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For The Public Safety Executive

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The Brass Key

For The Public Safety Executive

Community College of Southern Nevada Meet Police Chief Sandy Seda

By Daniel P. Bennett

Chief Sandy Seda was recently appointed as the top cop for Nevada's newest law enforcement agency, the Community College of Southern Nevada's (CCSN) Department of Public Safety and Police Services. Seda, a 20 year veteran of law enforcement, came to the college from New York City, where he served as the Chief of Police for the New York City Technical College, a constituent college of the City University of New York..

Chief Seda left New York City after the September 11, 2001 attacks on the World Trade Center and moved to Las Vegas, Nevada. After only a few short months, Chief Seda's United States Marine Corps Reserve unit was activated and Master Sergeant Seda was called to serve in *Operation Enduring Freedom* in support of the United States war on terror. Upon completion of his orders, (over nine months of active service), he returned to Las Vegas and was appointed as the Director of Security and Public Safety at the college, the fourth largest multi-campus community college in the nation, consisting of three campuses and thirteen satellite locations and serving a population of 38,000 students and 2500 staff and faculty members.

Seda realized that the existing security at CCSN was inadequate and began a formal assessment to determine the best course of action. It became clear that CCSN was in dire need of it's own proprietary, professional police department. Seda took the initial steps necessary to 'get the ball rolling',

After serving the college for only six months, he was called up for his second deployment of active duty, this time serving a combat tour in Iraq in support of the war in Iraq (*Operation Iraqi Freedom*.) Once



Chief Sandy Seda, Chief of Police of Nevada's newest police department, the Community College of Southern Nevada's Department of Public Safety and Police Services.

Seda's combat tour in Iraq was completed, he again began to press forward with the police safety initiative and successfully obtained a unanimous vote from the Nevada System of Higher Education's Board of Regents to adopt the CCSN Public Safety Initiative. This initiative is meant to greatly enhance the manner in which security and public safety services are provided to it's constituents. The plan calls for creating a hybrid police department (the first of its kind in the State of Nevada) where security personnel and proprietary police officers work side by side.

(Continued on page 2)

Chief Sandy Seda

(Continued from page 1)

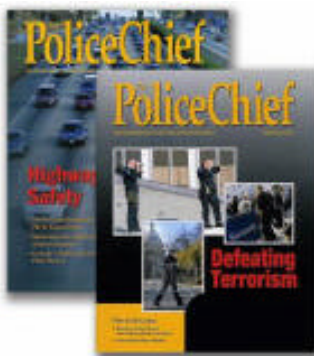
When asked why a hybrid police department, Seda responded “Based on the size and complexity of our college, this was the most cost effective way of providing professional police services to our community.” Seda went on to explain, “Our plan calls for Security Officers to provide traditional security services such as information, basic physical security, escorts and routine security patrols, whereas police officers, who bring a higher level of education, training and experience, would be used for more traditional types of enforcement, such as patrol, investigation and enforcement.

Seda believes that the qualifications that made his resume ‘rise to the top’ of the list was a combination of his education, training and experience. A graduate of John Jay College of Criminal Justice in New York, he received a Bachelors Degree in Public Administration and is currently pursuing a Masters Degree in Public Administration from the University of Nevada, Las Vegas and is a graduate of the F.B.I. National Academy, 198th session.

Chief Seda is a staunch supporter of education. “What has helped me most in my life is undoubtedly the pursuit of higher education.” “I have always valued the importance of higher education and I have always encouraged my officers to seek a formal education. This creates a ‘win win’ situation for both the officer and the employer.”

Seda currently has four full time sworn officers on staff (one deputy chief and three sergeants) and in April plans on hiring another three sergeants and ten patrol officers. “It is important to have these ‘critical thinkers’ in place in order to provide the students, staff, faculty and visitors the very best possible service.” “The police safety initiative is a five year plan that will ultimately bring a staff of approximately forty sworn officers to serve the college community.” Seda went on to say “I certainly could not have achieved any of this were it not for the tremendous support from the Nevada System of Higher Education’s Board of Regents, President Dr. Richard G. Carpenter, Dr. Jeff Foshee, the Vice President of Administrative Operations and Ms. Patty Charleton, Vice President of Finance and Budget. This has truly been, and will continue to be, a team effort”.

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Seda refers to himself as a “hands on” supervisor who is not afraid to get into the trenches with the troops. In fact, since the inception of the department, he has been involved in virtually every arrest that the department has made to date. The Ex-New York cop said laughing “Some people refer to me as a trouble magnet, I seem to gravitate toward trouble”.

Chief Seda recently retired as a Master Sergeant from the Marine Corps Reserve after serving twenty-two faithful years and now plans to focus his full attention on the implementation of the CCSN Police Department and his family.

About the Author:

Daniel Bennett is currently serving as the Deputy Chief of Police for the Community College of Southern Nevada Police Department in Las Vegas, Nevada. A 16-year veteran of law enforcement, Daniel is a graduate of Northwestern University's School of Police Staff and Command, holds a Bachelors of Science degree in Public Administration and is currently enrolled in a Masters in Public Administration program at the University of Nevada, Las Vegas. Daniel is married and has six children (all boys) ranging in ages from 18 to 3.

ARIZONA

Mesa Police Dept
Chief of Police
Superior Police Dept.
Chief of Police
Yuma, City of
Communications Manager

ARKANSAS

Lonoke Police Dept.
Chief of Police

CALIFORNIA

Antioch Police Department
Chief of Police
Cloverdale, City of
Chief of Police
Emeryville Police Dept
Captain
Evergreen Comm. College
Chief of Police
Georgetown Fire District
Fire Chief
Grover Beach Police Dept
Police Lieutenant
Hermosa Beach Police
Chief of Police
Humboldt State University
Chief of Police
Irwindale Police Dept.
Chief of Police
Oceanside, City of
Fire Chief
Paso Robles Fire Dept.
Battalion Chief
Riverside Police Dept
Assistant Police Chief

COLORADO

Fort Lupton Police Dept
Chief of Police
Ouray Police Dept
Chief of Police

DELAWARE

New Castle County Police
Chief of Police

DISTRICT OF COLUMBIA

Metro Airports Authority
Chief of Police

FLORIDA

Palm Beach Co. Sheriff
Division Manager
Boynton Beach, City of
Assistant Fire Marshall
North Naples Fire District
Deputy Fire Chief

FLORIDA

Pinecrest Police Dept
Police Sergeant
Univ. of Central FL Police
Police Lieutenant

IDAHO

Ammon, City of
Fire Chief

ILLINOIS

Maywood Police Dept.
Chief of Police
Roselle Police Dept
Chief of Police
Urbana, City of
Division Chief

IOWA

Norwalk, City of
Fire Chief
Sioux City, City of
Fire Chief
Ventura Police Dept.
Chief of Police

KANSAS

Overland Park Fire Dept.
Training Chief
Topeka Police Dept
Chief of Police

KENTUCKY

Cold Spring Police Dept
Chief of Police

MARYLAND

Bowie Police Dept.
Chief of Police
Glenarden, City of
Chief of Police
Mount Rainier Police Dept
Chief of Police

MASSACHUSETTS

Tisbury Police Dept
Chief of Police

MICHIGAN

Hamburg Twp Police Dept.
Chief of Police
Three Rivers Police Dept.
Chief of Police
Bay City Police Dept
Chief of Police
Chesterfield Twp Police
Chief of Police

