

The Brass Key

For The Police Executive

Spotlight: Los Angeles Police Chief William Bratton

"I loved that show (*Dragnet*)," he said. "Now I'm getting to live it."

In October 2002, William Bratton was named as the new Police Chief in Los Angeles, California, the nation's second largest city and third largest police department (#3 Chicago has more cops).

Bratton's first interest in the job developed when he served for a year as a member of the team overseeing the LAPD's consent decree compliance. During that period he is reported to have told L.A. Mayor Jim Hahn, "I know who you need as your next police chief. But you would never hire me."

Bratton then resigned his position on the federal oversight team and began a campaign for the job, which included distributing press clippings and copies

of his book, "[Turnaround: How America's Top Cop Reversed the Crime](#)"

During the last year of his tenure, former LAPD Chief Bernard Parks was roundly criticized for failing to stem three successive years of increasing violent crime, particularly homicides.

After hitting a 30-year low of 419 killings citywide in 1998, the homicide rate rose more than 40% through 2001, when the city logged 579 slayings, according to LAPD crime statistics.

Bratton's resume, and the subject of his book, includes two years as Commissioner of the New York Police Department and during his tenure, homicides were cut in half and serious crime dropped by about a third.

Is that just what LA needs?

Bratton started his career as a cop in his hometown of Boston in 1970 (after returning from a volunteer tour of duty in Vietnam), ascending in 10 years to superintendent of police. The LAPD will be the sixth police organization Bratton has overseen – and at each he has had significant accomplishments in reducing crime and implementing reforms.

Bratton has a great reputation and a record of success, but there is little doubt that he now faces the greatest challenge of his career. If his "Turnaround" is successful in Los Angeles he will etch his reputation as a great police leader in stone. If he fails, his critics' claim that his previous successes had more to do with luck and timing than anything else may gain some credibility. Expectations are high and the world is watching.



Chief William Bratton

This is not a challenge that Bratton backed into, it is one that he sought out. He studied the challenge for a year as a member of a federal committee charged with looking inside the LAPD. He understands the challenge firsthand, he wanted the job and lobbied hard to get it.

He has done it before. Now we all get to see if he can do it again.

Opportunities Featured In This Issue:

AL: Huntsville-Madison County Airport Authority
AZ: Glendale, City of Surprise, City of
AR: Siloam Springs, City of Univ of AR Fayetteville
CA: Coalinga, City of Davis, City of Glendora Police Dept LA Metro Trans Auth Morgan Hill, City of Mt San Jacinto CCD USC California

CT: Berlin, Town of
FL: Haines City, City of Mangonia Park, Town of Pinecrest Police Dept University of Florida
IL: Buffalo Grove, Village of Greenfield Police Illinois Central College La Grange Police Dept Northwestern University Rock Island, City of Sugar Grove, Village of

KS: Andover, City of El Dorado Pd Eudora, City of
KY: University of Kentucky
MI: Ferris State University Lawrence Police Dept Northfield Township Owosso Police Dept Whitehall, City of
MN: Mendota Hts, City of
MS: Canton Police Dept
MO: Marionville, City of
NH: Marlborough PD

NJ: Keansburg, Borough of New Jersey State Police
ND: Crosby, City of
OH: Central State Univ
OR: Amity Police Dept Vernonia, City of
PA: Allegheny College Koppel Police Dept Temple University
RI: RI School of Design
SC: Rock Hill, City of Springdale, Town of
TX: Garland Police Dept

Levelland, City of Palestine, City of Ralls, City of Terrell Police Dept Trenton, City of
VA: Alexandria, City of Danville Police Dept Portsmouth, City of
WI: U of W Whitewater

ALABAMA

Chief of Public Safety Huntsville-Madison County Airport Authority

1000 Glen Hearn Blvd
Huntsville, AL 35824
256-772-9395

Salary Range: \$45,889-\$68,835
The Huntsville-Madison County Airport Authority is accepting applications for the position Chief of the Department of Public Safety at the Huntsville International Airport. The position is responsible for overall direction of the Airport Authority's Aircraft Rescue Fire Fighting (ARFF) and Police Operations. Position ensures compliance of regulations as well as local, state and federal laws. The position will handle administrative duties for the Public Safety Department including budgeting, personnel, purchasing, and reports directly to the Director of Operations. Position supervises the Public Safety Department consisting of 24 positions. Certification as police officer or fire fighter with a minimum of seven (7) years experience and minimum of four (4) years supervisory experience is required, as well as a four-year degree in law enforcement and/or fire/crash rescue or Business related field. Candidate must possess strong customer service and communications skills. Salary plus excellent benefits: Family health & dental, retirement, disability, etc. Applications can be obtained at the Airport Authority Administrative Offices on the 2nd Floor of the Terminal Building.

ARIZONA

Assistant Police Chief Glendale, City of

5850 W. Glendale Ave.
Glendale, AZ 85301
623-930-2270

Population: 128,000
Sworn Officers: 335

The City of Glendale, Arizona is seeking a dynamic, innovative Assistant Police Chief to serve as an advisor to the Police Chief and perform administrative and managerial work of substantial difficulty in planning and directing the activities and operations of large command bureaus in the police department. The Assistant Chief is responsible for the day-to-day operations of the Department and assumes the duties of the Chief in his/her absence. Re-

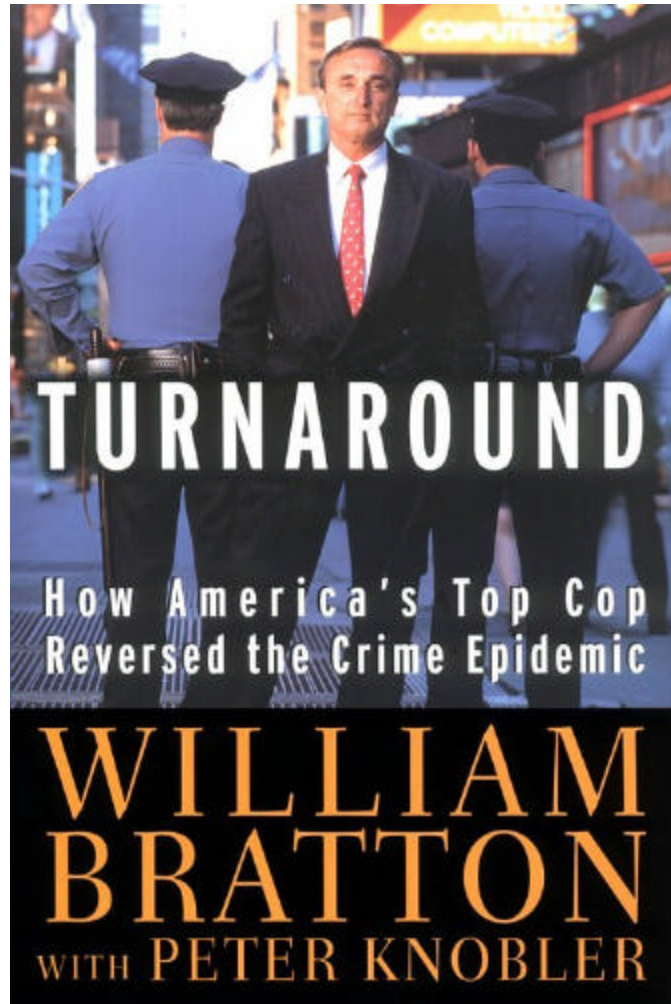
quires Bachelor's degree in Criminal Justice, Public Administration, Management or related field and at least two years of experience as a Chief in a department supervising at least 100 officers or as a Captain or Assistant Chief in a comparable organization and community. Preference will be given for a related Master's degree. Certification as an Arizona Police Officer and ability to continuously meet all APOST standards required. To apply submit an application or resume to: City of Glendale, HR, 5850 W. Glendale Ave., Glendale, AZ 85301. Applications and more information are available at , or by calling 623-930-2270. AA/EOE
www.glendaleaz.com

Fire Chief Surprise, City of

12425 W Bell Rd Ste A105
Surprise, AZ 85374
425-451-3938

Population: 60,000
Sworn Officers: 58
Application Deadline: 1/17/03

Starting Salary To High \$90's + D. O.E. and Car. The City of Surprise (population 60,000) is one of Arizona's, and the nation's fastest growing communities. Situated in the northwest quadrant of the Phoenix Metropolitan Area, Surprise is expected to achieve a residential population of 100,000 within the next five years. This dynamic and vibrant community's extensive growth plans include a new downtown center, extensive parks and recreational facilities and new Major League Baseball Spring Training Complex. The 74-square-mile community has a geographical planning area of over 228 square miles. The potential of this community and its progressive political leadership and municipal government is amazing. The Fire Chief reports through one of the two Assistant City Managers to the City Manager and is responsible for a staff of 58 full-time personnel and a current operating budget of \$4.8 million. Surprise's Fire Department currently has three stations, with a fourth under construction; responds to 4,100+ calls for service annually with a five minute or less response time; provides ALS and Paramedic services; and has several unique service programs ranging from an Alternative Response (AR) Van Program for disaster and victim/survivor assistance, HazMat Response Team, extensive fire education and prevention programs, a Bike Team Program and progressive community services e f-



Turnaround: How America's Top Cop Reversed the Crime Epidemic

by William Bratton and Peter Knobler

A chronicle Bratton's career, focusing particularly on his efforts to revitalize Boston's and New York City's police departments. Bratton rose quickly through the ranks of the Boston Police Department, where he pioneered community policing and cleaned up the city's subway system. As New York's transit-police chief, he cracked down on minor offenses like turnstile jumping on the theory that the people who commit more serious crimes underground also commit smaller ones. It worked. Finally, Bratton realized his dream of becoming America's top cop: the New York City Police Commissioner. The city's crime rate dropped over 10 percent a year during Bratton's brief tenure as top cop, until Mayor Giuliani's administration forced him out of the job in 1996.

