideal candidate will be a decisive, results-oriented leader, experienced in all aspects of professional policing. In addition, the candidate will have a proven commitment to community policing, a track record of improving service delivery, demonstrated ability to build and maintain relationships and a history of valuing diversity and working in a culturally diverse environment. A minimum of a Bachelor's Degree and over two years of recent experience at the level of Police Commander or Captain, or above, is 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 key responsibilities of this position include participating with the Executive Team in developing and implementing the Department's strategic direction; implementation and ongoing enhancement to the Personnel Development/ Investigative Services strategic plan; day-to-day leadership of the Bureau; coordination of Bureau operations within the Department, across other City departments and with outside agencies; and serve as the Acting Chief of Police, as necessary. The selected candidate must obtain and maintain Arizona POST Certification. For more information, contact: Lisa Beamish 7575 E. Main Street Scottsdale, AZ 85251 Phone: (480) 312-7807 Fax: (480)312-7960 Email: lbeamish@scottsdaleaz.gov Website: www.scottsdaleaz.gov Qualified individuals should submit a cover letter, résumé, and current salary information no later than December 30, 2005.

CALIFORNIA

Chief of Police California State University, San Bernadino

5500 University Parkway
San Bernadino, CA 92407
909-537-5138

Application Deadline: **not stated**

Graduation from a four-year college or university with a major in Police Science, Criminology, Criminal Justice, Public Administration or a related field is required. A Master's degree is preferred. Ten years of progressively responsible experience in a law enforcement agency, including at least three years in a supervisory/management role is required. Satisfaction of all California POST minimum employment standards, which include a background investigation, medical examination, and a psychological evaluation, is required. A thorough knowledge of law enforcement, public safety and security methods and practices as they relate to a campus environment is required. Applicants must possess a California POST Management Certificate or be able to obtain it within one year from hire. Demonstrated success in managing and coaching diverse work teams in various functions, complying with organizational policies and procedures and managing and leading change within an organization is required. Excellent oral and written communication skills are required.
<http://adminfin.csusb.edu/hrd>.

Chief of Police Cerritos College Police Dept.

11110 Alondra Blvd.
Norwalk, CA 90650
562-860-2451

Application Deadline: **1/4/2006**

Any combination equivalent to an AA degree preferably in administration of justice, police science, criminology, or other related field and five years of increasingly responsible law enforcement or public safety experience, including at least two years in a supervisory capacity. Valid Supervisor Cert. issued by the State of California Commission on Peace Officer Standards and Training; standard first aid and C.P.R. certificates; current CA driver's license. Please visit the District's website www.cerritos.edu/hr to view the job announcement.

Chief of Police Hemet Police Dept.

445 E. Florida Ave.
Hemet, CA 92543
951-765-2315

Population: 60,202
Sworn Officers: 60
Application Deadline: **1/13/2006**

Seeking a seasoned professional who can help the dept. adapt to the changing needs within the community. BA degree & 8 yrs. law enforcement mgmt. exp., including 3 yrs. police lieutenant or higher. Class C CA drivers license & CA Advanced POST Certificate (required within 2 yrs. of appointment). Application & position description avail at www.cityofhemet.org.

Police Commander Hercules Police Dept

111 Civic Dr
Hercules, CA 94547
510-799-8200

Population: 19,400
Sworn Officers: 21
Application Deadline: **1/6/2006**

\$7,292 - \$8,451 per mo. 5 yrs law enforcement exp. include. 2 yrs admin & supervisory exp. equal to sergeant or above.
www.ci.hercules.ca.us.

Chief of Police Los Angeles World Airport

Application Deadline: **1/20/2006**

Salary: \$99,931-\$124,152. LAWA is currently seeking a new Airport Police Chief (the current Chief recently retired). The Airport Police Chief has direct responsibility for aviation law enforcement and security services for 3 of the 4 airports served by LAWA and this position reports to the Director. LAWA seeks an Airport Police Chief who possess very strong leadership skills, and who can earn the respect of the entire organization through fair and impartial interaction at all levels. In addition, candidates should value a team environment and be excellent communicators. If you are interested in either opportunity, please submit your resume to Bob Murray or Jennifer Nitrio, Bob Murray & Associates, 1677 Eureka Road, 202, Roseville, CA 95661, fax (916) 784-1985 or e-mail apply@bobmurrayassoc.com. Please call (916) 784-9080.
www.bobmurrayassoc.com.

Deputy Chief Riverside Police Dept

4102 Orange St
Riverside, CA 92501
909-826-5808

Population: 244,191
Sworn Officers: 348
Application Deadline: **12/23/2005**

\$115,460 - \$151,021 per year.
Visit www.riversideca.gov for more information.

Emergency Services Director

San Jose Police Dept

201 W Mission St
San Jose, CA 95110
408-277-4951

Population: 909,100
Sworn Officers: 1,400
Application Deadline: **1/13/2006**

A Bachelor's degree in Business Administration, Public Administration, Emergency Management or closely related field is required. A Master's degree is preferred. The City strives to maintain a high standard of living for its diverse population who speak more than 46 different languages. The Office of Emergency Services, (OES), provides services to the City organization and to the community to prepare an effective response to natural, technological, and human-caused disasters. San Jose coordinates with the Federal Emergency Management Agency (FEMA) and the State of California Governor's Office of Emergency Services. Maintenance and activation of the Emergency Operations Center (EOC) is a primary mission of OES. The City seeks a Director who has a strong community presence and keeps an open door policy for citizens' concerns. The City also places importance on strong interdepartmental relationships and a team-oriented environment. Experience with grant administration will be highly valued as this will be a priority for the City. For more information, contact: Bob Murray 1677 Eureka Rd Suite 202 Roseville, CA 95661 Phone: (916) 784-9080 Fax: (916) 794-1985 Email: apply@bobmurrayassoc.com.
www.bobmurrayassoc.com.