MISSOURI

Sedalia Police Dept.
Chief of Police
Hannibal Police Dept.
Police Chief

NEW MEXICO

Rio Rancho Public Safety
Fire Chief

NEW YORK

Nazareth College Police
Director of Campus Safety

NORTH CAROLINA

Monroe Police Dept.
Chief of Police
North Carolina Central
University Police Dept.
Chief of Police
Monroe Police Dept.
Chief of Police

OHIO

Cleveland Police Dept.
Director of Public Safety
Sylvania Twp Police Dept
Chief of Police

OKLAHOMA

Okmulgee Police Dept.
Chief of Police
Tonkawa Police Dept
Assistant Chief

OREGON

Lincoln City Police Dept.
Chief of Police
Ashland Fire & Rescue
Fire Division Chief
McMinnville Police Dept.
Chief of Police
University of Oregon
Public Safety Sergeant

PENNSYLVANIA

Lancaster Police Dept
Chief of Police
Oakmont Police Dept
Chief of Police

SOUTH CAROLINA

Clemson University
Dir. of Law Enforcement
North Myrtle Beach, City of
Director of Public Safety

SOUTH DAKOTA

Sisseton, City of
Chief of Police

TEXAS

Colorado City Police Dept
Chief of Police
Corpus Christi, City of
Chief of Police
Farwell Police Dept.
Chief of Police
Forney Fire Dept.
Fire Chief
Frisco Police Dept
Detention Supervisor
Hedwig Village Police
Sergeant
Westworth Village Police
Chief of Police
Westworth Village Police
Sergeant

VERMONT

Hinesburg Police Dept.
Deputy Chief

VIRGINIA

Fairfax Dept of Public
Safety Communications
Deputy Director
Virginia Criminal Justice
Training Academy
Executive Director
Hampton Fire and Rescue
Deputy Chief
Lynchburg Police Dept
Director of Emergency
Communications

WASHINGTON

Ellensburg Police Dept.
Chief of Police
Grays Harbor Co Fire Dist.
Fire Chief
Newman Lake Fire
Fire Chief
Renton Fire Dept.
Fire Chief
Snohomish Police Dept.
Deputy Police Chief
Union Gap Police Dept
Chief of Police

WISCONSIN

Reedsburg Police Dept.
Chief of Police
Ashland Fire Dept.
Fire Chief
Delafield Fire Dept.
Fire Chief

ARIZONA

Chief of Police Mesa Police Dept

130 N Robson St
Mesa, AZ 85201
480-644-2211

Population: 400,363
Sworn Officers: 726
Application Deadline: **3/17/2006**

The Police Chief provides administrative direction for all Police Department functions, operations and personnel through the supervision of subordinate staff and a review of their activities. The desired candidate will possess the highest level of integrity and honesty. Equally important are strong leadership and interpersonal skills with a keen ability to relate to a wide spectrum of individuals and groups. A Bachelor's Degree in Criminal Justice, Public or Business Administration, or a related field and 10+ years of progressively responsible management experience in law enforcement is required. A Master's degree is preferred. 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
Website: www.bobmurrayassoc.com.

Chief of Police Superior Police Dept.

734 Main St
Superior, AZ 85273
520-689-5752

Population: 3,468
Sworn Officers: 8
Application Deadline: **not stated**

The Town seeks a Chief that will provide leadership with specific emphasis on planning, directing & reviewing the work of Police Department personnel in enforcing laws & ordinances, protecting life & property, preserving order & preventing crime; coordinate assigned activities with other departments & outside agencies; & provide highly responsible, complex & administrative support to the Town of Superior, Salary: Negotiable; retirement & health benefits.

Communications Center Manager Yuma, City of

100 N. Main St.
Yuma, AZ 85364
928-783-1279
www.ci.yuma.az.us

Population: 77,500
Sworn Officers: 135
Application Deadline: **3/20/2006**

\$64,081 - \$89,714 up to midpoint. Oversees, manages, and coordinates the daily operations of the Public Safety Communications Center. Oversees, directs, prioritizes, schedules and evaluates assigned staff in the Communications Center; Liaisons with outside agencies, committees, departments and National, State and local professional organizations and agencies; Analyzes, researches and resolves Communications Center telecommunication issues; Serves as the System Security Officer for the Arizona Criminal Justice Information System (ACJIS) and Systems Administrator for the Computer Aided Dispatch; Manages the city 911 System; Ensures high quality, prompt customer services; Manages, reviews, updates and recommends annual Communications Center budget; Monitors and recommends purchase of equipment to update and improve Public Safety Communications services; Negotiates purchasing and equipment contracts with approved vendors; Researches and responds to citizen questions and comments; Coordinates interdepartmental operations and activities to maximize the effectiveness and efficiency of department resources; Resolves moderately complex problems encountered in performance of work assignments; Performs other related duties as assigned. Retirement Plan (AZ State) Industrial Insurance Long-term Disability Insurance Direct Deposit Deferred Compensation Plan Applicants must provide a City Application, Supplemental Questionnaire, and professional resume to the Human Resources Department. The resume should be no longer than two typed pages and should include: Summary of Qualifications, Experience, Education, Certifications, and Professional Affiliations. City application and supplemental questionnaire are available at www.ci.yuma.az.us
Selection Process: Application materials will be evaluated based on training and experience, as provided on the application and supplemental questionnaire. A resume may be included. Selected appli-

cants will be invited to participate in an assessment center.
Human Resources
City of Yuma
P.O. Box 13012
Yuma, AZ 85366-3012
(928) 373-5125
FAX: (928) 373-5126
human.resources@ci.yuma.az.us
www.ci.yuma.az.us Closing date for application: Open until filled, First review deadline: March 20, 2006

ARKANSAS

Chief of Police Lonoke Police Dept.

107 W 2nd St.
Lonoke, AR 72086
501-676-6953

Population: 4,100
Sworn Officers: 14
Application Deadline: **3/15/2006**

Responsible for operation of police department with approximately 26 employees, under Mayor/Council form of government; population approximately 5,000. Applicant must meet all standards of certification for law enforcement officer. Must be experienced in management, administration and have extensive law enforcement experience.

CALIFORNIA

Chief of Police Antioch Police Department

300 L St
Antioch, CA 94509
925-779-7022
www.peckhamandmckenney.com

Population: 101,049
Sworn Officers: 117
Application Deadline: **4/14/2006**

Candidates must possess a minimum of five years' management experience in police services, as well as a Bachelor's degree in criminal justice or a related field; a Master's degree and FBI National Academy preferred. Salary to 150,000. Please send your cover letter and resume electronically to Peckham & McKenney, apply@peckhamandmckenney.com. Call Phil McKenney toll-free (866) 628-3697 for more information or to request a detailed brochure (also available on our web site at www.peckhamandmckenney.com).

Chief of Police Cloverdale, City of

Personnel Dept.,
124 N. Cloverdale Blvd
Cloverdale, CA 95425
707-894-1704
www.cloverdale.net

Population: 8,241
Sworn Officers: 9
Application Deadline: **4/28/2006**

The ideal candidate will demonstrate broad experience as a law enforcement professional and will possess an understanding of the unique needs and challenges of providing law enforcement services in a small town environment. The successful candidate must possess a bachelor's degree in police science, criminal justice, public administration, or related field with a minimum of 7 years of progressively responsible management experience at the rank of Sergeant or above, and a California P.O.S.T. Supervisory certificate. Senior command level or prior chief experience is preferred. Advanced staff, command training, or FBI National Academy experience is highly desirable.