[Click here for more information or to buy this book](#)

forts which include CPR, Pool Safety and Baby Shot (Vaccination) Programs. Requirements for the position include a minimum of seven to ten years of senior or executive command experience at the Chief, Assistant/Deputy or District Chief levels, preferably gained in a large urban or rapid growth suburban fire agency (with a minimum service population of 50,000+ residents). Backgrounds must include a Bachelor's degree in Fire Sciences/Fire Administration, Public or Business Administration or related fields. A Master's degree is preferred or advanced management education similar to training through the Executive Fire Officer Course, Harvard Senior Government Executive Institute, etc. Strong administrative and fiscal management skills must be demonstrated as well as comprehensive knowledge of fire ground command and Incident Command Systems. Full knowledge pertaining to Emergency Medical Services, Hazardous Materials control, Emergency/Disaster Management must also be demonstrated. This position will call for superior critical thinking and creative abilities, strong long-range planning skills; and an emphasis on intergovernmental relations and community involvement. Surprise is seeking a highly communicative, innovative/creative and team-oriented executive to serve as its next Fire Chief. Residency in the City will be a requirement. Qualified individuals submit a statement of interest, current salary information, and résumé NOT LATER THAN January 17, 2003 to: Mr. Jerry Oldani, President THE OLDANI GROUP, INC. 188-106TH AVE. NE, STE 420 BELLEVUE, WA 98004 PH (425) 451-3938 FAX: (425) 453-6786

ARKANSAS

Chief of Police

Siloam Springs, City of
HR Dept., P.O. Box 80
Siloam Springs, AR 72761
479-524-5136

Population: 11,600
Sworn Officers: 30
Application Deadline: **1/27/03**

Salary Range: \$49,515 - \$67,015
This is an opportunity to work in the fastest growing area of Arkansas - NW Arkansas. The City of Siloam Springs, Arkansas is currently accepting applications/resumes for the position of Chief of Police until 3:00 p.m., January 27, 2003. This position works under the direction of the

City Administrator. This position manages the daily operations of the police department and detention facility; develops and implements policies and procedures; establishes department priorities for enforcement of laws and ordinances; prepares departmental and detention facility goals and objectives; compiles and presents budgets for review by City Administrator and Board of Directors; develops and conducts sound public relations programs; coordinates law enforcement services with other law enforcement agencies; reviews court decisions and changes in legislation affecting police department operations and implements changes as required; communicates with individual citizens, schools, and civic groups; and other duties as required by the position. Applicants must be a citizen of the United States; possess a valid Arkansas driver's license (or obtain one); have the ability to meet department's physical standards; and have a formal educational equivalent of a bachelor's degree in criminal justice, public administration, or a related field plus eight years of experience in law enforcement or a related field, including five years of supervisory and managerial experience. Within 1 year of hire, applicants must also be certified as a Law Enforcement Officer by the Arkansas Commission on Law Enforcement Standards and Training as established by Arkansas Code 12-9-201. The carrying of a firearm is required. Ability to plan departmental and detention facility objectives and operational activities. We offer an extensive benefit package with medical, dental, vision, 457 Deferred Comp, LOPFI, etc. Send resumes/applications to: City of Siloam Springs Attn: Human Resource P O Box 80 Siloam Springs, AR 72761 or call (479) 524-5136 or email nhorn@siloamsprings.com for additional information.

Public Safety

Commander
University of Arkansas
Fayetteville
155 S Razorback Rd
Fayetteville, AR 72701
479-575-3145

Population: 15,000
Sworn Officers: 27

Salary: \$50,000 The University of Arkansas at Fayetteville seeks a Public Safety Commander III, who will assist the Director in establishing policy and procedure standards and

administer their implementation, and oversee operations of either the police services or support services division. This position is charged with the responsibility of helping to set goals for the department, staying abreast of legal procedures, and acting as a liaison with other law enforcement agencies. Minimal qualifications: The formal education equivalent to a bachelor's degree (a master's degree is preferred) with a major in criminal justice or related field; plus six years of progressively more responsible experience in law enforcement or related area, including three years in a supervisory capacity. The UAPD is accredited through the Commission on Accreditation for Law Enforcement Agencies, Inc. Forward resume to Lawrence Slamons, Director of Public Safety, 155 S. Razorback Road, Fayetteville, AR 72701. Lawrence Slamons Contact Phone: (479) 575-3145 larrys@uark.edu

CALIFORNIA

Police Sergeant

Coalinga, City of
155 W. Durian Ave
Coalinga, CA 93210
559-935-1533

Population: 15,000
Sworn Officers: 21
Application Deadline: **1/10/03**

For more information call 559-935-1533, visit www.coalinga.com or e-mail: cgruver@coalinga.com

Police Chief

Davis, City of
23 Russell Blvd
Davis, CA 95616
530-757-5644

Population: 54,905
Sworn Officers: 53
Application Deadline: **1/31/03**

Salary: \$8,109.71 - \$9,857.40/mo., Seeking an individual that values employees and has confidence in their training & abilities, values service, and is committed to continuous service improvement. See job bulletin for requirements. City of Davis emp. appl. req'd. Submit: City of Davis, 23 Russell Blvd., Davis, CA 95616. Call (530) 757-5644, TDD (530) 757-5666, or download application & info www.cityofdavis.org.

Chief of Police

Glendora Police Dept

150 S. Glendora Ave.
Glendora, CA 91741
916-784-9080

Population: 52,500
Sworn Officers: 58
Application Deadline: **12/6/02**

Salary: \$8,292-\$10,079/mo. A bachelor's degree in criminal justice, public administration, business administration or other related field is mandatory. A master's degree or completion of either command college or the FBI National Academy is preferred. The City of Glendora (population 53,800) is seeking a new police chief to manage a department of 58 sworn officers and 43 civilian employees with a current annual budget of 9.2 million. The current 10-year incumbent chief is retiring. The City of Glendora, a prestigious residential community with significant new commercial centers, is located 27 miles east of Los Angeles at the foot of the beautiful Angeles National Forest. The ideal police Chief should have a rich police management background with demonstrated leadership, community interaction, and the ability to work as a team member to support city and community goals. Salary 8,292 - 10,079 a month, plus excellent benefits, including city-paid PERS 2% @ 50 (3% @ 50 effective July 2004). Applicants should send a resume not to exceed four pages, with contact phone number and address, including an e-mail address, to Bob Murray and Associates, 735 Sunrise Avenue, Suite 145, Roseville, CA 95661. Call (916) 784-9080 to request a brochure, or visit the City of Glendora web site at www.ci.glendora.ca.us. Filing deadline is December 6, 2002. After a resume screening, the most qualified candidates will be invited to participate in the selection process to determine the best candidate for appointment by the city manager. Contact: Bob Murray 735 Sunrise Ave. Suite 145 Sacramento, CA 95661 Phone: (916) 784-9080 Fax: (916) 784-1985 Email: apply@bobmurrayassoc.com / www.bobmurrayassoc.com

Police Chief Los Angeles Metro Transportation Authority

One Gateway Plaza
Los Angeles, CA 90012-2952
213-922-7153

The Los Angeles County Metropolitan Transportation Authority (MTA), is amongst the nation's largest public transportation agencies. It provides transportation services to more than 9 million people within its 1,433 square-mile service area in the greater Los Angeles region, including 60 miles of Metro Rail service and 9,000 employees. MTA is seeking a people-oriented individual with an extensive background in community policing to become its Police Chief/Security. The successful candidate will administer \$60 million dollar contracts with the Los Angeles County Sheriff's Department (LASD), Los Angeles Police Department (LAPD), and private security companies. The new Chief will work in a department of 100 employees and be responsible for deploying 347 deputy sheriffs and police officers assigned thru the LASD/LAPD contracts. At least five years of police experience at the rank of Lieutenant or higher and a Bachelor's Degree in Public Administration, Criminal Justice, or other related field are required. A State of California POST Management Certificate and Master's Degree in Public Administration or other related field are desirable. The salary will be competitive and commensurate with experience and education. We offer an excellent benefits package that includes participation in PERS, a transit subsidy, plus employees do not pay Social Security which results in a 6.2% increase in net pay. If you are interested in this outstanding career opportunity, please submit your resume. www.mta.net

Police Lieutenant Morgan Hill, City of

17555 Peak Ave
Morgan Hill, CA 95037
408-776-7300

Population: 34,300
Sworn Officers: 32

\$86,820 - 108,540/Year + excellent benefits and 3% at 50 PERS retirement. 2 F/T mid-management positions Requires BA in Administration of Justice, Management, Business or Public Administration, or a related field of study, and, at least 3 years of supervisory work experience equivalent to the level of a Sergeant in a police department equivalent to the MHPD. Willing to adjust work hours to meet operational demands. Must possess Ad-

on Peace Officer Standards and Training (P. O. S. T.). First hand involvement in gang awareness/gang intervention and community oriented policing. Successful completion of the P. O. S. T. Supervisory Leadership Institute and Bilingual English/Spanish highly desired. To apply, send your resume, a completed City of Morgan Hill application, a copy of your Advanced and Supervisory Certificate issued by the California Commission on Peace Officer Standards and Training (P. O. S. T.), letter of interest, and three work-related references to Shairon Williams, Human Resources Supervisor. E-mail: shaironw@ch.morgan-hill.ca.gov or by regular mail: City of Morgan Hill, 17555 Peak Avenue, Morgan Hill, CA. 95037, Attn: Shairon A. Williams