**Police Lieutenant
Truckee Police Dept.**

10183 Truckee Airport Road
Truckee, CA 96161
530-582-7700

Population: 14,825
Sworn Officers: n/a
Application Deadline: **12/21/2005**

Truckee is seeking candidates with a combination of experience and training that would provide the required knowledge, skills and abilities as a mid-manager for the Police Department. Possession of Associates Degree in related field and two years of command level police experience at the rank of Sergeant or higher are required. Possession of or ability to obtain valid Class C driver's license and satisfactory driving record. Completion of or ability to meet standards for command level officers, as required by the Penal Code and POST. Completion of POST Supervisor Leadership Institute is highly desirable. Possession of or ability to meet standards for possession of a POST Supervisory Certificate. Salary: \$5,417 - \$7,312 per month.
www.townoftruckee.com.

COLORADO

**Chief of Police
Arapahoe Community
College**

5900 S Santa Fe Dr
Littleton, CO 80120
303-797-5720

Population: 18,000
Sworn Officers: 5
Application Deadline: **not stated**

BA in a related field ie. Public Administration/Business Administration 5-10 years as a Law Enforcement Officer Demonstrated progressive experience in Law Enforcement and Community Policing, staff supervision, hiring and performance evaluation, efficient skills in public speaking and problem solving. Demonstrate a vision for the use of technology as part of an integrated crime prevention and security program. Candidate should be experienced in instructional program and curriculum development, student recruitment and achievement. Colorado Peace Officer (P.O.S.T.) certified. Pref. Qualifications: MA in related field Higher Education Experience coordinating /directing Criminal Justice Program and/or a

Law Enforcement Academy. Experience in a community college setting either as an officer or Criminal Justice/Academy instructor. The Chief of Police will be responsible for the overall administration and planning of the Campus Police Department, including police services, crime prevention, parking, traffic control and other public safety activities. Direct the daily operation of the Criminal Justice department and Law Enforcement Academy, including strategic planning, staffing and organization, budgeting, supervising and evaluating personnel. Direct and manage the College's Parking Services Department. Email: nicole.kenyatta@arapahoe.edu www.arapahoe.edu.

**Chief of Police
Avon Police Dept**

PO Box 975
Avon, CO 81620
970-748-4000

Population: 5,700
Sworn Officers: 17
Application Deadline: **12/30/2005**

Avon is a resort town in Eagle County, Colorado, with a population of 5,700. Located just nine miles west of Vail along I-70, Avon serves a world-class, ski-area community, and gateway to Beaver Creek Ski Resort. Year-round recreational opportunities include camping, fishing, golfing, hiking, skiing, and many more. The Town of Avon is seeking a chief of police to replace long-term police chief who has become the Eagle County Undersheriff. The Chief leads a department of 17

members. Department services include investigations, patrol, and a variety of school programs. Candidates should possess demonstrated leadership skills, excellent communication skills, high integrity, and the ability to promote and lead a community service orientation. The ideal candidate also possesses analytical ability, technical police skills, and a desire to be involved in the community. A Bachelor's degree and Colorado POST certification are required for permanent appointment; a Master's degree is desirable. Candidates must have a minimum of 8 years law enforcement experience, including 5 years of leadership experience, to include 3 years in a command capacity. Salary range is 71,000 to 91,941 plus an excellent benefit package.

**Chief of Police
Gilcrest Police Dept**

PO Box 128
Gilcrest, CO 80623
970-737-2426

Population: 1,162
Sworn Officers: 4
Application Deadline: **12/22/2005**

Requires graduation from accredited high school, POST certified, valid drivers license and meet FTO Qualifications.

CONNECTICUT

**Director of Public Safety
Middletown Police Dept**

222 Main St
Middletown, CT 06457
860-347-6941

Population: 44,000
Sworn Officers: 100
Application Deadline: **1/22/2006**

Bachelor's degree, preferably in Criminal Justice, Business Administration or related field. Five (5) years of law enforcement/security experience in a management capacity including staff supervision and training. Exemplary leadership skills, strong interpersonal, oral and written communications skills; ability to work collegially; demonstrated knowledge of current issues of public safety and private security functions, computer literacy. Proven knowledge of Clery Act compliance. A post-offer employment physical and police background check are required. Pref. qualifications: Masters degree, law enforcement/security experience in a management capacity in a multi-cultural college or university setting; demonstrated knowledge of campus life. Wesleyan University has a diverse population of 2700 full-time resident undergraduate students, 180+ full-time graduate students, 300+ faculty and 570 staff situated on a 285-acre campus including more than 100 buildings supporting academic and student services and approximately 250 wood-frame houses lived in by students, faculty and staff. For more information, contact: Teresa Johnston 212 College Street Middletown, CT 06459 Phone: 860-685-2100 Fax: 860-685-2961 www.wesleyan.edu.

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FLORIDA

Fire Chief

Boca Raton Fire Dept.

Population: 85,377
Sworn Officers: 197
Application Deadline: **not stated**

Current Salary Range - \$87,018.88 to \$130,102.50 with beginning salary negotiable depending on qualifications. Boca Raton is located on Florida's "Gold Coast" and is the 24th most populous city in Florida. Boca Raton is forty miles north of Miami and approximately midway between the cities of Palm Beach and Fort Lauderdale. It is bordered on the east by the Atlantic Ocean. The City encompasses 28 square miles with 5 miles of ocean frontage. The Boca Raton Fire Department provides fire-rescue services, emergency medical services, special operations emergency response, fire prevention and public information services. It has an operating budget of \$27,513,700 and 219 (197 uniformed) employees operating from eight stations. Requirements include education and experience equivalent to a bachelors degree from an accredited school (Master's preferred) and ten years of direct and increasingly responsible local government fire/rescue experience, including at least five years as a chief or assistant/deputy chief in a department comparable in size and complexity to Boca Raton. Visit the City's website at: www.ci.boca-raton.fl.us To apply, please submit a letter of interest, resume and current salary to: Robert E. Slavin, President SLAVIN MANAGEMENT CONSULTANTS 3040 Holcomb Bridge Road, Suite B-1 Norcross, GA 30071 (770) 449-4656 FAX: (770) 416-0848 slavin@bellsouth.net

Training Officer

Coral Springs Fire Dept.