Captain Emeryville Police Dept

2449 Powell St
Emeryville, CA 94608
510-596-3700
www.ci.emeryville.ca.us

Population: 7,500
Sworn Officers: 37
Application Deadline: **3/15/2006**

With a residential population of approximately 8,200 citizens, and a daytime population that swells to close to 30,000, Emeryville enjoys a small town atmosphere with a broad range of services, shopping, and close in proximity to San Francisco and Oakland urban centers. The ideal candidates for the member of Emeryville Police Department's Command staff will have strong managerial and professional skills in all aspects of law enforcement. A BA/BS in police science, criminal justice or business related field, and three years of experience functioning as a Watch Commander in a municipal or county law enforcement agency is preferred.

**Chief of Police
Evergreen Community
College Dist. Police Dept.**
3095 Yerba Buena Rd
San Jose, CA 95135
408-223-6707

Population: 18,000
Sworn Officers: 6
Application Deadline: **not stated**

Any combination equivalent to a Bachelors Degree from an accredited college/university, in Law Enforcement, Criminal Justice, Public or Business Administration, or a related field and 5+ years of progressively responsible administrative and management experience in law enforcement. Salary: \$75,494 - \$ 87,394 annual salary.

**Fire Chief
Georgetown Fire
Protection District**
PO Box 420
Georgetown, CA 95634
530-333-4111
www.georgetownfiredepartment.com

Application Deadline: **3/15/2006**

The present Chief is retiring after twenty-five years with the District. Interested individuals may request an application package from the District office during normal business hours. The application package consists of the District application, supplemental questionnaire and a current resume. Faxed, emailed or incomplete applications will not be accepted. Minimum qualifications for the position include: Graduation from a four-year college with a degree in public administration, fire management, business or other related field. Eight years of experience in fire and / or emergency medical service work, three years of which must have been at the Captain level or higher. Two years of experience as a Chief Officer or equivalent with experience in planning, coordinating, implementing and administering Fire District policies. Ability to obtain a valid California Class B drivers license Or a combination of education, knowledge and experience. Desirable qualifications include: Graduation from or current enrollment in the Executive Fire Officer Program Ability to communicate clearly both orally and in writing Ability to identify and obtain additional funding by writing grant applications Ability to work effectively dealing with a wide range of issues and individuals.

Police Lieutenant

**Grover Beach
Police Department**
154 S. 8th St.
Grover Beach, CA
805-473-4564
www.grover.org

Population: 12,464
Sworn Officers: 19
Application Deadline: **4/10/2006**

Top candidate(s) will possess: Three years of increasingly responsible law enforcement experience as a Sergeant; a BA/BS in criminal justice, police science, public administration, or a related field; and valid POST Supervisory and Advanced Certificates. A POST Management Certificate and bilingual capabilities are desirable but not required.

**Chief of Police
Hermosa Beach
Police Dept**
540 Pier Ave
Hermosa Beach, CA 90254
310-318-0300

Population: 19,440
Sworn Officers: 38
Application Deadline: **3/31/2006**

The ideal candidate will possess an impressive record in training and professional development and will be a strong administrator. A Bachelor's degree, a CA POST Management Certificate and a career track of increasing managerial responsibility with at least five years of supervisory/management experience is required. The current salary range goes up to \$126,000 and is supplemented by \$8,000 in city paid deferred compensation, plus an annual performance bonus of up to 10 percent of base salary.

**Chief of Police
Humboldt State University**
1 Harpst St
Arcata, CA 95521
707-826-3456

Sworn Officers: 10
Application Deadline: **3/15/2006**

The Chief of University Police provides executive leadership to UPD and the University's Emergency Management Program, as well as administrative oversight of Parking and Commuter Services. Specific UPD priorities include: proactive 24-hour uniformed patrols of the main campus and residence hall community; continuous staffing and operation of the 9-1-1 PSAP (Public Safety Answering Point) dispatch center; prompt police response to campus alarms, emergencies, crimes, calls for help or service; thorough and effective criminal investigations; delivery of educational and crime prevention programs; many wide-ranging activities related to general campus safety, student safety, and emergency preparedness; and compliance with applicable laws, regulations, and policies. The Chief of Police must also cultivate and maintain productive relationships of respect, trust, and cooperation with many law enforcement agencies, criminal justice officials, and emergency response entities in the region. The Chief of University Police reports to the Vice President of Student Affairs, and serves as a principal resource and advisor to University administration on matters related to campus safety, the preservation of peace, enforcement of laws and regulations, and emer-

gency preparedness. The Chief of Police works collaboratively with administrators, staff, faculty, and students across the campus to ensure delivery of community-minded police/public safety services that will further the University's mission and ultimately enhance student success. www.calstate.edu/HRAAdm/policies/mpp.shtml.

**Chief of Police
Irwindale Police Dept.**
For information, contact:
Mr. Regan G. Williams
1677 Eureka Road Suite 202
Roseville, CA 95661
Phone: (916) 784-9080
Fax: (916) 784-1985
Email: apply@bobmurrayassoc.com
Website: www.bobmurrayassoc.com

Population: 12,000
Sworn Officers: 21
Application Deadline: **3/17/2006**

Candidates must possess five years of progressively responsible supervisory experience in a municipal law enforcement administration at the level of Sergeant or higher. A Bachelor's Degree in Administration of Justice, Business Administration, or a related field is required. The new Chief will be a dynamic and forward thinking leader who will stand up for what is right for the Department. Candidates who possess excellent interpersonal skills and who will be approachable and engaging with City staff and the community are highly desired. The ideal candidate will be a mentor to all staff and possess a management style that emphasizes teamwork, participation, communication, and collabo-

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ration. The new Chief will support his/her staff and embrace an open door policy. At the same time, candidates who believe in accountability and who will hold staff accountable are sought. Candidates who can demonstrate a proven track record of successful decision-making and action are highly desired.

Fire Chief
Oceanside, City of
 300 North Coast Highway
 Oceanside, CA 92054
 760-435-3500

Population: 167,000
 Sworn Officers: 168
 Application Deadline: **4/7/2006**

The Oceanside Fire Department has four divisions (Administration, Operations, Prevention and Training), an annual operating budget of \$14 million, and a total staff of 128 personnel. The new Chief will provide professional leadership to the Department and positively influence staff by serving as a role model and mentor. Candidates who will foster an open, accessible and collaborative working environment are highly desired. The ideal candidate will be responsive to the concerns of the residents, as well as visible within the community. A team player who can communicate with people at all levels and have the ability to form partnerships with other agencies is highly desired. The ideal candidate will be honest, straightforward, and will stand up for what is in the best interests of the Fire Department. Someone who is politically astute yet apolitical will be valued. The salary for the Fire Chief pays up to \$144,400. Requirements: Candidates must possess ten years of increasingly responsible experience in all major functions of an organized paid municipal Fire Department, including at least two years in a command position and a Bachelor's Degree from an accredited college or university with a major in fire science, fire administration, public administration, business, political science, or a closely related field. In addition, Chief Officer Certification from the California Board of Fire Services and Executive Fire Officer is highly desired. Regan Williams, Bob Murray and Associates, 1677 Eureka Road, Suite 202, Roseville, CA 95661, (916) 784-9080, (916) 784-1985 FAX, or e-mail apply@bobmurrayassoc.com.

Battalion Chief
Paso Robles Fire Dept.