Chief of Police Mount San Jacinto Community District

HR Dept., 1499 N State St
San Jacinto, CA 92583
909-487-6752

Population: 10,000
Sworn Officers: 5
Application Deadline: 1/31/03

Salary: \$57,732-\$87,326 Minimum Requirements: Bachelor's degree in police science or related area. Advanced and Supervisory POST Certification. Plans, develops, organizes, supervises and directs the district's campus police program. Extensive experience in supervisory law enforcement with a rank of sergeant or above is desired. For more information, contact: Human Resources Dept 1499 North State Street San Jacinto, CA 92583 Phone: (909)487-6752 Email: employment@msjc.edu www.msjc.edu

Chief of Public Safety University of Southern California

3667 S McClintock Ave
Los Angeles, CA 90089
213-740-6000

Population: 28,000
Sworn Officers: 71
Application Deadline: 1/31/03

The selected candidate must have a minimum of ten years' experience in law enforcement, including a minimum of five years' experience at the management level in a higher education setting. Our client will also consider law enforcement professionals who have held the rank of captain and above within a municipal department, located in an urban environment. This individual must be qualified to become a licensed California law enforcement professional.

procedures, strategic planning, emergency operations, budget management, personnel development, and policy development. This individual must be a highly talented manager of people and have strong organizational and planning skills. Exceptional leadership and communication skills and the ability to foster a collaborative, team environment are essential. A bachelor's degree in criminal justice, one of the social sciences, or a related field is required. The University of Southern California (USC) is seeking qualified, talented, and energetic candidates for the position of executive director and chief of the department of public safety. USC ranks in the top 10 among private research universities in the country and enrolls over 28,000 students including more international students than almost any other university in America. USC, an urban university located three miles south of downtown Los Angeles, is the largest private employer in the city of Los Angeles with more than 17,000 full- and part-time employees. The department of public safety consists of 200 employees including public safety officers, community service officers, communications officers, and administrative staff, and operates with a budget of approximately 13 million. As the leader of the department, the executive director and chief will be responsible for campus safety, security, and emergency response protocols through the effective leadership and management of this complex and sophisticated department. USC provides excellent benefits and competitive compensation commensurate with qualifications and experience. Interested candidates should forward a resume to our executive search firm: vppearson@gkasearch.com. NO PHONE CALLS PLEASE. USC is an equal education and opportunity institution.

CONNECTICUT

Chief of Police Berlin, Town of

240 Kensington Rd
Berlin, CT 6037
860-828-7003

Population: 18,250
Sworn Officers: 40
Application Deadline: 1/30/03

The Town of Berlin, CT has a vacancy for a Chief of Police. The salary will be no more than \$80,000. (benefit package - \$26,000 and Town vehicle). Must hold rank of Lt. or higher in a municipal, State police or federal agency (DEA, FBI, CIA, Secret Ser-

States. Preference for a Bachelor's degree or higher in Criminal Justice or Police Administration. In lieu of this, education, training, experience equivalent as determined by the Appointing Authority. Deadline for resumes and applications is Thursday, January 30, 2002 at 2:30 p.m. to: Chairman Robert J. Peten Berlin Police Commission c/o Office of the Town Manager 240 Kensington Road Berlin, CT. 06037 For applications, call 860-828-7003.

FLORIDA

Chief of Police Haines City, City of

PO Box 1507
Haines City, FL 33845-1507
863-421-3600

Population: 13,500
Sworn Officers: 42
Application Deadline: 1/31/03

Salary: \$51,306-\$71,829 Graduation from an accredited college or university with a Bachelor's degree in police or public administration or a related field, supplemented by extensive training in police science and administration. Master's degree preferred. Have a minimum of ten years' experience in law enforcement with five of those years in a supervisory or management capacity; or an equivalent combination of training and experience. Certified State of Florida Law Enforcement Officer (or comparative compliance within six months of employment). Possession of a valid Florida driver's license. This is responsible administrative and technical police work in the direction of all employees and activities of the police department. Work involves responsibility for the protection of lives and property in the city through the supervision of all police functions. Duties include efficient operation of the police department through the control of activities, assuring that order is maintained and assuring that laws and ordinances are enforced. Work is performed with considerable independence and latitude in the conduct of police operations and is subject to the direction of the city manager. contact: Ruth Lovejoy P.O. Box 1507 Haines City, FL 33845-1507 Phone: (863) 421-3600 Fax: (863) 421-3663 Email: Rlovejoy@verizon.net www.ci.haines-city.fl.us

Police Chief
Mangonia Park, Town of
 1755 E Tiffany Dr
 Mangonia Park, FL 33407
 561-848-2513

Population: 2,500
 Sworn Officers: 18

Min. 10 years exp. with 5 years in supervision or management. Fax resumes to (561) 848-6940; or mail to Town of Mangonia Park, e-mail: mangonia@bellsouth.net

Police Sergeant
Pinecrest Police Dept
 11555 S Dixie Hwy
 Pinecrest, FL 33156
 305-234-2121

Salary: \$50,000. The Pinecrest Police Department is recruiting experienced first line supervisors to assume patrol operations supervision duties due to the creation of additional Sergeant positions. Successful candidates should have a minimum five (5) years of total police experience, two (2) years as a police supervisor, and possess an Associates Degree or at least 60 semester hours from an accredited college, augmented by appropriate additional in-service training. Additional Requirements: Non-Smoker; Fluently speak, hear, read & write the English Language (ability to communicate in Spanish, a Plus); Complete all pre-employment requirements including, but not limited to a polygraph exam and background investigation. How to Apply: Employment applications are available at www.pinecrest.com or call the Personnel Office at (305)-234-2121. police@ci.pinecrest.fl.us

Chief of Police
University of Florida
 Bldg 51 Museum Rd
 Gainesville, FL 32611
 352-392-4621

Population: 65,000
 Sworn Officers: 90
 Application Deadline: 1/13/03

The University of Florida is currently recruiting for the Director, Safety and Security (Chief of Police). The University of Florida is a comprehensive land-grant university, a member of the Association of American Universities, and one of the nation's largest universities, enrolling over 47,000 students annually. The University's Police Department, a nationally accredited and State of Florida accredited law enforcement agency, is established to provide protection and service to the university community. Currently, the department employs 164 personnel,

90 sworn law enforcement officers and 74 non-sworn support personnel, with a budget of over \$7 million. The Chief of Police oversees all personnel and directs and coordinates all the activities of the University of Florida Police Department. Minimum qualifications: Master's degree in criminal justice or related field and six years of relevant experience or bachelor's degree in same and eight years of experience. Must be able to meet minimum employment standards as required by the Florida Criminal Justice Standards and Training Commission. Preferred qualifications: Extensive knowledge of law enforcement operations and criminal justice system. Salary: Negotiable based on qualifications and experience. The University of Florida also has a generous benefits and leave package. Please submit cover letter, resume, and a list of three references to Melissa Curry, Human Resources, PO Box 115002, Gainesville, FL 32611; fax to (352) 392-7094; or e-mail MS Word documents to melissa-curry@ufl.edu. Reference LP# 825440. If an accommodation is needed to apply due to a disability, please call (352) 392-4621 or the Florida Relay System at 1-800-955-8771

ILLINOIS

Chief of Police
Buffalo Grove, Village of
 50 Raupp Blvd
 Buffalo Grove, IL 60089
 847-459-2549

Population: 42,909
 Sworn Officers: 76
 Application Deadline: 2/21/03

The Village of Buffalo Grove, located 30 miles northwest of Chicago and 15 miles from O'Hare International Airport, is seeking an experienced, innovative, proactive leader for the position of chief of police for its CALEA-accredited, award-winning police department. One person has held position since 1982. The chief is appointed by and reports to a professional village manager and works closely with elected and appointed officials, community representatives and administrative staff members. The department has an \$8 million budget (fiscal year 2002-03), 89 full-time employees (76 sworn) and 24 part-time employees (one sworn). The Village encompasses 9.25 square miles and is home to 13 schools, more than 400 acres of open/park land, nine industrial parks, two office centers and approximately 16,166 housing units (8,497 single-family detached). Department services and staff are headquartered in a modern facility

completed in 1989. Salary Information: Current salary range \$88,000 – \$107,000. Starting salary is negotiable, depending upon qualifications and experience. Educational Requirements: Must possess a bachelors degree in criminal justice, public administration, public policy, business administration, or related field. A masters degree in a related field is preferred. Completion of advanced police leadership training programs such as FBI National Academy, Northwestern Center for Public Safety School of Staff and Command, or similar programs preferred. Other Requirements: Must have a minimum of seven years of increasingly responsible leadership and command-level experience, including significant field supervisory experience, in a high-quality suburban law enforcement agency. Experience in a department serving a population of 20,000 to 80,000 residents with a council-manager government desirable. Must possess outstanding leadership abilities, interpersonal skills, and a customer-service orientation. Must have proven experience in modern public safety planning, organizational development, information technology, and human resource management. Must be a strong advocate for community policing, community / business relations, and crime prevention. Superior administrative, financial, budgeting, operational and employee relation skills are required. Residency in Buffalo Grove is preferred but not required. Additional Information: A recruitment profile for this position will be available January 3, 2003, at . Apply at once, in confidence, with letter of interest, current resume detailing salary history, work experience, education, and training, and five professional references to Director of Human Resources, Address: Village of Buffalo Grove 50 Raupp Boulevard, Buffalo Grove, IL 60089 Phone: 847-459-2549. No fax or email submittals will be accepted. The Village of Buffalo Grove is an equal opportunity employer.