9551 West Sample Road
Coral Springs, FL 33065
(954) 344-1150

Population: 104,000
Sworn Officers: n/a
Application Deadline: **12/30/2005**

Oversees and manages all aspects of the career and volunteer training programs for the Fire Department. Requirements Bachelor's Degree in Fire Science, Public Administration or related field and 10 years of re-

sponsible supervisory/command experience in Fire Rescue and Fire Suppression operations; must be State of Florida certified as Fire-fighter, EMT, Paramedic preferred, and Fire Service Instructor III. Must have strong customer service orientation and have the ability to establish and maintain effective working relationships with staff, the public media, civic agencies and fire/emergency departments and the general public, to clearly communicate information both verbally and in writing, to teach and evaluate personnel, to direct and enforce safe Fire Aid/medical rescue method, procedures and practices. Must possess a valid Florida Class D Driver's license and have an acceptable driving record.
www.coralsprings.org

Fire Chief Longwood Fire Dept.

175 W. Warren Ave.
Longwood, FL 32750
407-260-3440

Population: 15,200
Sworn Officers: n/a
Application Deadline: **not stated**

Longwood's ideal Fire Chief will need the following characteristics:
*Possess the ability to create change with a team oriented atmosphere
*Be a strong leader
*Be self motivated and enthusiastic
*Be hands-on with projects
*Possess the ability to analyze strengths and weakness of the department
*Be able to build trust
*Have a vision for short and long range planning
*Interface well with management and the community
A combination of education and

experience is required for this rewarding, yet challenging position. To obtain the required qualifications one must possess a Bachelor's degree in fire science, public administration or a related field with specialized training in modern Fire Department administration. The degree must be supplemented by ten (10) years of progressively responsible experience as a departmental officer with responsibility for significant portions of departmental operations. Working knowledge of the fire accreditation program is desirable and possession of the Chief Fire Officer Designation is a plus. Longwood offers excellent salaries, with the Fire Chief Salary range of \$62,000 to \$93,000.
www.ci.longwood.fl.us

Fire Chief North Naples Fire Control and Rescue District

1885 Veterans Park Drive
Naples, FL 34109
800-757-3724

Population: 91,000
Sworn Officers: 127
Application Deadline: **2/16/2006**

Salary range: \$95K - \$132K. Requirements: BA Degree, preferably in Fire/Public/Business Admin., Management, Executive Management, Fire and Emergency Services Management. Twenty (20) years full-time, paid experience in a full-service fire department, at least eight (8) years of which are as a full-time, paid fire officer, Battalion level or higher. Meet the requirements of Florida Statutes 633.34

and 633.35. Pass a background examination and a physical examination. Possess, or be able to possess w/in 30 days, a Florida Class "D" Driver's License See details and download forms at: www.esci.us
Email: escinfo@esci.us
Phone: 800.757.3724.

Fire/Rescue Division Chief Sunrise, City of

Personnel Dept.,
1300 Sawgrass Corp. Pkwy
Sunrise, FL 33323
954-746-3363

Population: 75,000
Sworn Officers: n/a
Application Deadline: **not stated**

Division chiefs have responsibility for day-to-day program management of their assigned area in a full-service fire-rescue agency with five (5) fire stations and over 150 personnel. Minimum qualifications include: Associate Degree in Fire Science, Public or Business Administration or related field. Nine (9) years of fire service experience with at least three (3) years as a Fire Captain or higher level. Valid driver's license with a good driving record. The successful candidate must be certified by the State of Florida as a Firefighter, or be able to become certified within one (1) year from date of hire. The Department provides fire suppression and prevention services along with paramedic level first response & transport services. The Department also provides

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regional hazardous materials, technical rescue and dive rescue services as one of four regional teams serving the 1.8 million residents of the county. The Department has a reputation for innovation in service delivery and is known for its modern fire-rescue facilities, apparatus and equipment. An excellent management benefit package is provided along with a base salary of \$64,348 - \$88,705 (negotiable, depending upon qualifications), plus additional salary incentives for certification as either an EMT or Paramedic. www.sunrisefl.gov.

Chief of Police University of South Florida Police Department

4202 E. Fowler Ave.
Tampa, Florida 33620
813-974-3269

Population: 37,000
Sworn Officers: 74
Application Deadline: **1/17/2006**

The agency consists of 67 full-time employees, including 45 sworn officers and 22 non sworn personnel. The Chief of Police must be capable of working closely and successfully with USF administration and with federal, state and local law enforcement and other emergency response agencies. The Chief coordinates with internal and external organizations around major events held on campus such as athletic events, concerts, speakers and commencements. In the area of campus security, the Chief and the agency work closely with the department of Residence Services, Parking and Transportation, Environmental Health and Safety and Physical Plant. The selected candidate must possess effective skills in community policing, communications, strategic and financial/budgetary planning, personnel management. Minimum Requirements: Bachelor's degree in Criminal Justice, Public Administration or related field and minimum of ten years of progressively responsible experiences as a certified police officer with a recognized law enforcement agency. Hold or be able to obtain Law Enforcement Certification from the State of Florida within six months following the date of the appointment. www.sa.usf.edu.

GEORGIA

Chief of Police Lilburn Police Dept

76 Main St
Lilburn, GA 30047
770-921-2211

Population: 11,307
Sworn Officers: 26
Application Deadline: **not stated**

Lilburn, located 16 miles northeast of Atlanta, seeks police chief to lead department with 28 sworn employees and 10 support staff and a \$2.5 million current budget. This position requires a candidate with a bachelor's degree; master's degree is preferred. Candidate must have significant successful police management-level experience; must be Georgia-POST certified or willing to become so as soon as possible after hiring; must be a proven leader, strategic thinker, and problem-solver, and excellent communicator. The chief is appointed by the city manager, who serves at the pleasure of the mayor and 4 council members. (Incumbent is retiring; has been with department since '72 and chief since '77.) Contact: Robert E. Slavin, Slavin Management Consultants 3040 Holcomb Bridge Road, Suite B-1 Norcross, Georgia 30071 (770) 449-4656 (770) 416-0848 or slavin@bellsouth.net.

ILLINOIS

Chief of Police Maple Park Police Dept

302 Willow St
Maple Park, IL 60151
815-827-3286

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

The village of Maple Park seeks experienced Chief of Police to supervise & manage Police Department. Ideal candidate will possess strong leadership skills & be effective in maintaining community involvement & support. Work involves responsibility & directing efficient operation of department. Applications (including resumes & cover letters) can be mailed to the Village Clerk's Office, address above.