1000 Spring St.
 Paso Robles, CA 93446
 805-227-7234

Population: 22,900
 Application Deadline: **4/14/2006**

The City seeks someone possessing significant experience at the Captain level or above. This person should have a track record of high-quality performance in emergency operations and personnel management. The candidate shall also possess: Graduation from a four-year college or university, or equivalent experience The analytical ability to determine root causes and apply sound judgment in developing alternative solutions High ethical standards A minimum of four years professional administrative/technical experience The capacity to simultaneously manage a variety of diverse and complex projects Other qualifications as outlined in the job description This is a highly responsible position within the community and the Department, requiring someone with a background that includes a wide-range of skill and experience. It represents a tremendous opportunity for the right person, providing both challenging work and professionally fulfilling rewards with an excellent organization. Questions to Lois Williams, (805) 227-7234.

Assistant Police Chief
Riverside Police Dept

4102 Orange St
 Riverside, CA 92501
 559-732-9925
www.riversideca.gov

Population: 300,000
 Sworn Officers: 366
 Application Deadline: **not stated**

The City of Riverside, California, the 13th largest City in California is seeking an energetic, self-driven and results oriented municipal law enforcement professional to serve as its Assistant Police Chief. Candidates should possess a minimum of fifteen years of increasingly progressive municipal law enforcement experience including attaining rank of Captain or above, have a proven track record of managerial effectiveness, and demonstrated ability to lead a complex police organization to achieve critical goals. A BA/BS degree and commitment to Community Oriented Policing is required. Completion of a recognized advanced law enforcement leadership or management training program with a Master's Degree in law enforcement, business or public administration is highly desirable. Out of State candidates will be expected to acquire California POST certification within one year of employment.

COLORADO

Chief of Police
Fort Lupton Police Dept

130 S McKinley Ave
 Ft Lupton, CO 80621
 303-857-4011
www.fortlupton.org

Population: 7,000
 Sworn Officers: 17
 Application Deadline: **3/17/2006**

Degree in management, criminal justice or related field, 5 years command or equivalent combination of education and experience. Responsibilities: Seeking qualified candidates that can provide dynamic leadership to the full-service Police Department of 20 total employees, with 16 sworn, and a budget of 1.5M. Candidates should have a proven record of leadership and a demonstrated commitment to community oriented policing. In addition, will possess a proven track record of successful decision-making and action. This high profile position requires the ability to maintain effective relationships with citizens, staff, City officials, and other law enforcement agencies.

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Chief of Police Ouray Police Dept

320 6th Ave
Ouray, CO 81427
970-325-4225
www.ci.ouray.co.us

Population: 800
Sworn Officers: 4
Application Deadline: **3/17/2006**

For info email hr@ci.ouray.co.us
or call 970-325-7062.

DELAWARE

Chief of Police New Castle County Police Dept.

3601 N Dupont Hwy
New Castle, DE 19720
302-395-8010
www.nccde.org

Population: 400,000
Sworn Officers: 357
Application Deadline: **not stated**

\$92,344-\$143,255. Indefinite Requires a bachelor's degree from an accredited college or university plus supplemental police training combined with significant and successful experience at the Chief (or second in command) level in a law enforcement agency with 300 or more sworn personnel. Master's degree or senior police executive training, such as the FBI National Academy or the Southern Police Institute, preferred. Must hold a current Delaware Council on Police Training certification or be able to secure it within six months of appointment. Must be able to pass a County pre-employment physical examination. Must be a proven manager, strategic thinker, team player and strong leader with exceptional communication skills. Requires the ability to work effectively with associates, governmental and private officials and agencies, and the public to promote an ongoing commitment to providing excellent customer service. Must value diversity and strive to achieve greater diversity throughout the Police Department. For more information, contact:
Robert E. Slavin, President
Slavin Management Consultants
3040 Holcomb Bridge Road, Se B-1
Norcross, GA 30071
Phone: (770) 449-4656
Fax: (770) 416-0848
Email: slavin@bellsouth.net

DISTRICT OF COLUMBIA

Chief of Police Metropolitan Washington Airports Authority

1 Aviation Cir. #118
Washington DC 20001-6000
703-417-8366

Application Deadline: **3/17/2006**

\$85,778 to \$128,337. The new chief must show evidence of demonstrated leadership and administrative ability with extensive knowledge of modern police management is essential. As well as, creative leadership and be particularly skilled in balancing law enforcement responsibilities with the customer-service needs of the airports. Completion of a Bachelor's degree in Criminal Justice or a related field from an accredited college/university or equivalent relevant experience is preferred. Candidates must possess at least five years of top-level command experience in a law enforcement agency. Knowledge of labor relations negotiations is desirable. Any equivalent combination of training, (i.e., Police Certification Programs, Police Leadership Programs, Airport Law Enforcement Training, etc.) and experience which provides the required skills, knowledge, and abilities is acceptable.

Communications Director

Application Deadline: **4/15/2006**

Fast-paced, DC-based nonprofit of police executives seeks communications director to oversee publications program, media relations and some legislative initiatives. Must have superior written and oral communication skills, relish a challenge, and thrive under pressure, all with a sense of humor. Proven ability to copyedit a must. Must be detail oriented and able to multitask. 5+ years of communications/publications management experience. Salary commensurate with experience. For information, contact: Rebecca Neuburger 1120 Connecticut Ave. NW #930 Washington, DC 20036 Phone: (202) 466-7820 Fax: (202) 466-7826 Email: rneuburger@policeforum.org Website: <http://www.policeforum.org> To apply: Send application to attention: Communications Director 1120 Connecticut Ave. NW #930 Washington, DC 20036 or email to rneuburger@policeforum.org.

FLORIDA

Assistant Fire Marshall Boynton Beach, City of

100 East Boynton Beach Blvd.
Boynton Beach, FL 33425-0310
(561) 742-6000
www.boynton-beach.org

Population: 51,000
Application Deadline: **not stated**

Salary: \$38,287 - \$47,680 yr. Engineering/fire protection degree + HPR insurance knowledge. Must obtain FL Fire safety Inspector + NFPA CFPS certification within 1 yr. NICET cert. a plus. Detailed info and to download applications visit www.boynton-beach.org.

Deputy 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: **not stated**

Fifteen (15) years of progressively responsible full time paid professional experience with a full service Fire Department, including five (5) years of managerial experience serving as a full time paid professional Fire Officer, Battalion level or higher. Preferred: Associate degree from an accredited college or university with a major in any of the following: Fire Administration, Public Administration, Business Administration, Management, Executive Management, Fire and Emergency Services Management. Florida State Certifications/Licenses Required: 1. Must meet the requirements of F.S. 633.34 and F.S. 633.35. 2. Must possess and maintain a valid Florida class "D" driver's license. 3. Must complete District background checks. 4. To Possess and maintain a valid Fire Inspector 2 certification. 5. To possess and maintain a valid Fire Investigator 2 certification.

Division Manager Palm Beach County Sheriff's Dept.

3228 Gun Club Rd.
West Palm Beach, FL 33406
561-688-3026
www.pbso.org

Population: 1,000,000
Sworn Officers: 1,500
Application Deadline: **3/24/2006**

The manager has a departmental vehicle and an excellent benefits package. Must have a related bachelor's degree (prefer a master's degree or MBA and/or GFO/PFO), and eight to 10 years of progressively responsible managerial experience in government budgeting and administration for a moderate to a large-scale agency or institution. The majority of experience shall be in a management/supervisory capacity or equivalent. Submit application to Palm Beach County Sheriff's Office. Visit

Police Sergeant Pinecrest Police Dept

11555 S Dixie Hwy
Pinecrest, FL 33156
305-234-2121
www.pinecrest-fl.gov

Application Deadline: **3/24/2006**

First-line supervisor to oversee activities of subordinates & perform traditional & non-traditional law enforcement functions in a community involved dept. Salary \$55,000, + comprehensive benefits package.