Chief of Police
Greenfield Police Committee

Box 159 Route 1
 Greenfield, IL 62044
 217-368-2135

Population: 1,100
 Sworn Officers: 3
 Application Deadline: **not stated**

Seeking Applications for Chief of Police. Resume should be sent to : Police Committee Chairman John Hardwick Jr. Box 159 Route 1 Greenfield, IL 62044

Supervisor of Public Safety
Illinois Central College
 1 College Dr
 East Peoria, IL 61635
 309-694-5346

Population: 5,011
 Sworn Officers: 12
 Application Deadline: **see below**

Illinois Central College invites applications for the position of Supervisor of Public Safety to supervise safe and efficient Public Safety operations and assist in the monitoring of communications and alarm systems. The Supervisor of Public Safety reports directly to the Vice President of Administration and Finance. Responsibilities include, but are not limited to: developing and implementing procedures to ensure the safety and security of College personnel and property; developing, implementing and training Public Safety staff; conferring with faculty, staff and administrative personnel regarding procedures for preventing or resolving disciplinary, safety and security problems; preparing reports, relating to Student Right-to-Know and Campus Security Act of 1990; working with the Traffic Committee to develop, implement and monitor compliance with campus vehicle traffic and parking regulations; preparing work schedules and duty assignments to provide daily 24-hour staffing; maintaining liaison with law enforcement and fire prevention agencies and resources; submitting Public Safety reports and operational reports as requested and reports of accidents, traffic violation and other safety-related matters; preparing the budget and monitoring expenditures; participating on College committees dealing with health, safety and communications; assisting in establishing emergency and disaster procedures; assisting in providing emergency first aid services; developing procedural manuals and instructional materials for assigned staff; serving as the College liaison with local and state agencies and contractors working on campus regarding safety compliance, and with East Peoria and Peoria Fire Departments for fire prevention and chemical emergencies; coordinating required periodic testing of campus fire protection systems and safety equipment. Educational Requirements: Bachelors degree in a related area or the equivalent education and experience, three to five years of direct experience; one to three years experience as supervisor or management. Other Requirements: A valid Driver's License and ability to satisfy requirements for insurability in operating College vehicles required. Qualified individuals must

submit a completed ICC application, a letter of application, current resume and transcripts to: Illinois Central College. Applications may be downloaded from the college website, otherwise an application packet will be mailed in response to inquiries when Human Resource office reopens 01/02/03. Starting Salary: Open. Contact: ICC Human Resources Address: One College Drive East Peoria, IL 61635-0001 Phone: 309-694-5346 Fax: 309-694-5789 E-Mail: DWOLF@ICC.EDU www.icc.edu/hr/application Closing Date for Applications: Initial screening begins January 8, 2003, and will continue until a successful candidate is selected.

Chief of Police La Grange Police Dept

304 W Burlington Ave
La Grange, IL 60525
217-523-3765

Population: 15,600
Sworn Officers: 28
Application Deadline: 1/15/03

Dynamic inner-ring suburban community, approximately 20 miles west of the City of Chicago seeks experienced, proven, progressive police administrator for this senior management position leading a department of 28 sworn officers and 6 full-time, 3 part-time civilian employees, with a total budget of \$3.5 million. LaGrange is an established, progressive community providing a high quality of life with a balance of well-maintained homes, some of which are listed on the National Historic Register, a vibrant central business district as well as two industrial districts. LaGrange is conveniently located equidistant between the Eisenhower Expressway (I-290) and the Stevenson Expressway (I-55), and is about two miles east of the Tri-State Tollway (I-294). It is bisected by the Burlington-Northern Railroad and the Indiana Harbor Railroad, and is served by two busy commuter stations. The Village is governed by a non-partisan government, consisting of a Village President and Board of Trustees. The appointed Village Manager is responsible for day-to-day administration of government and coordinates the functions of all six operating departments. The Chief of Police reports directly to the Village Manager and works closely with advisory commissions and other administrative staff members. The Police Department provides services to the public, including bike patrols, canine unit, DARE program and community outreach, in addition to the more traditional law enforcement activities. The department is housed in state-of-the-art facilities, supported by high-quality

equipment. Educational Requirements: A bachelors degree is required; a masters degree is desired. Equivalent combination of training and experience will be considered. Preference given for completion of professional leadership program such as FBI National Academy, Northwestern University Center for Public Safety, Southern Police Institute, or a similar program. A minimum of seven years of administrative command experience with a law enforcement agency is desired. Also requires certification, or the ability to be certified by the Illinois Law Enforcement Training & Standards Board. Skills in planning, supervision, staff development, communications/interpersonal skills are important. Strong leader with proven success in community policing and innovative/progressive police programs desired. Salary Information: Range is \$74,547-\$92,244, dependent upon experience and qualifications of candidate selected. Contact: Interested and qualified candidates should apply/inquire at once, with resume, salary history, and five references, in confidence to the Village's Executive Search Consultant, Executive Director George Koertge Address: Illinois Association of Chiefs of Police 426 S. Fifth St.-Suite 200, Springfield IL 62701

Chief of University Police Northwestern University

633 Clark St., Rm 2-217
Evanston, IL 60208
847-491-5534

Population: 16,000
Sworn Officers: 40
Application Deadline: 2/14/03

(Evanston & Chicago, Illinois) Qualifications: Minimum of a bachelor's degree, and the ability to meet the law enforcement training academy standards acceptable to the State of Illinois Police Training Board. Graduate of the FBI National Academy, Northwestern's Center for Public Safety School of Police Staff and Command, or other nationally recognized training program preferred; minimum of five years of prior managerial experience in a police department in an urban setting; excellent oral and written communication skills; basic computer application skills necessary. Prior parking administration experience a plus. Responsibilities: The chief is responsible for all police department operations on the Evanston and Chicago campuses, and for the parking function on the Evanston Campus; reports to the Senior Vice President for Business and Finance; supervises 41 sworn police officers with arrest powers on and off-campus, and 13

officers have the same full law enforcement powers as municipal police officers and county sheriffs, and must successfully complete a state-approved police academy and firearms training; principal liaison between the university police department and surrounding municipal police departments, and state and federal enforcement agencies; screens, selects and ensures that training is provided to new officers; has final authority in all department disciplinary cases; performs annual performance reviews for all staff; and acts as the chief criminal justice advisor to the university. Directs the community policing effort including crime investigations, and court case preparations. Interacts frequently with internal and external media, serves on campus-wide committees, and works closely with students, staff and faculty, and student affairs staff in particular, on safety and security issues. Contact: Janie Savage Senior VP Bus/Fin, Northwestern 633 Clark Street, Rm. 2-217 Evanston, IL 60208 Phone: (847)491-5534 Fax: (847)467-5424 Email: jsavage@northwestern.edu Applications should be received by February 14, 2003, and should be sent to: The Office of the Senior Vice President for Business and Finance, Northwestern University, 633 Clark Street, Room 2-217, Evanston, IL 60208. Northwestern is an affirmative action, equal opportunity educator and employer.

Fire Chief Rock Island, City of

1528 3rd Avenue
Rock Island, IL 61201
309-732-2677

Population: 42,600
Sworn Officers: 85
Application Deadline: 2/1/03

The City of Rock Island is recruiting for an experienced Fire Chief to supervise and manage the Fire Department. Rock Island has a population of 39,684 residents and is located in western Illinois along the Mississippi River. Rock Island, Moline, and East Moline in Illinois and Davenport and Bettendorf, Iowa make up the metro area called the Quad Cities with a population of 350,861. The area boasts a low cost of living including affordable housing, excellent schools and many large city amenities such as museums, art galleries and theaters. The Rock Island Fire Department has a history of providing excellent emergency services, prevention programs and paramedic services to citizens. The department has 63 full-

time employees which consists of 62 firefighters/command officers and 1 civilian employee. Employees are stationed within four facilities. All employees are unionized with the exception of the Chief and Assistant Chief. The department presently has an ISO rating of 4. In 2001, the department responded to 1,073 fire calls (which included 84 structure fires) and 3,230 medical calls. The Fire Chief administers a \$5.1 million dollar budget. Fire operations are separated into four major areas: administration, emergency/disaster services, fire prevention and ambulance. The telecommunications center dispatches all public safety calls and is provided by the Police Department. This is highly responsible professional, administrative and managerial work in planning, organizing, and directing all activities of the Rock Island Fire Department. Includes responsibility for the efficient operation of the department including the establishment of all policies, procedures, and regulations. Supervision is exercised directly or through subordinates over all employees in the department. Work is performed under the direction of the City Manager. The ideal candidate will possess strong leadership skills and be effective in maintaining program services to better protect the community from peril. Intergovernmental planning and cooperation, strong communication, organizational, budget, and management skills are also required. Preferred candidates will possess a bachelors degree with major course work in fire science, public or business administration or other related fields. The position requires a minimum of five to seven years of progressively responsible management/supervisory experience. A comprehensive knowledge of all aspects of the operation of an urban fire department, including fire prevention, fire suppression, hazardous materials, emergency and disaster planning, and emergency medical service is required. Rock Island has enjoyed a stable administration. The current chief will be retiring with over 27 years of service and the City Manager has held the position for 15 years. The salary range is \$52,863 - \$82,006. The City offers an excellent fringe benefit package which includes pension, major medical, paid leave, use of a city vehicle, tuition reimbursement and also contributes 5 percent of salary to ICMA's 457-deferred compensation plan. Residency must be established within Rock Island within one year of

resumes and cover letters) will be accepted in the Personnel Department, Rock Island City Hall, 1528 3rd Avenue, Rock Island, IL 61201. To request an application by mail call (309) 732-2050 Applicant confidentiality will be protected through the recruitment process. A City of Rock Island application must be completed to be considered and are available on our website at www.rigov.org. Applications will be accepted through February 1, 2003. Successful candidates will be required to participate in assessment center exercises on March 11, 2003.