Fire Chief Park Forest, Village of

350 Victory Drive
Park Forest, IL 60466
708-503-7712

Population: 25,832
Sworn Officers: 41
Application Deadline: **2/21/2006**

The position requires 10 years of fire service experience including at least 5 years of progressively responsible management and supervisory experience. Graduation from an accredited college or university with major course work in fire science or a closely related field is strongly desired. A Master's degree is preferred but not required. Substantial relevant experience, including management and leadership experience, is expected. In addition to the education and experience described above, applicants should be forward thinking, innovative and strategically oriented; consensus builder who creates bridges of understanding; team player with the highest ethical standards and is considerate of others; effective communicator, both oral and written and professional and politically astute professional who is oriented toward providing the best professional advice. Candidates should also have solid analytical skills; a strong philosophy of accountability for self and staff; a positive track record for staff development and empowerment; the ability to be an effective manager in budget preparation and monitoring and the courage to defend his/her positions when appropriate, but is sufficiently open-minded to know when to compromise, without compromising one's principles. www.villageofparkforest.com.

Chief of Police Rockford Police Dept

420 W State St
Rockford, IL 61101
815-987-5839

Population: 151,000
Sworn Officers: 298
Application Deadline: **not stated**

The Rockford Police Department consists of 299 sworn and 34 civilian employees. The police chief reports to the Mayor and Board of Fire and Police Commissioners. The city has a growing population of approximately 150,000 and is the third largest city in Illinois. The city seeks a proactive leader with a proven

record in implementing and sustaining effective and innovative programs including community policing; crime control and prevention; and staff development. Successful candidates will be familiar with modern trends and techniques in urban policing and will be able to demonstrate evidence of effective strategies they have employed to address traditional and emerging crime and quality of life issues. Candidates should possess a bachelor's degree from an accredited college or university and have at least ten years experience in progressively responsible police work including experience at the command level. Preferred qualifications include a master's degree from an accredited college or university and evidence of continuing training and self-development such as graduation from the FBI National Academy or other police leadership development program. Any satisfactory equivalent combination of experience, education or training which ensures the ability to perform the work may be substituted for the required education or experience. To apply, submit a resume and a one to two-page letter of interest to IACP, Attention: City of Rockford Executive Search, 515 North Washington Street, Alexandria, VA 22314-2357. Replies may be faxed to (703) 836-4543.

Chief of Police Urbana Police Dept

400 S Vine St
Urbana, IL 61801
217-384-2458

Population: 37,000
Sworn Officers: 53
Application Deadline: **1/3/2006**

The ideal candidate will possess: Proven ability to develop productive relationships with multiple stakeholders. (Will work with Citizen Review Board, community leaders, other governmental officials, citizens, elected officials, news media representatives, department personnel and City staff.) At least five years of management experience in a command position. Experience serving a diverse community, developing and implementing policies and long range plans, directing sergeants or above, and managing tactical operations. Knowledge of controlling laws, ordinances, and court cases governing traffic regula-

tion, traffic control, criminal investigation, arrests, and prosecution procedures. Ability to present ideas clearly and concisely in oral or written form. Experience developing and administering budgets. Proven management skills. Commitment to effective employee relations, including labor relations, EEO, diversity, and safety. Experience on one or both sides of collective bargaining preferred. Knowledge typically acquired through completion of a Bachelor's degree in Law Enforcement, Public Administration, or related area and advanced education (MPA, FBI, etc.). Requires certification as an Illinois Law Enforcement Officer or ability to obtain such certification within 6 months of employment. *For more information, contact: Mona Shannon 400 S. Vine St. Urbana, IL 61801 Phone: (217) 384-2458 Fax: (217)384-2426 Email: jobs@city.urbana.il.us Website: www.city.urbana.il.us/jobs.

MARYLAND

Director Montgomery County Department of Police

2350 Research Blvd
Rockville, MD 20850
800-828-1930

Population: 835,000
Sworn Officers: 135
Application Deadline: **12/26/2005**

Graduation from an accredited college or university with a Bachelor's Degree in Business or Public Administration or related field. Seven (7) years of progressively responsible professional experience in public safety operations management or public safety 911 communications operations, three (3) years of which must have been in a supervisory capacity. An equivalent combination of education and experience may be substituted. Employee will manage and direct the activities of the Department of Police 9-1-1 Emergency Communications Center (ECC). www.montgomerycountymd.gov/ohr.

MASSACHUSETTS MONTANA

Public Safety Manager Massachusetts Convention Center Authority

415 Summer St.
Boston, MA 02210
617-954-2237

Application Deadline: **12/31/2005**

Bachelors degree, +5 yrs exp in security operations within a Hotel/Convention Center, with 3yrs at mngt. level. Significant Knowledge of property management, operations and investigative procedures are essential. Familiarity with electronic surveillance equipment; relational database management systems; fire suppression and detection systems; intrusion alarm systems; access control systems; Must be CPR/ First Aid certified. If you are a results-oriented professional who appreciates great customer service and are seeking a management position that provides you an opportunity to take responsibility at a high level, consider working for The Massachusetts Convention Center Authority (MCCA).
www.massconvention.com.

Commissioner of Police Springfield Police Dept.

Population: 160,000
Sworn Officers: 637
Application Deadline: **not stated**

Salary: \$130,000-\$160,000. Police commissioner will lead a department of 452 sworn officers and 80 civilian personnel; reports directly to the mayor. Candidate must be an experienced law enforcement professional who displays collaborative leadership, team building skills, and is sensitive to diversity and emerging community needs. Candidate must also have exceptional interpersonal and communication skills and a background in labor relations. Minimum education requirements include bachelor's degree with 10 years of progressive law enforcement experience, including five years in a supervisory or management role. Successful completion of any of the major police leadership programs is highly desired. For more details: www.policeforum.org. Contact the Police Executive Research Forum Attn: Springfield Executive Search 1120 Connecticut Avenue, NW, Suite 930 Washington, DC 20036.

Chief of Police Billings Police Dept.

210 N. 27th St.
Billings, MT 59101
406-237-6210

Population: 91,125
Sworn Officers: 129
Application Deadline: **12/29/2005**

Thorough knowledge of and experience in law enforcement in addition to strategic planning and budget preparation skills. A minimum of seven years of police department experience is required, with 10 years preferred; with a minimum of five years of management and supervisory experience. A Bachelors degree from an accredited college or university with major course work in police science, public or business administration, or a related field is required. Possession of a P.O.S.T. Administrative Certificate is required along with the possession or the ability to obtain an appropriate, valid driver's license.