Police Lieutenant University of Central Florida Police Department

4000 Central Florida Blvd
Orlando, FL 32816
407-823-2771
www.jobswithucf.com

Population:
Sworn Officers:
Application Deadline: **3/24/2006**

Successful applicant will supervise Police Sergeants, Corporals and Officers engaged in law enforcement patrol, investigative and community policing functions. In addition, they will manage other police department functions as assigned by management. These positions report to the Patrol Commander. Detailed position description available upon request. Job Requirements: Bachelor's degree in an appropriate area

of specialization and nine years of law enforcement experience, five of which must be in a supervisory position with investigative experience desired. Must be a US citizen and pass a stringent background investigation. Applicants who are Florida certified law enforcement officers will be given preference. Applicant must meet all requirements of Florida Statute 943.13 to be certified as a Florida law enforcement officer. Applicants not certified in Florida as a law enforcement officer must agree to do so within one (1) year of hire date.

IDAHO

Fire Chief Ammon, City of

2135 S. Ammon Rd.
Ammon, ID 83406
208-529-4211

Population: n/a
Sworn Officers: n/a
Application Deadline: **3/31/2006**

\$50,000 to \$55,000. Desirable Training and Experience High school diploma or GED equivalency required and advanced training or education in fire science or a related field is preferred; and At least five (5) years progressively responsible experience in fire department operations and 3-5 years Management Experience; Any equivalent combination of experience and training which provides the knowledge and abilities necessary to perform the work. Special Qualifications: Emergency Medical Technician basic certification is preferred; Hazardous materials certification is required; Idaho Fire Marshal certification is preferred, required within one (1) year; Idaho Class I and II Firefighter certification is required or equivalent. Essential Physical Abilities Would prefer that Fire Chief live within the City limits of Ammon, but would require residency within 3-5 miles of Ammon to allow for prompt response to calls while on call. As required under the Immigration Reform and Control Act, any person hired by the City of Ammon will be required to show proof of identity and work eligibility. Position requires a valid Idaho driver's license, a criminal background pre-employment and random drug testing. Applicants must submit a cover letter resume, and complete City of Ammon employment application packet.

ILLINOIS

Chief of Police Maywood Police Dept.

125 S 5th Ave
Maywood, IL 60153
708-450-4470

Population: 28,000
Sworn Officers: 64
Application Deadline: **4/14/2006**

The Police Department has fifty-six (56) sworn officers and twenty-two (22) civilian personnel. Educational Requirements: Bachelor's degree required; advanced degree preferred. Additional specialized training such as; FBI National Academy, Southern Police Institute, or Northwestern Center for Public Safety School of Staff and Command is highly desirable. Village seeks experienced law enforcement professional with skills in planning, supervision, and staff development. Individual must be committed to community service, with outstanding leadership and administrative skills. Exceptional interpersonal and communication skills are considered important. The candidate must possess the ability to develop a good working relationship with other area law enforcement agencies, and have a minimum of 10 years progressively responsible law enforcement experience, including 5 years of supervisory and/or experience in Maywood Police Department. Need to have experience in multicultural community similar in size and proven commitment to respecting diversity. Residency required within fifteen (15) mile radius of Maywood within three (3) months Salary Range: Salary range \$ 86,000.00 to \$ 91,000.00. Contact: Interested and qualified candidates should apply/inquire at once, with resume, salary history and 5 references, in confidence to the City's Executive Search Consultant:
Mr. Laimutis "Limey" Nargelenas
IL Assn. of Chiefs of Police
426 South Fifth Street, Suite 200
Springfield, IL 62701
Telephone: (217) 523-3765
Email: lnargelenas@ilchiefs.org

Chief of Police Roselle Police Dept

103 S Prospect St
Roselle, IL 60172
630-980-2025 224
www.roselle.il.us

Population: 23,115
Sworn Officers: 35
Application Deadline: **4/1/2006**

Department includes 53 employees (36 sworn) and an annual budget of \$5.3 million. Roselle covers 5.5 square miles. Salary Range: \$82,072 to \$109,986. Bachelor's degree or equivalent in Criminal Justice or related field and a minimum of 10 years progressively responsible experience in a municipal police agency, including at least 5 years in a command position. Police executive training program desired. Other Requirements: Candidates must possess excellent interpersonal communication and management skills, strong leadership skills, background in community-oriented policing, experience with community relations and interagency collaboration, a track record emphasizing the professional development of police officers, and work experience in a suburban community. Contact: Applicants should submit a cover letter, resume and salary history to Robin Weaver, Village Administrator Address: 31 S. Prospect Street Roselle, IL 60172 (Additional information is available at the Roselle, IL website.) Email: rweaver@roselle.il.us.

IOWA

Fire Chief Norwalk, City of

705 North Ave
Norwalk, IA 50211
515-981-0666

Population: 7,000
Sworn Officers: 9
Application Deadline: **3/17/2006**

Applicants must have a minimum of five years experience as a Fire Department Supervisor and three years of experience as an Emergency Medical Technician. A college degree is preferred. Applicants must also possess equivalent certifi-

cations for Iowa EMT-P, Iowa or IFSAC Hazardous Materials at the Operational Level, Firefighter II/ Instructor I/Officer I are required, however Instructor II and Officer II are preferred. Experience working with Fire/ EMS volunteers is preferred. Applicants will be required to possess a current Iowa CDL within 30 days of receiving a conditional offer of employment.

Fire Chief Sioux City, City of

405 6th St. Second floor
Sioux City, IA 51101
(712) 279-6219
www.sioux-city.org

Population: 80,505
Sworn Officers: 113
Application Deadline: **3/24/2006**

The Fire Chief is responsible for leading firefighting services for the 85,000 residents of Sioux City. Other department responsibilities include arson investigation, fire prevention activities, fire safety inspection activities, public education, and administration of the Fire Department's annual budget which amounts to \$11,393,900. The ideal candidate will have experience and demonstrated commitment to community problem solving, have excellent interpersonal and communication skills, team leadership ability, possess a participative management style, and the ability to work with diverse groups and individuals. Graduation from an accredited four-year college or university with major course work in fire management, public or business administration, or other related field, supplemented by completion of approved training in fire department administration, operations, inspection and prevention is required. Candidates should have extensive experience in fire service as a Chief, Assistant Chief or equivalent in a community with a population of at least 50,000. Any equivalent combination of experience, education and training, which provides the required knowledge, skills and abilities, may be considered. Graduation from the National Fire Academy's Executive Fire Officer program is desirable, but not required.



**GONZAGA
UNIVERSITY**

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Highlights of Gonzaga's Online Master's Degree of Organizational Leadership:

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[Click Here](#) for Free Information, or visit www.policeexecutive.com and click the box in the upper left corner of the screen

Chief of Police Ventura Police Dept.

PO Box 230
Ventura, IA 50482
641-829-3860

Population: 670
Sworn Officers: 2
Application Deadline: **3/22/2006**

ILEA cert pref. Ability to pass min qualif set by IA Code, & relocate to Ventura. Background check is req d. Send resume to: City of Ventura City Clerk, address above.