Chief of Police
Sugar Grove, Village of
 10 Municipal Dr
 Sugar Grove, IL 60554
 630-466-4507

Population: 5,200
 Sworn Officers: 8
 Application Deadline: **see below**

Sugar Grove, Illinois, located in Kane County, is 36 miles west of Chicago off I-88 at US Routes 47 & 30. A peaceful village with rural roots, in rapid transition from a small residential community to an economically diverse full-function community with an expected population of 15,000 by 2010. The Village is seeking an experienced, progressive individual to lead its Police Department and its commitment to developing and implementing a comprehensive community policing program. Current staff consists of 9 sworn full-time officers, part-time officers of 1 FTE and 1 civilian position. Educational Requirements: A bachelors degree and graduation from Staff and Command or the FBI Academy is preferred. Significant law enforcement management experience in a similar environment is required. Other Requirements: Residency within a 10-mile radius required within 18 months. Additional Information: A recruitment profile is available on the Village web site at Salary Information: \$60,000+ DOQ. Contact: Interested and qualified candidates should apply at once, with resume, salary history and expectations, and five references to Brent M. Eichelberger, Village Administrator, Address: Village of Sugar Grove P. O. Box 49, Sugar Grove, IL 60554 Phone: 630-466-4507 Fax: 630-466-4521 Email: beichelberger@sugar-grove.il.us

KANSAS

Fire Chief
Andover, City of
 PO Box 295
 Andover, KS 67002
 316-733-5177

Population: 5,000
 Sworn Officers: 14

The City of Andover seeks proven and progressive fire chief to lead professional department of 10 full-time and approximately 10 volunteer firefighters. The fire department serves a total population of approximately 10,000 people, encompassing both rural and city properties. Andover is a steadily growing community in the Wichita metropolitan area. In the past decade the city's population has increased 68%. The City operates under the Mayor/City Council/City Administrator form of government. Qualifications: The ideal candidate will possess strong management and leadership skills and a thorough understanding of modern principals and practices of fire service. Five years of increasingly responsible administrative experience in fire fighting activities supplemented by in-service training courses required. High school diploma or GED required. College degree or some college credit preferred or the equivalent training and experience. Minimum certification of a Fire Officer I rating or equivalent required. Must possess a valid Kansas driver's license. Applications may be obtained at City Hall, or apply with cover letter, resume, references, and salary history by mail to the address below or by e-mail to cityhall@andoverks.com City of Andover Attn: Human Resources 909 N. Andover Rd., PO Box 295 Andover, KS 67133

Police Chief
El Dorado Pd
 220 E First Ave
 El Dorado, KS 67042
 316-321-9100

Population: 13,500
 Sworn Officers: 27
 Application Deadline: **1/27/03**

Salary Range: \$41,650 to \$62,118. The City of El Dorado located 30 miles to the east of Wichita and 175 miles southeast of the geographical center of the United States is seeking a progressive Chief of Police. The police department employs 27 officers with one civilian employee and two part-time employees. Examples of current programs include SRO's, reserves, cadets, drug task force, and the C.P.

A. Major departmental goals include a continued emphasis on the concepts and philosophy of Community Policing in operations, fostering a departmental atmosphere of teamwork and cooperation and developing plans to address community concerns pertaining to the Law Enforcement function. Annual budget is \$1.7 million. The department is moving into new facilities in May of 2003. The chief is appointed by and reports to the City Manager. The ideal candidate will possess a proven record of community and organizational leadership; excellent management skills; a commitment to community policing; and knowledge of current technology. Requirements include more than 7 years of progressive law enforcement, supervisory and management experience. A bachelor's degree in criminal justice or related field is strongly preferred. Finalists will undergo an in-depth background investigation and complete oral interviews. Written and video testing may be required. The successful applicant must reside in El Dorado within 6 months and be able to obtain Kansas certification. Should accommodations be needed to receive or complete the application, please call (316)-321-9100 ext. 263. Interested applicants must complete an online application at www.hrepartners.com. Any additional information can be sent to address below or e-mailed to slj@eldoks.com. City of El Dorado Attn: Shaunna Johnson 220 E 1st Avenue, P.O. Box 792 El Dorado, KS 67042 (316)-321-9100 ext. 263 slj@eldoks.com

Police Chief
Eudora, City of
 4 East 7th Street
 Eudora, KS 66025
 785-542-3121

Population: 6,300
 Sworn Officers: 10

Seeking applications for Chief of Police who will oversee the administration and operations of the City's Police force. Incumbent Chief retiring after 29 years of service. Eudora, 6 miles east of Lawrence on K-10 Highway, is a dynamic, growing community with a population of approx 6,000 residents. Population expected to double over the next ten years. Chief of Police and department staff will be expected to provide law enforcement and community security during this period of growth. Interested persons should contact the Eudora City Clerk, 4 East 7th Street, Eudora KS 66025, for a position recruitment bulletin.

KENTUCKY

Police Chief
University of Kentucky
 HR Dept, 112 Scovell Hall,
 Lexington, KY 40506-0064
 859-257-9555

Population: 7,400
 Sworn Officers: 34
 Application Deadline: **1/31/03**

Salary: \$55,723-\$91,894 Minimum requirements are a B.A. plus 8 years' related experience; however, a master's and 10 years' experience are preferred. The university is an equal-opportunity employer and encourages applications from minorities and females. This position is responsible for the planning, directing, and administration of the university's police operations. Administrative responsibilities include formulation and observation of departmental policies and regulations, hiring, training, employee evaluations, disciplinary issues, and departmental budget. The chief represents the University Police Department in issues involving local, state and federal law enforcement agencies, public relations matters, and assumes direct command in unusual circumstances. The university's 687-acre campus is adjacent to downtown Lexington, and includes a teaching and research campus, a medical center and a community college all in one central location. Current student enrollment is over 34,000. Full-time staff and faculty total approximately 11,500. Applicants should nominate for position SD500422 on-line at www.uky.edu/ukjobs. Resumes may be submitted as attachments to the application. Paper resumes/ applications will not be accepted. If you have questions, contact HR/ Employment, 112 Scovell Hall, Lexington, KY 40506-0064, phone (859)257-9555 press "2". Application deadline is January 31, 2003 but may be extended. The University is an equal opportunity employer and encourages applications from minorities and females. Contact: Nancy Whitaker Room 21, Scovell Hall Lexington, KY 40506-0064 Phone: (859)257-9555, Fax: (859) 323-1903 www.uky.edu Email: nwhit1@email.uky.edu

MICHIGAN

Director of Public Safety Ferris State University

800 Ferris Dr
Big Rapids, MI 49307
231-591-5000

Population: 8,000
Sworn Officers: 14
Application Deadline: **1/20/03**

Required qualifications: Bachelor's degree in criminal justice or related field. Michigan Commission on Law Enforcement Standards (MCOLES) certified or certifiable. At least five years of progressive, supervisory experience in public safety administration and a minimum of three years of law enforcement field experience. Required ability to: maintain positive interpersonal relationships with a diverse group of co-workers, staff, faculty and students; communicate effectively, both orally and in writing; pass written, oral and physical examination as required by the State of Michigan and/or other law enforcement agencies/regulations; organize, schedule and supervise line- and staff-personnel in a law enforcement agency; possess a valid Michigan driver's license; maintain up-to-date knowledge of Michigan's law enforcement codes, laws, regulations, etc.; work a varied work schedule, as needed. Preferred Qualifications: Master's degree in business, criminal justice, or management. At least five years of campus law enforcement experience. Responsible for the overall administration and planning of the department of public safety including police services, crime prevention, parking, traffic control and other public safety activities. Communicate and coordinate public safety activities with the university administration, faculty, staff, students and visitors. Plan, develop, communicate, and implement a variety of university and department policies relating to campus safety, employment, and procedures. Supervise all department personnel. Budget, plan, and manage financial accounts of the department of public safety. Serve as the university's civil defense director and disaster control coordinator. Act as university traffic engineer, responsible for developing and issuing traffic control orders. Coordinate with local law enforcement agencies concerning areas of mutual interest such as training, drug enforcement, grant applications, crime prevention, central dispatch, etc. Compare and evaluate crime statistics and trends. Plan and design appropriate public safety activities to reflect campus needs. Coordinate and plan special investigations and related activities as

required until the position is filled. Interested individuals should submit a cover letter, resume, and the names and phone numbers of three professional references to: JOB CODE IACP-12600, Ferris State University, 420 Oak St., PRK-150, Big Rapids, MI 49307. For more information about Ferris, please visit our web site at www.ferris.edu. Contact: JOB CODE IACP-12600 Ferris State University 420 Oak St., PRK-150 Big Rapids, MI 49307-2020 www.ferris.edu

Police Chief Lawrence Police Dept

157 N Paw Paw St
Lawrence, MI 49064
616-674-3600

Population: 1,000
Sworn Officers: 3

Police department normally staffed with 3 full time personnel including chief. Must be MCOLES certified officer with a minimum 5 years law enforcement experience including 2-3 years supervisory and administrative experience. Should possess skills in PR, communications, and computer operations. This is a salaried position based on a 45 hour week, includes benefits. Salary negotiable based on experience. EOE. Send resume to: Phil Blum c/o Village of Lawrence Police Dept., 157 N. Paw Paw, PO Box 217, Lawrence, MI 49064.