NEVADA

Chief of Police Boulder City Police Department

1005 Arizona St
Boulder City, NV 89005
702-293-9224

Population: 15,500
Sworn Officers: 29
Application Deadline: **12/27/2005**

Salary: \$104,144. Bachelor's degree with a major in criminal justice, police science, law enforcement, public or business administration, supplemented by formal training in scientific methods of crime prevention and detection; and eight years of full time responsible law enforcement experience to include four years of full time management experience with administrative responsibilities required. This is an exempt, at-will, department head position that is appointed by and reports directly to the City Manager and is responsible for functions related to law enforcement and crime prevention within Boulder City including patrol, traffic, records, investigations, narcotics, detention, animal

control and other related work activities. Candidates must demonstrate a strong senior management level background in providing high quality operations of local law enforcement and criminal justice systems, and management and leadership techniques of municipal police administration preferably in a full-service, small city environment. Must possess, or have the ability to obtain, a Nevada Peace Officer Standards and Training (P.O.S.T.) Category 1 Certificate within twelve months of employment and must possess, or have the ability to obtain, a valid management or executive level Nevada Peace Officer Standards and Training (P.O.S.T.) Certificate within the first three years of employment.
www.bcnv.org.

Dispatch Manager University of Las Vegas Police Dept.

4505 S. Maryland Pkwy
Las Vegas, NV 89154
702-895-1655

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

Successful completion of a Bachelor's Degree or equivalent and 5 years of related supervisory experience. The successful applicant must have a comprehensive knowledge of emergency communications equipment and technology (including video surveillance systems and central station alarm monitoring equipment), police and fire communication requirements, public safety rules and regulations, state and local laws affecting public safety; extensive knowledge of management and supervisory principles, ability to delegate authority and responsibility, ability to motivate employees and the ability to effectively communicate verbally and in writing. Ability to pass bi-annual State of Nevada NCIC/NCJIS proficiency tests. Reporting to the University Deputy Director of Public Safety the Dispatch Manager operates with wide latitude in overseeing the public safety dispatch operations of the university police department. The Dispatch manager plans, programs, directs and evaluates the operation of the division; recommends hiring;



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trains, evaluates and disciplines employees; prepares annual budget requests and controls budget expenditures; evaluates equipment needs; writes specifications for equipment; counsels with police and fire personnel concerning communications needs and problems; develops communications rules and regulations; assists communications personnel in daily operation of the division and consults with communications specialists towards the improvement of the communication system. For more information, contact: Ed Gannon NV Email: hrsearch@ccmail.nevada.edu. www.unlv.edu.

NEW MEXICO

Chief of Police Artesia Police Dept

702 W Chisum
Artesia, NM 88210
505-746-2122

Population: 12,000
Sworn Officers: 28
Application Deadline: **not stated**

Family Oriented Community. Diverse Economy. Exceptional Public Schools. Home to the Federal Law Enforcement Training Center (FLETC) Artesia. Career- Challenging and Rewarding. Competitive Salary. www.artesianm.com. 505-746-2122.

Police Lieutenant Bloomfield Police Dept

915 N First St
Bloomfield, NM 87413
505-632-6311

Population: 6,000
Sworn Officers: 14
Application Deadline: **12/30/2005**

Requires graduation from high school; two (2) year degree from an accredited college preferred; plus two (2) years of specialized training provided through formal academic courses including formal supervisory & mid-manager classes provided through in-service training, professional workshops or NM/Police Academy certifications; completion of Command College or FBI National Academy programs desirable. Seven (7) years of progressively responsible law enforcement experience as a municipal, county, or state officer, two (2) years of which must have been at the rank of Sergeant or an equivalent combination of education and experience. Must meet all on-going minimum requirements established by the New Mexico Law Enforcement Academy for certification as a police officer.

Fire Captain Sante Fe County

HR Dept., PO Box 276
Sante Fe, NM 87504
505-986-6369

Application Deadline: **12/15/2005**

Under the direction of the Fire Chief or designee, directs emergency service personnel in all aspects of providing emergency services for station/region/division assignments as required. May provide routine and emergency fire and EMS duties; organize/coordinate projects and programs within a specific fire department division or region; and perform first line management duties as required for a station/ regional/divisional assignment. Must be at least 25 yrs. old. And have a high school diploma or equiv. plus a combo of 7 yrs. exp. as a fire-fighter, EMT of fire inspector. Must have at least 2 yrs. of supervisory exp. Must possess a valid NM class E drivers license. Salary: \$16.97/hr-\$27.12/hr. www.co.santa-fe.nm.us.

NORTH CAROLINA

Chief of Police Boiling Springs Police Dept.

PO Box 1014
Boiling Springs, NC 28017
704-434-9691

Population: 3,944
Sworn Officers: 7
Application Deadline: **not stated**

Must demonstrate excel. oral & written comm. skills, strong community leadership & interpersonal characteristics, & solid planning & decision-making abilities. Resp. incl. superv. of employees, prep. of reports, coordinating training of dept. personnel, & managing dept. budget. Must possess valid NCDL & be certified as LEO. Prefer deg. in criminal justice or related field w/ 3-5 yrs. progressively resp. exp. in law enforcement, or equiv. comb. of exp. & education

Chief of Police Greenville, City of

201 Martin Luther King Dr
Greenville, NC 27835
252-329-4492

Population: 68,687
Sworn Officers: 172
Application Deadline: **1/23/2006**

Reporting to the City Manager, new Chief will assume responsibility for department of 172 sworn officers, 45 civilian personnel, and 16.1 million annual operating budget. Candidate should have a proven record of leadership and a demonstrated commitment to community oriented policing. This high profile position requires ability to maintain effective relationships with citizens, staff, City officials, and other law enforcement agencies. Requires bachelor's degree in criminal justice or related field (master's degree preferred) supplemented by advanced courses in police administration, law enforcement certification, and a minimum of 10 years of progressively responsible police management experience. The International Association of Chiefs of Police is assisting in the search process.

Deputy Chief Kill Devil Hills Police Dept.