KANSAS

Training Chief Overland Park Fire Dept.

8500 Santa Fe Dr.
Overland Park, KS 66212
913-895-6115

Population: 162,000
Application Deadline: **not stated**

The Training Chief will manage the Fire Department's training and education activities including career development, corporate/ industrial clients, volunteers, and civilian members. The ideal candidate's educational experience will include courses in fire administration, leadership, instruction and supervision, educational methodology, psychometric testing, and program management. Candidates should be credentialed as an Executive Fire Officer from the National Fire Academy at the National Emergency Training Center or obtain upon receiving position. Bachelor of

Science/Arts degree in Fire Service Management, Education, or Public Service Administration and ten years of experience or Associates of Science/Arts degree and fifteen years of experience. A Master of Arts/ Science Degree with a minimum of fifteen years of experience in local government, fire & rescue, and emergency medical operations is preferred. Must possess a valid driver's license and maintain an insurable driving record. Monthly salary range is \$5,998 to \$7,497.

Chief of Police Topeka Police Dept

320 S Kansas Ave Ste 100
Topeka, KS 66603
785-368-9551

Population: 160,000
Sworn Officers: 293
Application Deadline: **3/31/2006**

The City covers 56 square miles. Residents enjoy a central location, a diverse population, a growing local economy and four distinct seasons. Quality of life amenities, including education, are excellent and the cost of living is well below the national average. Topeka recently adopted a Council-Manager form of government. The City's new charter provides for a directly-elected Mayor and nine Council members each elected by districts. All ten members are part-time and are elected on a nonpartisan basis. The Mayor presides at City Council (Council) meetings but does not vote although he has veto power. Once the charter is fully implemented, all members will serve four-year overlapping terms. The Council appoints

the City Manager who is vested with full CEO responsibility and authority. The Topeka Police Department is a full service CALEA accredited agency with 355 full-time employees in five divisions: Administration, Uniform, Criminal Investigation, Support Services and Support Operations. The FY 2006 departmental budget is \$26,883,525. Requirements include training and experience equivalent to a Bachelor's degree and ten years of municipal law enforcement experience which includes chief or executive level command experience. Strongly prefer experience with a police department serving a stand-alone community comparable in size and complexity to Topeka. SLAVIN MANAGEMENT CONSULTANTS 3040 HOLCOMB BRIDGE ROAD, SUITE B-1 NORCROSS, GEORGIA 30071 (770) 449-4656 FAX: (770) 416-0848 slavin@bellsouth.net

KENTUCKY

Chief of Police Cold Spring Police Dept

120 E Alexandria Pike
Cold Spring, KY 41076
859-441-6289

Population: 3,800
Sworn Officers: 7
Application Deadline: **3/20/2006**

Growing rural/urban community of 5,000 located minutes south of Cincinnati, OH in Campbell County Kentucky seeks a strong visionary leader for the position of Police Chief. Excellent communication and

relationship skills required. Demonstrated experience with community policing a plus. Degree preferred or related equivalent experience. Minimum 5 years experience. Must be able to meet all State of Kentucky Peace Officer requirements. View full job description at www.coldspringky.com.

MARYLAND

Chief of Police Bowie Police Dept.

Population: 55,000
Application Deadline: **4/5/2006**

The City of Bowie, Maryland, is seeking an experienced law enforcement professional to lead the City in the formation of a new police department. The selected individual will be responsible for developing the scope of services, style, and culture for this new City department. The successful candidate will also be responsible for equipping, staffing, managing and directing the department in a manner consistent with the high quality services that the City of Bowie provides to its citizens. The new department is being created at the authority of the City Council. Police services are currently being provided by the Prince George's County Police Department. The Chief of Police will be selected by the City Manager after an informational meeting with the City Council and will serve as a member of the City management team. General

supervision and oversight will be received from the City Manager. Over the last ten years, Bowie's population has increased significantly. The City government has been progressive in its adherence to and development of advanced Smart Growth principles and solutions. The City prefers at least ten years of management experience in law enforcement and knowledge of modern police management, methodology, technology, and procedures. Prior experience as a Chief may be helpful. The position requires a Bachelor's degree in Criminal Justice, Public Administration, Business Administration, or a related field. A Master's degree would be a plus. For additional information on this outstanding opportunity, please contact James Mercer, President, The Mercer Group, Inc. at 770-551-0403; mercer@mindspring.com. Salary: \$90,000 to \$100,000 annually.

Chief of Police Glenarden, City of

8600 Glenarden Pkwy
Glenarden, MD 20706
301-772-3214
www.cityofglenarden.org

Population: 6,500
Sworn Officers: 10
Application Deadline: **3/15/2006**

The ideal candidate will possess excellent verbal, written and interpersonal communication skills, along with strong management and organizational capabilities. The incumbent must also be self-motivated and able to work well with the public, City officials and staff. The incumbent will report to the City Manager and work at the pleasure of the Mayor. Minimum qualifications require 10 years of progressively responsible work experience in law enforcement, with at least 5 years in an administrative or senior command level role (rank of Captain or above) in an agency of equivalent size or larger. Acceptable candidates will be certified under Maryland State standards and must pass all screening procedures to include medical and fitness evaluations, polygraph testing, psychological assessments and reference/complete background reviews. Internal applicants are encouraged to apply.

Chief of Police Mount Rainier Police Dept

3409 Rhode Island Ave
Mt Rainier, MD 20712
301-985-6590
www.mountrainiermd.org

Population: 20,000
Sworn Officers: 14
Application Deadline: **3/31/2006**

Bachelor's Degree required, Masters Degree preferred. Years of experience and specialized training may be substituted for degree. Supervise 15 sworn officer staff, 2-4 civilian and grant personnel, budget preparation, ensure public safety of community; update general orders, amend programs and policies to enhance community and deter crime.

MASSACHUSETTS

Chief of Police Tisbury Police Dept

32 Water St
Tisbury, MA 2568
508-696-4240

Population: 3,200
Sworn Officers: 12
Application Deadline: **4/7/2006**

The Chief of Police reports to the Board of Selectmen and supervises a department of 12 sworn full-time officers, three part-time Special Officers, one Administrative Assistant, a full-time Ambulance Coordinator, and a full-time Emergency Medical Technician, summer help. The Police Department currently has an operating budget of \$1,141,465. Candidates must have at minimum a bachelor's degree in criminal justice or in a related field (a master's degree is preferred) and eight years of progressive experience in law enforcement with four years of supervisory experience preferred. The ideal candidate will have strong leadership and supervisory skills, thorough knowledge of effective community policing strategies, excellent interpersonal skills including mediation and facilitation, prior financial management experience, grant writing experience, and a commitment to the training/development of department staff. Qualified island residents are encouraged to apply. The chosen candidate is required to move to the island within six months. Salary is \$64,332 to \$80,514.

MICHIGAN

Chief of Police Bay City Police Dept

501 Third St
Bay City, MI 48708
989-892-8571

Population: 38,936
Sworn Officers: 84
Application Deadline: **not stated**

A Bachelor's degree in criminal justice, public administration or related field required. Masters degree preferred. MCOLES Certified/Certifiable. Candidates must possess a minimum of five years of management experience in the law enforcement field. Candidate must have strong leadership, communication, personnel, financial and problem solving skills and enjoy working with the general public. Must be knowledgeable and experienced in modern police administration/practices, the investigation and prevention of crime, community policing, budget preparation and control and labor/management relations. Seeking an individual with proven skills in managing separate police and fire departments. Position reports directly to the City Manager and is an integral part of the City's executive team. The Police Department consists of 67 sworn officers and 8 civilian support staff in two divisions: Community and Professional Development Support Services and Field Services. The Police Department budget is \$7,497,054. Under Michigan Law, applicants must request confidentiality.