Police Chief Northfield Township

PO Box 576
Whitmore Lake, MI 48189
734-449-8900

Population: 8,252
Sworn Officers: 20
Application Deadline: **1/17/03**

The Township of Northfield is seeking qualified applicants. The area is mostly rural, 36 sq. mi., with Highway U.S. 23 traveling the length of the Township. The dept. consists of a 10 full time, 5 part time and 5 auxiliary officers. Required qualifications include: MCOLES certification, Bachelors degree or higher in criminal justice or related field and/or at least 10 years of responsible law enforcement experience, including command experience; strong leadership ability with solid background in operations and finance. Successful applicant must pass a physical exam, drug screen test and criminal and personal background checks. Salary range \$55,000-\$70,000, depending on experience, with full benefits package. The Police Chief reports to the seven member Township Board. Send cover letter, resume, salary history & 5 references to the Northfield Township Clerk, P.O. Box 576, Whitmore Lake, MI

Chief of Police Owosso Police Dept

202 S Water St
Owosso, MI 48867
970-378-1781

Population: 16,322
Sworn Officers: 22
Application Deadline: **1/24/03**

Historic Owosso, a leading city in Shiawassee County, mid-Michigan, seeks a police chief with record of strong leadership and community trust. Full-service, family-oriented community. 1.7M budget, 22 sworn, 10 reserve officers, 4 non-sworn employees. Former chief retired after career in OPD. Minimum Qualifications: Degree in criminal justice or related field, 10 years' command or equivalent combination of education and command experience. Positive leadership, organizational skills, modern police techniques, uniform policies and procedures, interagency collaboration. Strong communications skills 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 Email: tomdority@attbi.com www.merargroupinc.com Phone: (970) 378-1781 Fax: (970) 378-1831

Police Chief Whitehall, City of

405 E Colby St
Whitehall, MI 49461
231-894-2317

Population: 3,017
Sworn Officers: 8
Application Deadline: **3/28/03**

Salary: \$42,700-\$57,300 DOQ Qualifications: Associate's degree required, bachelor preferred. Six years' progressively more responsible experience as a police officer with 3 years in a command role. Prefer experience in police disciplines including LEIN, drug prevention, crime prevention and EMT. Excellence in communication and relations with community, peers, department personnel and other law enforcement agencies required. Knowledge of council-manager government and White Lake area preferred. Resumes, salary history and 5 references with day and evening phone numbers to City Manager, 405 E. Colby St., Whitehall, MI 49461-1101 by 1-31-03. E-mail applications not accepted. MI law requires that applicants request confidentiality if desired. Contact the City Manager.

MINNESOTA

Police Chief

Mendota Heights, City of

HR Dept., 1101 Victoria Curve
Mendota Heights, MN 55118
651-452-1366

Population: 10,000
Sworn Officers: 15
Application Deadline: **1/15/03**

Mendota Heights is seeking a Police Chief. Qual: 10 yrs police exp, supvr exp, & a BA/BS or equiv. exp. Req: exc. comm, ldrshp & mgmt skills. Must be MN POST lic (or ability to obtain). Salary DOQ. Call 651-452-1850 for info & job descrip. Must submit resume & appl. by 1/15/03 to HR, 1101 Victoria Curve, MH, MN 55118.

MISSISSIPPI

Police Lieutenant Canton Police Dept

200 Park Dr
Canton, MS 39046
601-859-7777

Population: 12,000
Sworn Officers: 29

\$31,600 The Canton Police Dept. is accepting applications for Police Lieutenant. Applicant must be a certified Law Enforcement Officer and have at least 5 yrs exp. Send resume to: CHIEF LUKE GORDON 200 Park Drive Canton, MS 39046 601-859-7777

MISSOURI

Police Chief

Marionville, City of

PO Box 410
Marionville, MO 65705
417-258-2466

The City of Marionville seeks an individual for the Fulltime position of police chief. For application, salary and benefit package info. contact Marionville City Hall.

NEW HAMPSHIRE

**Police Sergeant
Marlborough Police Dept**
PO Box 487
Marlborough, NH 03455
603-876-3311

Population: 2,200
Sworn Officers: 5
Application Deadline: **1/17/03**

The Marlborough NH Police Department is currently accepting resumes for the position of Police Sergeant. This position is second in command of the agency, and reports directly to the Chief of Police. Responsibilities include, operating the agency in the police chief's absence, assisting the police chief with policy development, budget preparation, employee supervision, major case investigation, and regular patrol duties. NH full time police officer certification required with a minimum of four years of law enforcement experience. Supervision experience preferred. Residency requirement applies. Applicants will be required to pass a physical agility test, oral boards, medical, psychological and polygraph exam, and extensive background investigation. Interested candidates must submit a resume to the Chief of Police, Marlborough Police Department, PO Box 487, Marlborough, NH 03455

NEW JERSEY

**Police Director
Keansburg, Borough of**
179 Carr Ave
Keansburg, NJ 07734
732-787-0600

Population: 15,000
Sworn Officers: 34
Application Deadline: **2/24/03**

Police Director Deadline: February 24, 2003 Borough of Keansburg, NJ USA Salary: \$80,000 to \$98,000 Must have a bachelor's degree in the criminal justice and/or public administration curricula or their equivalent. Graduate degree preferred. Population 11,000; 30 sworn police employees plus civilian support staff; Experience to include direct responsibility for not less than 30 personnel for a period of ten years. Submit resumes no later than February 24, 2003 to Gary F. Stowell, Esquire at 111 White Horse Pike, Haddon Heights, New Jersey 08035, Attn: Police Director Position. [Note: an extension of the filing deadline may be granted by Mr. Stowell upon request and with written confirmation.

**Superintendent
New Jersey State Police**
PERF, 1120 Connecticut Ave., NW
Ste 930
Washington, DC 20036

Sworn Officers: 2,700
Application Deadline: **2/15/03**

The successful applicant must have proven organizational and management skill; must be committed to implementing police reforms and standards of accountability; and must have a proven record of integrity and leadership. He or she must be prepared to achieve organizational and operational changes mandated in a Federal Consent Decree. Familiarity with high-tech policing and with advanced policing concepts preferred. A four-year college degree and a minimum of eight years of administrative experience in policing or criminal justice are required. An advanced degree is preferred. The state of New Jersey seeks a superintendent to lead its state police agency of approximately 2700 officers and 1200 civilians. Headquartered in the state capital, Trenton, the NJSP has the responsibility for providing police services to rural communities, full-time services to 74 municipalities and part-time or supplemental services to 22 municipalities. The NJSP also provides general police services on contract to the New Jersey Turnpike, the Garden State Parkway and the Atlantic City Expressway. The Division of State Police comprises nine main sections: field operations, investigations, intelligence services, special and technical services, emergency management, office of professional standards, records and identification, administration section, and the division staff section. The largest component is field operations, which encompasses the division's overall highway safety effort and is responsible for the five troops located throughout the state. The superintendent is appointed by the governor and reports to the state attorney general. The division's budget is approximately 300M. To apply, send a resume, a list of five professional references and a one-page letter summarizing your qualifications to: Police Executive Research Forum 1120 Connecticut Ave, NW, Suite 930 Washington, DC 20036

NORTH DAKOTA

**Police Chief/Patrolman
Crosby, City of**
PO Box 67
Crosby, ND 58730
701-965-6359

Population: 1,000
Sworn Officers: 3

Now hiring Police Chief/Patrolman. 1,000 population rural city/county seat. Salary negotiable based on experience/certification. Competitive benefit package. Send application/resume to: City of Crosby PO box 67 Crosby, ND. 58370

OHIO

**Chief of Police
Central State University**
HR Office, PO Box 2400
Wilberforce, OH 45384
937-376-6368

Population: 3,800
Sworn Officers: 12

Seeking a Chief of Police/Safety to supervise and coordinate the Campus Police Department, and to assure the safety of life and property on the Central State University campus. The incumbent must be resourceful in dealing with students, university employees and the general public. MINIMUM QUALIFICATIONS: The successful candidate must have a minimum of two years of supervisory experience in law enforcement and be currently certified as a police officer. Candidates must also have firearms certification, five years of law enforcement service and a thorough knowledge of laws/regulations pertaining to campus law enforcement, inclusive of Ohio State law. Prior experience in a police/security capacity on a college campus is preferred. A bachelor's degree in a related discipline and a police officer certification are required. To apply send a resume and three (3) letters of recommendation to the Office of Human Resources, P.O. Box 2400, Central State University, Wilberforce, Ohio 45384. Fax (937) 376-6245.