102 Town Hall Dr.
Kill Devil Hills, NC 27948
252-449-5300

Population: 6,300
Sworn Officers: 24
Application Deadline: **not stated**

Salary: \$44,253-\$65,494. The Assistant Police Chief serves as the chief operations officer for the police department; assists the police chief with departmental supervisory and administrative work; supervises the patrol, investigations and records division; provides technical guidance, performance coaching and evaluation, discipline and related personnel functions in cooperation with the chief; assesses effectiveness of departmental programs and activities and recommends new and revised departmental policies and procedures. Successful candidate must: have considerable knowledge of state and federal laws, local ordinances, law enforcement principles, practices, methods, and equipment, and a working knowledge of Microsoft Office products; be skilled in the use of firearms and other police equipment and be able to build and maintain cooperative and effective public relations with citizens, staff

and Town officials. Position also requires graduation from an accredited community college with an earned degree in criminal justice, supplemented by law enforcement training and supervisory and administrative experience in law enforcement. Must possess a valid NC driver's license and an intermediate law enforcement certificate issued by the NCCJ Ed. & Trng. Stds. Commission. Graduate of NC State University's Administrative Officers Management Program is preferred. www.kdhnc.com.

Chief of Police Red Springs Police Dept.

217 S. Main St.
Red Springs, NC 28377
910-843-3454

Population: 5,000
Sworn Officers: 18
Application Deadline: **not stated**

Candidates should have a proven record of leadership and long-range planning expertise in the field of community oriented municipal law enforcement. Requires the ability to apply principles of logic and scientific thinking to define and solve problems, exercise analytical judgment and formulate effective policies and strategies for the implementation of action plans thereof. Requires a bachelor's degree from an accredited college or university with major course work in police science, criminal justice or related field; or equivalent experience in the upper command level of a law enforcement agency with extensive experience in police management operations.

Chief of Police Roseboro Police Dept

101 Pleasant St.
Roseboro, NC 28382
910-525-5344

Population: 1,700
Sworn Officers: 5
Application Deadline: **not stated**

The Town of Roseboro is accepting applications/ resumes for a Chief of Police who resides in or is willing to relocate within one mile of the town limits, to supervise a small department consisting of a sergeant and 3-4 officers. Applicant should have a Bachelor's Degree in Criminal Justice or Management, or have ten years experience in law enforcement; and, must possess a NC Basic Law Enforcement Certification. Salary Range, \$29,000 to \$35,000.

OHIO

Director of Public Safety Oakwood Police Dept.

Population: 9,200
Sworn Officers: 37
Application Deadline: **12/31/2005**

Starting salary to \$84,000. Residential community near Dayton is seeking experienced candidates to lead its fully integrated 37 member Public Safety Department. This position reports directly to the City Manager and supervises a department where all public safety officers are trained to perform police, fire, and rescue functions. A \$4.1 million budget provided for response to 7500 total calls for service in 2004. The Director oversees police operations, community policing, crime prevention, fire suppression and prevention, and emergency medical services. Bachelor's Degree in criminal justice, fire science, public administration or related discipline required with 10 years progressive experience in fire or law enforcement management. A combination of education and extensive experience will be considered. Master's Degree and/or advanced professional development training is desirable. Applicants must possess or be able to obtain Ohio Police and Fire Certifications within 1 year. Candidates should possess strong skills and/or experience in leadership, community policing, labor relations, community partnerships, fire suppression, emergency services, and budget preparation. Resumes for this position are public record and subject to inspection. Send resume with cover letter and five work related references to the City's Executive Search Consultant:

Gregory Ford
The PAR Group
100 N. Waukegan Rd., Ste. 211
Lake Bluff, IL 60044
847-234-0005
FAX: 847-234-8309.

OKLAHOMA

Chief of Police Okmulgee Police Dept.

115 N Morton
Okmulgee, OK 74447
918-758-1141

Population: 14,000
Sworn Officers: 30
Application Deadline: **not stated**

Bachelor's Degree is desired with 10 years of progressively responsible experience in law enforcement. The department has 30 sworn police officers.

OREGON

Fire Chief Jackson County Fire District #3

8333 Agate Road
White City, OR 97503
(541) 826-7100

Application Deadline: **1/19/2006**

This position reports directly to the elected District Board of Directors. Jackson County Fire District No. 3 is located just north of Medford, Oregon in the heart of the beautiful Rogue Valley. This high progressive CFAI Accredited district serves an area of 167 square miles from seven stations with a budget of approximately \$10.5 million. The District has 57 employees and 60 volunteer firefighters who provide fire, EMS, and rescue services to District residents and visitors. Qualifications for the successful applicant include: * A Bachelors degree in fire administration or public administration or closely related field or * Successful combination of education, training and experience that clearly demonstrates the knowledge, skills and abilities to perform the essential functions of the position * Seven (7) years of progressively responsible, full-time, paid experience in a career or combination career/ volunteer fire department, at least five (5) of which are in a command, management or supervisory level position – battalion chief or higher * Successful completion of or currently enrolled in upper-level management or graduate-level courses, such as

the National Fire Academy Executive Officer program, Oregon Fire Service Administrator's Institute, or CFAI Chief Fire Officer Designation preferred * Experience in working with a unionized and volunteer workforce preferred * Experience in the management and delivery of training and EMS programs preferred. To obtain a recruitment package or additional information, contact: Jackson County Fire District No. 3 c/o Emergency Services Consulting inc. 25200 SW Parkway Avenue, Suite 3 Wilsonville, OR 97070-9616 800-757-3724 503-570-0522 (fax)
e-mail: info@esci.us. www.esci.us.

Deputy Chief Salem Police Dept

555 Liberty St SE Rm 130
Salem, OR 97301
503-588-6100

Population: 139,640
Sworn Officers: 173
Application Deadline: **12/30/2005**

\$85,654 - \$89,897. Considerable, progressively responsible police experience with a minimum of three years experience and current employment at the rank of Lieutenant or higher; with demonstrated managerial responsibility of special units, task forces or special agency programs preferably in a community with a size comparable to that of the City of Salem; a Bachelor's Degree from an accredited college or university in a criminal justice-related field; must meet minimum state requirements for police officers through Oregon Department of Public Safety Standards and Training; and possess an Executive Certificate. Current employment with a law enforcement agency is required for this position. This position provides leadership and administrative direction to a division of the Police Department. The Deputy Chief ensures police operations meet community standards and expectations consistent with the Mission, Vision and Values of the Salem Police Department. Determining departmental priorities and adherence with appropriate laws, guidelines and ethical standards are common duties of the Deputy Chief.
www.cityofsalem.net.