Chief of Police Chesterfield Twp Police Dept

46525 Continental Dr
Chesterfield, MI 48047
586-949-2322

Population: 40,000
Sworn Officers: 38
Application Deadline: **3/17/2006**

Qualifications: 1. Bachelor's Degree in Police Administration, Criminal Justice, Public Administration or equivalent, from accredited college or university. 2. FBI National Academy graduate, or Northwestern University Center for Public Safety Police Staff and Command graduate, or Master's Degree in Public Administration or Police Administration, or equivalent degree from accredited college or university. 3.

At least 10 successive years of Police Command experience with 30 sworn officers within past 7 years. 4. Non-probationary active Police experience above the rank of Police Lieutenant within past 2 years with federal, state, county or municipality. 5. All resumes require proper documentation as it relates to requirements items 2, 3 and 4.

Chief of Police Hamburg Township Police Dept.

10409 Merrill Rd
Hamburg, MI 48139
810-231-9391

Population: 21,000
Sworn Officers: 14
Application Deadline: **3/17/2006**

A Bachelor's degree in a related field from an accredited four-year college or university and six years' experience in police supervisory work, with increasing administrative responsibility, is required. Completion of a Staff & Command Program (FBI National Academy, Eastern Michigan University, or Northwestern University) is highly desirable. An individual is sought who possesses strong management skills, values interpersonal relationships, and has the ability to communicate effectively with individuals from a variety of backgrounds including the public, news media, school districts, prosecutor's office and the courts. The salary is negotiable; the current Chief earns \$73,046.

Chief of Police Three Rivers Police Dept.

333 W. Michigan Ave.
Three Rivers, MI 49093
269-273-1075

Population: 7,500
Sworn Officers: 15
Application Deadline: **not stated**

Current Police Chief retiring after 33 years of service, 6 as Chief. Salary range \$45,000 to \$55,000. An Associate Degree in criminal justice, business, or related field, 5 years experience in police and supervisory work with increasing administrative responsibility, valid Michigan driver's license, and current MCOLES certification are required. Additional training from the Application and detailed job standards available at City's website or at Three Rivers City Hall.

MISSOURI

Chief of Police Sedalia Police Dept.

201 W. Second St.
Sedalia, MO 65301
660-826-0214
www.sedaliapolice.com

Population: 20,800
Sworn Officers: 44
Application Deadline: **3/15/2006**

At a minimum, a BA/BS in Law Enforcement, Police Science, Criminal Justice, Psychology, or closely related major. Ten years of progressively responsible police work as a certified officer, at least two of which must be at the command level, in a similar size or larger law enforcement agency. Certification, or the ability to become certified as a police officer in Missouri, within six months. Responsibilities: Chief reports to the Mayor and functions as a member of the City's management team. The Chief will provide leadership to a department of 58 full-time employees (44 sworn and 14 civilian). The department operates on a budget of approximately 3.3 million. Special Conditions: Preferences: A Master's degree in Law Enforcement, Police Science, Criminal Justice, or closely related area. Graduation from a nationally recognized police executive training, such as Southern Police Institute, the FBI National Academy, or Northwestern School of Police Staff and Command. Previous experience as a law enforcement chief executive.

Police Chief Hannibal Police Dept.

See page 17 (back cover)

NEW MEXICO

Fire Chief Rio Rancho Department of Public Safety

500 Quantum Rd
Rio Rancho, NM 87124
505-891-5922
www.ci.rio-rancho.nm.us

Population: 52,000
Sworn Officers: 102
Application Deadline: **5/8/2006**

A Bachelor's degree from an accredited college or university in Fire Science, Business/Public Administration or related field is strongly preferred; ten years of progressive fire service experience with five years management experience is required; completion of the National Fire Academy and certification as a Executive Fire Officer and Chief Fire Officer is strongly desired.

NEW YORK

Director of Campus Safety Nazareth College Police Department

4245 East Ave
Rochester, NY 14618-3790
585-389-2840

Population: 1,400
Sworn Officers: 11
Application Deadline: **not stated**

The Director of Campus Safety is the chief administrative and executive officer of the Department of Campus Safety and is responsible for exercising leadership in providing professional and responsive security and safety related services to the entire campus community. The Director is also responsible for all federal, state and local security and safety compliance related issues and requirements. Bachelors Degree in Criminal Justice or related field, or equivalent combination of training and experience; valid drivers license; certified General Topics instructor for the NYS Security Guard Act; at least five years of progressively responsible supervisory experience; experience in planning, personnel management and budgeting; excellent oral and written communication skills; excellent interpersonal skills to effectively deal with diverse internal and external communities; and broad understanding of workplace safety. Send resume to: Carol O'Neill, Director of Human Resources, address above

NORTH CAROLINA

Chief of Police North Carolina Central University Police Dept.

2010 Fayetteville St
Durham, NC 27707
919-530-5326

Population: 7,747
Sworn Officers: 29
Application Deadline: **3/30/2006**

The Chief must be able to work with university administrators, 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 Police Department works closely with Residential Life, Parking and Transportation, Environmental Health and Safety, and the Physical Plant. The selected candidate must possess effective skills in community policing, communications, strategic/financial/budgetary planning (operating budget of approximately \$2 million), personnel management, and university and community partnerships. In addition, the candidate must demonstrate the interpersonal skills necessary to work with students and their parents, faculty staff, and visitors. 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 for the State of North Carolina within six months following the date of appointment. Preferred Requirements: Master's degree in appropriate or related field and ten years of progressively responsible experiences as a certified police officer as state above with at least five years in a managerial position within a higher education environment. Completion of the FBI National Academy training or the equivalent law enforcement executive training program.

Chief of Police Monroe Police Dept.

300 W. Crowell St.
Monroe, NC 28112
704-282-5784

Population: 23,000
Sworn Officers: 95
Application Deadline: **not stated**

Candidates for the position are required to have at least five years of strong technical and leadership experience in command or upper level management in a law enforcement agency in a multi-cultural community. Also required is demonstrated leadership in, and commitment to community-oriented policing. Experience in community-oriented policing should have a strong emphasis on service delivery through partnerships, problem solving and prevention, value accountability, and department-wide involvement in the process. Candidates must also

have a thorough understanding of and considerable experience in financial management, budget preparation, fiscal control, and human resources management. Requires a Bachelor's Degree in Criminal Justice, Public or Business Administration, or a related field, or a combination of education and experience equivalent to a Bachelor's Degree; Master's Degree is preferred. Advanced training through the Southern Police Institute or FBI National Academy is preferred. The pay range is \$66,602-\$101,338, and the starting salary is dependent on qualifications. If interested, submit cover letter and resume to: Wilder Consulting 5206 Waxwind Lane Charlotte, NC 28226.

Chief of Police Monroe Police Dept.