OREGON

**Police Chief
Amity Police Dept**
109A Maddox Ave
Amity, OR 97101
503-835-3711

Population: 1,475
Sworn Officers: 2
Application Deadline: **1/31/03**

Certified Candidates Only. Contact Lori Dehart at 503-835-3711 for additional information.

**Chief of Police
Vernonia, City of**
1001 Bridge St
Vernonia, OR 97064
503-429-5291

Population: 2,200
Sworn Officers: 5
Application Deadline: **1/15/03**

Starting Salary: \$3,618 to \$5,008/month plus benefits Minimum Qualifications: - be a U.S. citizen - possess an associates degree (preferred) - possess a valid driver's license. Complete Job description available from Vernonia City Hall, 1001 Bridge Street, Vernonia Oregon 97064; or send resume and cover letter to Vernonia City Hall attn: Chief of Police applications. Vernonia Oregon is a logging and recreational center located along the Nehalem River, northwest of Portland with a population of 2,220 people. The police department of Vernonia is currently seeking a qualified applicant for Chief of Police. The department has four sworn officers and a budget of \$345,000. Minimum requirements include an associates degree in law enforcement, a record of progressively responsible administrative experience in law enforcement, including supervision and management. Must possess or be able to obtain an "advance certificate" from the Oregon Board of Police Standards and Training. In addition, applicants must submit to screening examinations and background checks. Closing date: January 15, 2003. The City of Vernonia is an equal opportunity provider and employer. Contact: Michael Sykes, City Administrators City of Vernonia 1001 Bridge Street Vernonia, OR 97064 Telephone: 503-429-5291; fax 503-429-4232 Email: cityhall@vernonia.com

PENNSYLVANIA

Director of Security Allegheny College

520 N Main St
Madville, PA 16335
814-332-3357

Population: 1,900
Sworn Officers: 8
Application Deadline: 1/6/03

Allegheny College invites applications for the Director of Security. The Director provides leadership to guide the Security Department's efforts to provide a safe and secure campus environment for the college community. Reporting to the Student Affairs division, the department's focus is to provide the highest level of service possible to students, faculty and staff and to establish positive relationships with residents of neighboring communities. The Director will also provide community education with emphasis on safety practices and crime prevention. The selected candidate must have significant experience in law enforcement, which will include experience at the management level in a higher education setting. This candidate will provide superior community oriented policing, and have a commitment to equal opportunity. The College prefers candidates who will provide dynamic leadership and be able to express a demonstrated history of their understanding and appreciation of a residential college environment. Strong candidates will also have the ability to interact effectively and serve as the liaison between College, local police and all other law enforcement agencies. Other desirable attributes are the ability to provide institutional leadership to enhance campus safety and a willingness to be on call for College emergencies. Candidates should have a bachelor's degree, master's preferred, and should be knowledgeable in investigating crimes and criminal prosecution. Knowledge of Pennsylvania law is also desirable. All candidates must be willing to submit to a criminal background check. The salary is competitive and commensurate with education, qualifications, and experience. Please submit a letter of application, resume, and provide three references including names, addresses, phone numbers and email address, if possible, to the: Office of Human Resources Allegheny College 520 N. Main Street Meadville, PA 16335 Review of applications will continue until the position is filled. Start date is January 6, 2003 but is negotiable. www.allegheny.edu

Police Chief Koppel Police Dept

3437 3rd Ave
Koppel, PA 16136
724-846-5973

Population: 1,200
Sworn Officers: 6

Full Time, steady daylight, 3 to 5 years supervisory experience, law enforcement. Benefits. Applications available at: Koppel Borough Building Between the hours of 10:00 a.m. and 3:00 pm

Director Temple University

1115 W. Berks St, 5th Floor
Philadelphia, PA 19122
215-204-5267

Population: 31,000
Sworn Officers: 230
Application Deadline: 1/31/03

Salary: \$35,000-\$40,000 Candidates who hold a Ph.D. in an appropriate discipline, have a record of scholarly work and possess experience as a senior agency administrator and/or consultant to criminal justice agencies are invited to apply. Applications from women and minority candidates are strongly encouraged. Temple University is an Equal Opportunity/Affirmative Action employer. The Executive Master of Arts program is a professional track of the department's MA program designed to prepare administrators of criminal justice agencies for the challenges of leading their agencies and systems. The EMA program will begin offering courses in September 2003. The director position carries with it an appointment as an associate professor, non-tenure track, and includes teaching responsibilities. This individual will represent the program to the criminal justice community from which students will be drawn and will lead the development of the program. He or she must be a highly visible administrator/scholar who is well respected by the practitioner community and who is committed to leadership development. No phone calls please. Review of applications will begin immediately and will remain open until the position is filled. Interested parties should send a curriculum vita, three letters of reference, and a writing sample. Contact: Philip Harris 1115 W. Berks Streets 5th Floor Gladfelter Hall Philadelphia, PA 19122 Phone: (215)204-5267 Fax: (215)204-3872 Email: phil.harris@temple.edu www.temple.edu.cjus

RHODE ISLAND

Assistant Director of Public Safety Rhode Island School of Design

2 College Street
Providence, RI 02903
401-454-6376

Population: 2,000
Sworn Officers: 20

Assistant Director of Public Safety Serves as second in command within the department. Supervises daily public safety services operations and provides 24-hour administrative on-call coverage of all serious incidents and activities occurring within the College. Ensures adequate staffing grid approves overtime and scheduling changes. Provides training to department members. Directs campus safety/crime prevention programs. Requires Bachelor's in law enforcement or equivalent combination of education and experience (related area and/or security industry/police training preferred); at least 5 years' progressively responsible experience with a law enforcement agency; passing of pre-employment physical, fingerprinting, National Crime Records Check and driver's record check. For a complete job description, please visit our website: www.risd.edu Interested candidates should forward their resume to: Human Resources

SOUTH CAROLINA

Chief of Police Rock Hill, City of

HR Dept., PO Box 11706
Rock Hill, SC 29731
803-329-7225

Population: 50,289
Sworn Officers: 107
Application Deadline: 3/7/03

Salary Range is \$64,430 - \$99,856 depending on qualifications. City of Rock Hill - Population 50,289 Rock Hill, South Carolina An award-winning city located in the center of the Carolinas, 25 miles south of the Charlotte, North Carolina metropolitan area. Police Department is nationally accredited by the Commission on Accreditation for Law Enforcement Agencies (C.A.L.E.A.). Council-manager form of government. Qualifications: Personal integrity and record of achievement in community policing, crime prevention and detection, and neighborhood involvement. Strong administrative

and employee relations skills. Willingness to be visible and accessible to all citizens and to build positive relationship with various community groups. Reports to City Manager. Oversees \$8 million dollar budget and 150 employees. Bachelor's in criminal justice or public administration or related field and 10 years progressively responsible experience, most recently at the senior level. To apply, submit resume to Human Resources Department

Chief of Police Springdale, Town of

2915 Platt Springs Rd
Springdale, SC 29170
803-796-3160

Population: 3,500
Sworn Officers: 10

Salary Range \$36K-\$42K. Springdale is located just west of Columbia near the Metro Airport. Department consists of 8 officers and 1 support person. Requires min. 3 years law enforcement at super level. Must demonstrate record in community oriented policing, leadership & communication skills, administrative & employee relations skills. Must be easily accessible to citizens and businesses within the community. Chief is integral part of town mgmt team, emphasis on team. Reports to Town Administrator. Send resume, cover letter, and references to Ross Beebe, Town Administrator, 2915 Platt Springs Rd. Springdale, SC 29170

TEXAS

Police Chief Garland Police Dept

217 N 5th St
Garland, TX 75040
972-205-2011

Population: 220,000
Sworn Officers: 282

Major city in the NE quadrant of the Dallas Metroplex is seeking qualified candidates for the position of Chief of Police. Present salary range \$95,825-149,489, w/ excellent benefits; final salary negotiable, DOQE; 3 persons holding position since 1971. Appointed by City Manager, confirmed by Mayor and Council; works under the direction of the City Manager and works closely with community groups and other department heads. \$31.4 million capital and operating budget, 420 full-time employees, and 1.34 sworn officers per 1,000 population. Garland, established in 1891 as an agricultural business

center, is now a 57 sq. mi. dynamic and diverse community with a strong retail, commercial, industrial and residential base. Police Department services and staff will be headquartered in a new 100,000 sq. ft. state-of-the-art public safety center to be opened in Aug. of 2003. Bachelor's degree in criminal justice, public administration, public policy, business or related field required; MPA or similar advanced degree preferred with 7-10 years (minimum) of significant and increasingly responsible law enforcement management experience as a Chief Officer, Deputy Chief Officer or similar command rank in a complex municipal setting; or equivalent combination of training and experience. Ability to obtain certification as a Texas law enforcement officer after appointment required. Experience and record of success in public safety/police service planning, management, community policing, growth and development for a diverse/high service level population ideal. Strong/innovative administrative, financial, operational and organizational development skills important with solid public relations and community policing exposure. Superior leadership, interpersonal, and communication skills with community orientation essential. Residency required after appointment. Additional position information available at www.pargroupltd.com. Identity of applicants and persons selected for interview may be subject to public disclosure per Texas statutes. Apply at once, with resume, salary history and 5 work related references, to the City's Executive Search Consultants: The PAR Group 100 N. Waukegan Rd., Ste. 211 Lake Bluff, IL 60044 TEL: 847/234-0005 FAX: 847/234-8309 E-mail: resume@pargroupltd.com.