PENNSYLVANIA

Chief of Police Ambridge Police Dept.

600 11th St.
Ambridge, PA 15003
724-266-5977

Population: 7,800
Sworn Officers: 18
Application Deadline: **12/30/2005**

Applicants should have at least 10 years continuous service as a full time police officer and five years in a supervisory (Sergeant or above) capacity. Must have Act 120 certification, possess excellent written & verbal communication skills, have strong computer skills and be familiar with budgeting & all aspects of police administration.

Chief of Police Dunmore Police Dept.

400 S. Blakely St.
Dunmore, PA 18512
570-343-0851

Population: 18,000
Sworn Officers: 10
Application Deadline: **1/13/2006**

The Borough of Dunmore is seeking qualified candidates for the following positions: Police Chief, Fire Chief, DPW Director, Code Enforcement Officer, and Borough Manager. Also, part time Police Officers needed (must have Civil Service certification).

Fire Chief Dunmore Police Dept.

400 S. Blakely St.
Dunmore, PA 18512
570-343-0851

Population: 18,000
Sworn Officers: 10
Application Deadline: **1/13/2006**

The Borough of Dunmore is seeking qualified candidates for the following positions: Police Chief, Fire Chief, DPW Director, Code Enforcement Officer, and Borough Manager. Also, part time Police Officers needed (must have Civil Service certification).

Chief of Police Sandy Township Police Dept.

PO Box 267
DuBois, PA 15801
814-371-4220

Population: 11,260
Sworn Officers: 13
Application Deadline: **1/13/2006**

Candidates should have as a minimum the following qualifications: Effective leadership, communication, counseling, management, and team-building skills; A bachelors degree or equivalent; Fifteen years or more of local, state, or federal law enforcement with five years of supervisory experience; Certified under Pennsylvania Act 120; A valid Pennsylvania motor vehicle operator's license; A comprehensive knowledge of police administration, police methods, and public administration.
www.sandytownship.org.

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: **not stated**

Charleston seeks candidates for police chief will lead a department of 360 sworn officers and 136 civilian personnel with an operating budget of \$34 million. The chief will report directly to the mayor. Desirable candidates should have experience in the following areas: management, leadership, planning, and crime prevention strategies. Exceptional interpersonal skills and a commitment to community service are essential. The minimum education requirement includes a bachelor's degree, with an advanced degree highly desirable. Candidates also must have a minimum of 10 years of progressively responsible police experience, including 5 years in a supervisory or management roles. Send resume and 5 references to: The Police Executive Research Forum Charleston Executive Search 1120 Connecticut Avenue, NW, Suite 930 Washington, DC 20036.

Police Captain Medical University of South Carolina

101 Doughty St.
Charleston, SC 29425
843-792-3015

Application Deadline: **12/30/2005**

State law requires a high school diploma; five years of law enforcement experience; and a minimum of one-year supervisory law enforcement experience. Graduation from the South Carolina Criminal Justice Academy or the ability to become certified by the State of South Carolina within one year is also required. An advanced degree, professional police and security certifications, completion of a nationally recognized law enforcement executive development program (i.e., FBI National Academy, SPI, Northwestern), and experience at an institution of higher education are all highly desirable. For more information, contact: Deputy Chief Robert Waite 101 Doughty Street Charleston, SC 29425 Phone: (843) 792-3015 Fax: (843) 792-6650 Email: waiterc@musc.edu www.musc.edu/publicsafety.

TEXAS

Chief of Police Hondo Police Dept.

1600 Avenue M
Hondo, TX 78861
830-426-5353

Population: 18,000
Sworn Officers: 14
Application Deadline: **not stated**

Seeking a law enforcement professional with diverse background in municipal or related police management. Bachelor's degree in police or related field preferred but not required. Advanced Peace Officer Certificate with college degree or Master Peace Officer Certificate if no degree. Must have held a command level rank for five or more years. Requires a minimum of 2,000 TCLEOSE continuing education hours. Prior training and experience with budgeting, criminal investigations, case management, community relations, community policing, and a demonstrated ability to develop and maintain an efficient and highly motivated organization. Appreciation of Hispanic culture and prior work in a diversified community is a plus.

Fire Chief Killeen Fire Dept.

101 N. College St.
Killeen, TX 76540
254-501-7831

Application Deadline: **not stated**

The City of Killeen is accepting applications for Fire Chief, this position performs a variety of technical, administrative, and supervisory work in planning, organizing, directing and implementing fire prevention, suppression and emergency medical services to prevent or minimize the loss of life and property by fire and emergency medical conditions. Supervises seven staff members directly and other department staff, officers or volunteers through subordinate officers. Qualifications can be found on the job vacancy announcement posted on the web site. The City of Killeen's web site is, www.ci.killeen.tx.us. \$85,000/year.

Chief of Police Mineola Police Dept.

300 Greenville Hwy.
Mineola, TX 75773
903-569-6294

Population: 4,321
Sworn Officers: 10
Application Deadline: **not stated**

The successful applicant will have a TCLEOSE Advanced Peace Officer Certificate or Master Certificate, Bachelor's degree preferred, and 10 years of increasingly responsible experience with a minimum of 5 years at the command level. Required experience to include: planning, directing, managing, and leading the activities and operations of a Police Department; including field operations, investigations, community/neighborhood relations, and animal control. Demonstrated ability for staff development, budget and program execution, and citizen relations required.