Police Chief Levelland, City of

PO Box 1010
Levelland, TX 79336
806-894-6164

Population: 14,000
Sworn Officers: 20
Application Deadline: 1/31/03

The City of Levelland is accepting applications with a resume for the position of Chief Police for the Levelland Police Department. The Chief of Police is responsible for the administration, planning and coordination of all Police Department activities. Involved in the formulation and adoption of policies, procedures, and regulations for the Department;

making decisions pertaining to emergency police procedures. Applicants need strong communications skills to work effectively with and provide information to the City Council, city management, the public, the news media, and other external agencies. Position responsibilities also include the preparation of the annual budget for City management/City Council review and approval; the appointment and development of Department staff; analysis of department needs for facilities, equipment and personnel; and coordination of departmental activities with other City departments, emergency agencies and the community. Candidates should have a combination of education and experience equivalent to an Associates Degree with an Advanced Peace Officer Certificate, ten years experience in law enforcement, and five years in a supervisory/management position. Masters Certificate preferred. Compensation package: DQQ. Contact: Chris Wade, City Secretary, P.O. Box 1010, Levelland, Texas 79336.

Police Chief Palestine, City of

972-235-5912

Population: 18,000
Sworn Officers: 37
Application Deadline: 1/6/03

Palestine is located 108 miles SE of Dallas and 150 miles north of Houston in scenic East Texas, 35 miles east of I-45. The County Seat of Anderson County, Palestine affords its citizens superior municipal services and quality of life that includes a diverse citizenry, affordable housing, competitive public schools, and outdoor recreational opportunities. Palestine hosts over 1,800 historic sites and serves as a regional trade, medical and tourism destination. Reporting directly to the City Manager, the Police Chief will participate as a member of the city's executive team and provide leadership to a department of 37 officers and six non-sworn employees, operating under State Civil Service statutes. The City seeks an experienced, visionary law enforcement professional who is committed to customer service and community interaction. Outstanding leadership and administrative skills, exceptional oral and written communications ability, and unquestioned personal and professional ethics are sought. Requires a minimum of five years progressively responsible municipal law enforcement experience including a minimum of three years supervisory ex-

perience. Associates degree in criminal justice or a related field (Bachelor's degree preferred) and a minimum of Intermediate certification from TCLEOSE, or eligibility to obtain Texas peace officer status, is required. Completion of the FBI National Academy or similar advance training is preferred. Salary range from \$49,231 to \$73,982 DOQ with use of city vehicle and full range of benefits. Interested candidates can apply on line at www.ralphandersen.com using the Resume Submittal(tm) feature or call (916) 630-4900 for more information. Closing date: January 6, 2003. For questions, contact Mr. Rohre in Dallas at (972) 235-5912. Under Texas open records statutes, names of applicants are subject to public disclosure. Detailed brochure available at www.ralphandersen.com.

Chief of Police Ralls, City of

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

Population: 2,200
Sworn Officers: 2

City of Ralls is accepting for Chief of Police. For more information contact Donald Kerns at the City of Ralls.

Police Chief Terrell Police Dept

201 E Nash St
Terrell, TX 75160
877-356-2924

Population: 15,000
Sworn Officers: 32

Minimum Qualifications: A BA in criminal justice, public or business administration, or related field is desired. Candidate must possess a Master Certification from the Texas Commission on Law Enforcement Standards and Education. In addition, candidates should have ten years of pertinent experience including at least five years of supervisory experience. Compensation: The compensation is open depending on the background and qualifications of the successful candidate. To Apply: Send a current resume and list of work related references with phone numbers ASAP to: C. Chris Hartung, Director of Consulting Services, The Waters Consulting Group, Inc., 2695 Villa Creek Drive, Suite 104, Dallas, TX 75234 Telephone: 877-356-2924 or Fax: 972-481-1951 e-mail: terrellpc@watersconsulting.com

Police Chief Trenton, City of

216 Hamilton
Trenton, TX 75490
903-989-2237

Population: 655
Sworn Officers: 1

The City of Trenton is accepting applications for a Police Chief. Salary depending on experience. TCLEOSE Certification required. Applications may be picked up and accepted at City Hall, 216 Hamilton Street, Trenton, TX during regular business hours.

VIRGINIA

Fire Chief Alexandria, City of

031 King St., Rm 2500
Alexandria, VA 22314
703-838-4485

Population: 121,000
Sworn Officers: 281
Application Deadline: **not state d**

Salary: \$77,602 - \$125,520. Excellent Benefit Package. City of Alexandria, Virginia Under the direction of the City Manager, the Fire Chief plans, organizes and directs fire fighting, fire prevention, emergency medical, code enforcement, and other fire service activities of the City. The department has a budget of \$25 million and over 250 professional personnel, including firefighters, paramedics, code enforcement and administrative employees, with a network of eight fire stations and five advanced life support units providing 24-hour service over 15 square miles. Among the departments' specialized teams are the Northern Virginia Regional Hazardous Materials Team, Technical Rescue, Water Rescue and the Special Operations Team. Requires five years experience at the level of Fire Battalion Chief or above, and completion of college level courses in fire science supplemented by courses in public administration or business administration. Preferred requirements: Bachelors degree in Fire Science, Public Administration, Business Administration, and/or National Fire Academy Executive Fire Officer Program graduate; strong leadership qualities including a high record of integrity and consistency

in decision making; excellent interpersonal and organizational skills, analytical ability, and an appreciation for cultural and community diversity. Comprehensive and broad knowledge of the principles, practices, methods and equipment employed in modern fire fighting, rescue operations, and the handling and disposal of hazardous materials. The City of Alexandria (132,700), is a historic and diverse AAA/Aaa bond rated community located on the west bank of the Potomac River, six miles south of Washington. D.C. Personnel Services Department City of Alexandria 301 King Street, Room 2500 Alexandria, VA 22314 (703) 838-4485 * FAX: (703) 519-3488
nancy.stephens@ci.alexandria.va.us

Police Chief

Danville Police Dept

427 Patton St
Danville, VA 24541
757-422-1711

Population: 53,450
Sworn Officers: 139
Application Deadline: **2/14/03**

Salary: \$75,000 – \$95,000 Demonstrated knowledge of law enforcement principles, policies, and regulations in municipal or county government; to include knowledge of scientific methods of crime detection, criminal identification and radio communication. Ability to be open and visible in the community; with demonstrated knowledge of and ability to relate to cultural diversity. Education and experience equivalent to a bachelor's degree in law enforcement, police administration, criminal justice, or related field; master's degree preferred; and extensive supervisory experience in law enforcement operations at the command level. Certification from the Division of Criminal Justice Services of the Commonwealth of Virginia and completion of F.B.I. or other equivalent police institute related programs required. The position performs complex professional and difficult administrative work managing and directing all activities of the DPD. The DPD consists of 140 sworn officers, a 15-member auxiliary, community policing, crime prevention, criminal investigation/detective bureau, police records, and school crossing guards. Responsible for the department's 6 million dollar annual

capital and operating budgets. The current police chief is retiring after 43 years of service, 32 years as chief. Starting salary range negotiable DOQ. Appointed by and reports to the city manager. Send resume/application to Roger M. Scott, Senior Vice President, Springsted, 1206 Laskin Road, Suite 210, Virginia Beach, VA 23451-5263 or e-mail to rscott@springsted.com by February 14, 2003. Fax: 757-422-6617 www.springsted.com

Police Chief Portsmouth, City of

801 Crawford Street
Portsmouth, VA 23704
757-393-8622

Population: 100,565
Sworn Officers: 250
Application Deadline: **2/28/03**

A progressive city government, implementing team-oriented management concepts focused on renewal of its community with a population of 100,565, is seeking an innovative, motivated professional to lead, plan, organize & direct all operations of the Portsmouth Police Department, with a staff of 323 employees. Operates under the council-manager form of government, reporting to the City Manager. Requires initiative, ability to work cooperatively with multiple levels of organization, effective decision making, budgeting, & sound technical skills in law enforcement, criminal justice & public safety. Salary: \$62,044 - \$83,760 plus automobile & competitive fringe benefits. Education/Experience: Bachelor's degree in Police Administration, Criminal Justice or a related field, & 10 to 15 years of progressively responsible experience in law enforcement work, including 3 to 5 years of major command responsibility; or any equivalent combination of training & experience which provides the required skills, knowledge & abilities. Candidate must obtain a DCJS Police Officer Certification & possess a valid Virginia driver's license. Please apply to: City of Portsmouth, Department of Human Resource Management, 801 Crawford Street, Portsmouth, VA 23704. Resumes are accepted along with a City of Portsmouth application available from the Department of Human Resource Management, phone (757) 393-8622, fax (757)393-8697, Internet website, or any Virginia Employment Commission. EOE.
www.ci.portsmouth.va.us

WISCONSIN

Director University of Wisconsin Whitewater

800 W Main St
Whitewater, WI 53190
262-472-4681

Population: 10,000
Sworn Officers: 14
Application Deadline: **not stated**

The University of Wisconsin-Whitewater seeks applications/nominations for the position of Director of University Police and Security. The Director serves as a member of the Administrative Affairs Management Team and is responsible for providing leadership in the planning, management and administration of a comprehensive policing, law enforcement and security program for the University of Wisconsin - Whitewater. Please see <http://www.uww.edu/admin/employmt/asnt.htm> for a complete position description and the application process.

The Police Executive www.thepoliceexecutive.com

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