Fire Captain New Braunfels, City of

424 S. Castell
New Braunfels, TX 78130
830-608-2100

Population: 32,000
Sworn Officers: 45
Application Deadline: **not stated**

Under supervision of the Division Chief of Training provide and ensure skilled suppression training; responsible for the creation, instructing, updating, and maintaining suppression training schedules; ensure departmental compliance with local, state, and federal guidelines and mandates; evaluating and updating personnel and training; perform other duties as assigned. Attain maximum potential from employees by using effective management skills; excellent communication skills; knowledge in all firefighting apparatus operations; requires knowledge of the principals, practices, and procedures of modern suppression operations and administration, Texas Commission on Fire Protection and Federal rules, regulations, and guidelines as they pertain to Fire Service, departmental rules and regulations, city ordinances, and enforce them professionally. Requires High School diploma or GED; five years of fire experience; TCFP Instructor/Field Examiner. Fire Science Degree preferred. Starting wage is \$25.5775 per hour.

Chief of Police Pottsboro Police Dept

411 Franklin Ave
Pottsboro, TX 75076
903-786-2281

Population: 1,579
Sworn Officers: 6
Application Deadline: **not stated**

Must have a Texas Peace Officer License and Master Certification from TCLEOSE. Must have a minimum of five years supervisory experience. Must have strong administrative and public relations skills and good leadership abilities.
www.pottsboro.govoffice2.com.

Chief of Police San Antonio Police Dept.

P.O. Box 839966
San Antonio, TX 78283
(210) 207-8016

Population: 1,144,646
Sworn Officers: 2,054
Application Deadline: **not stated**

\$105,000 to \$151,200. This position is responsible for planning, directing, managing, and overseeing the activities and operations of the Police Department including field operations, investigations, support services, and general administration. Coordinates assigned activities with other City departments and outside agencies; and provides highly responsible and complex administrative support to the City Manager's Office. Exercises direct supervision over management, professional, technical and clerical staff. Bachelor's Degree from an accredited college or university with major coursework in Criminal Justice, Public or Business Administration, or a related field; Ten (10) years of increasingly responsible professional experience in municipal police work, including five (5) years of senior command, administrative, or supervisory responsibility or equivalent combination of education and experience; Strong ability to communicate clearly and effectively, both verbally and in writing; Demonstrated ability to develop, implement, and administer goals, objectives, and procedures for providing effective and efficient law enforcement services for the City; Strong ability to identify and respond to community and City Council issues, concerns, and needs, and establish and maintain good public relations; Ability to prepare and administer a complex departmental budget and allocate limited resources in a cost-effective manner; Ability to analyze problems, provide alternatives, identify solutions in support of established goals, project consequences of proposed actions, and implement recommendations; Requires a valid Class "C" Texas Driver's License or must obtain a valid Class "C" Texas Driver's License within thirty (30) days after becoming a resident of the State of Texas; Requires a Peace Officer of Texas Certificate issued by the State of Texas.
www.sanantonio.gov.

Fire Chief Seabrook Fire Dept.

1700 First St.
Seabrook, TX 77586
281-291-5680

Population: 10,803
Sworn Officers: n/a
Application Deadline: **not stated**

The ideal candidate will have strong leadership, management, communication and interpersonal skills with broad experience in all levels of the operations of a fire department who will have performed as fully paid firefighter for at least (5) years with increasing responsibilities or certified equivalent. Candidate must be eligible for certification at the intermediate level by the Texas Commission on Fire Protection within one (1) year from date of appointment and be willing to complete annual continuing education requirements. A Bachelor's Degree from an accredited college or university with major coursework in Fire Science, Public Administration, or a closely related field is a plus. The City has been contracting with the Seabrook Volunteer Fire Department for services and it is desired that the new Fire Chief effectively serve the City and work with contracted agencies including the SVFD to bring professional fire services to its citizens and build positive relationships with contracting agencies and other local, state and federal law enforcement agencies. The City's emergency medical services are also contracted. Seabrook is part of Harris County and is located in the Clear Lake area.

Chief of Police Sealy Police Dept.

415 Main St.
Sealy, TX 77474
979-885-2913

Population: 5,800
Sworn Officers: 11
Application Deadline: **not stated**

The City of Sealy is accepting applications for Police Chief. The position will plan, direct, and manage all functions and daily operations of the Police Department and Animal Control Department. The applicant must have strong leadership and team building skills. Applicant must be able to work in a diverse community and possess excellent problem solving and interpersonal skills. Applicants must have a Texas Peace Officer License and a TCLEOSE Advanced Peace Officer Certification (Master Certification and a Bachelor's Degree in a related field is preferred). Must possess extensive command and management level experience.

**Chief of Police
Waller Police Dept.**

PO Box 239
Waller, TX 77484
936-372-2525

Population: 1,495
Sworn Officers: 7
Application Deadline: **not stated**

This position will plan, direct, and manage all functions and daily operations of the Police Department. The applicant must have strong leadership and team-building skills. Strong computer skills are required – exposure to GIS crime mapping a plus! Applicant must have a Texas Peace Officers License and a TCLEOSE Advanced Peace Officer Certification (Master Certification is preferred) as well as a Bachelor's Degree in a related field. Minimum 8 years in law enforcement with at least 4 years in supervisory position is required. The successful applicant must undergo drug screening, an extensive background check, psychological, and skills testing.

VIRGINIA

**Deputy Chief
Virginia School for the
Deaf and Blind**

PO Box 2069
Staunton, VA 24402
540-213-1414

Application Deadline: **12/30/2005**

Provides a public safety presence as a special conservator or state certified law enforcement officer while assisting the Campus Police Chief managing crisis. Hiring Range: \$22,188-\$30,000.
www.vsdbs.virginia.gov.

WISCONSIN

**Fire Chief
La Crosse, City of**

400 La Crosse St
LaCrosse, WI 54601
608-789-7591

Population: 51,335
Application Deadline: **1/1/2006**

The City of La Crosse is seeking to hire a full time Fire Chief. Salary range \$74,470 - \$90,792. Contact Human Resources at 608-789-7595.

**Chief of Police
Spring Valley Police Dept**

PO Box 276
Spring Valley, WI 54767
715-778-5678

Population: 1,286
Sworn Officers: 3
Application Deadline: **1/1/2006**

Qualifications: minimum of 3 years of law enforcement experience, WI LESB Certification with further education a plus, good verbal and written communication skills, ability to work effectively with local officials and community representatives, strong commitment to community-oriented policing, skills in personnel management, ability to work within a budget, good driving record, ability to possess firearms and must be a US Citizen. Background check, written exercise, physical exam and drug screening may be conducted.

The Brass Key

www.policeexecutive.com
www.fireexecutive.com

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