218 E Franklin St
Monroe, NC 28111
704-282-4728

Population: 28,000
Sworn Officers: 75
Application Deadline: **4/1/2006**

Monroe is a vibrant, progressive, and rapidly growing community with a population of 30,000, and is located 23 miles southeast of Charlotte, North Carolina in Union County. Monroe has a Council/Manager form of government, with a Mayor and six members of the City Council. The Police Department has 71 sworn and 10 non-sworn personnel, and an operating budget of \$6.8 million. The Chief of Police is hired by, and reports directly to the City Manager. Candidates for the position are required to have at least five years of strong technical and leadership experience in command or upper level management in a law enforcement agency, related field, or a combination of education and experience equivalent to a Bachelor's Degree; Master's Degree is preferred. Advanced training through the Southern Police Institute or FBI National Academy is preferred. The pay range is \$66,602-\$101,338, and the starting salary is dependent on qualifications. If interested, submit resume and cover letter to: Wilder Consulting 5206 Waxwind Lane Charlotte, NC 28226 E-Mail: bwilder@carolina.rr.com Phone: (704) 540-8236

OHIO

Director of Public Safety Cleveland Police Dept.

1422 Euclid Ave.
Cleveland, OH 44115
216-623-5005

Population: 478,403
Sworn Officers: 1,565
Application Deadline: **3/15/2006**

While overseeing police, fire, EMS, and kennel services, you will forge partnerships with citizens, social services, schools, and multiple law enforcement agencies to create progressive safety services for the city. You must be a strong leader, able to make tough decisions and have a real dedication to strengthening positive relationships between safety forces and the community. We require a genuine devotion to Cleveland and a BA with at least three years of administrative experience. You also must have excellent communication skills, demonstrated success with community relations, a thorough knowledge of local safety services, and an understanding of budgets and financial resource allocations. Residency in the City of Cleveland will be required within six months of appointment. For consideration, please forward your resume to: Email: admin@jackson4mayor.net Jackson Mayoral Transition Committee The Hanna Building, Suite 323 1422 Euclid Ave. Cleveland, OH 44115.

Chief of Police Sylvania Twp Police Dept

4420 King Rd
Sylvania, OH 43560
419-882-2055

Population: 48,000
Sworn Officers: 46
Application Deadline: **5/1/2006**

This position directs and is responsible for police operations, community policing, and crime prevention. The ideal candidate will have "come through the ranks" and have a participative management style. Candidate should also have experience and/or strong skills in leadership, labor relations, community partnerships and budget preparation. Bachelor's degree in criminal justice or related field required, Master's degree preferred. Send resume with cover letter and five work-related references to the Township's Executive Search Consultant: Sharon Morien The PAR Group 100 N. Waukegan Road #211, Lake Bluff, IL 60044. Agency Website: <http://www.pargroupltd.com>. resume@pargroupltd.com.

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**

Associate degree in Criminal Justice or related field required, must be CLEET certified with a minimum of four years of law enforcement experience. Bachelor's Degree preferred. Final candidates will be required to complete a battery of characteristic analysis instruments. Successful applicant must comply with the ORCA. A background check will be arranged through Human Resources.

Assistant Chief Tonkawa Police Dept

110 E Noc Dr
Tonkawa, OK 74653
580-628-2516
www.oklahomajoblink.com

Population: 3,270
Sworn Officers: 8
Application Deadline: **not stated**

Salary Range: \$ 29200 - 29200.
For more information, please see: www.oklahomajoblink.com/ada/ajb.cfmjoborder=136645.

OREGON

Fire Division Chief Ashland Fire & Rescue

20 E Main St.
Ashland, OR 97520
541-552-2110

Application Deadline: **3/31/2006**

The successful candidate will possess a high degree of integrity and strong interpersonal relations skills, must be able to develop and organize instructional materials, to teach effectively, maintain discipline, stimulate interest and command respect of personnel. Must have a thorough knowledge of state and federal training requirements and of firefighting, rescue and EMS principles and practices. Must be familiar with the operation of various types of fire apparatus and related equipment and devices. Must be able to effectively utilize various types of instructional equipment and

computer applications. Must function well in a participatory management team environment. Functions as department Safety Officer. MANDATORY REQUIREMENTS: A minimum of six (6) years as a career firefighter in a department of similar size or greater. Two (2) years experience at the Company Officer level or above in a career department. Any combination of experience and training which provides the equivalent scope of knowledge, skills, and abilities necessary to perform the work. Possession of a valid State Driver's License, and a safe driving record. Must agree to an in-depth background investigation and medical examination, paid for by the city, after offer of employment is made. DESIRABLE QUALIFICATIONS: NFPA Instructor II NFPA Fire Officer II NFA Incident Safety Officer EMT Basic Associate of Fire Science or Bachelor of Fire Administration Degree. Substantial experience in the teaching or training field.

Chief of Police Lincoln City Police Dept.

1503 SE East Devils Lake Rd
Lincoln City, OR 97367
541-994-3636

Population: 7,200
Sworn Officers: 20
Application Deadline: **3/31/2006**

Progressive, growing Lincoln City, a quality coastal community is less than two hours from Portland and offers abundant recreational amenities. Requirements: 5 yr police mgt. exp., 4-yr degree desirable. Resume, Cover letter, and Five Professional References Mail To: Dave Malkin, 1832 NW Perspective Bend, OR 97701 Phone: 541-382-5293.

Chief of Police McMinnville Police Dept.

130 NE Baker St
Mc Minnville, OR 97128
503-434-7405
www.ci.mcminnville.or.us

Population: 27,500
Sworn Officers: 33
Application Deadline: **3/31/2006**

10 years exp in public safety with five years commend level exp in agency of similar size or complexity. Education Required BA degree in criminal justice or public administration or equivalent combination of education and exp that demonstrates required knowledge and skills. Contact Information Rose Lorenzen (503) 434-7405

Sergeant University of Oregon Dept. of Public Safety

463 Oregon Hall
Eugene, OR 97403
541-346-2912

Population: 23,000
Sworn Officers: 18
Application Deadline: **3/20/2006**

First line supervisor reporting to a division lieutenant; serves as watch commander in lieutenants absence; responsible for supervision of officers, dispatchers, and students on shift. Frequently the highest ranking officer on campus, position is expected to make most decisions without consulting higher authority; this may include decisions for the UO that may only be vaguely related to law enforcement. Position is responsible for preserving peace, protecting life and property, and providing service to campus community within his/her span of control. This is a management position not represented by the collective bargaining agreement. MINIMUM QUALIFICATIONS: Requires one year of police or campus safety supervisor or lead officer experience; completion or ability to complete Department of Public Safety Standards and Training Public Safety Academy or equivalent within one year of employment; ability to communicate effectively both verbally and in writing with faculty, staff, students, the media, and members of the public from diverse backgrounds and cultures; two-year college course work or equivalent work experience in a Public Safety or Police environment with progressive responsibilities, preferable in university or college setting; valid Oregon drivers license, good driving and criminal history records.

PENNSYLVANIA

Chief of Police Lancaster Police Dept

39 E Chestnut St
Lancaster, PA 17602
717-291-4911

Population: 59,128
Sworn Officers: 178
Application Deadline: **3/30/2006**

A minimum Bachelor's Degree in Police Science, Administration, Business Administration or related field is required. A Master's degree is

preferred. The successful candidate must possess a thorough understanding and appreciation of the principles of Community Oriented Policing, excellent communication skills and a demonstrated ability to work cooperatively with citizens and civic leaders. Demonstrated experience in community policing is preferred. The candidate must pass a physical and psychological examination and drug screen. A background examination will be conducted. The candidate must be certified or certifiable under Act 120 (53 Pa. C.S.A. § 2161).

Chief of Police Oakmont Police Dept

769 Fifth St
Oakmont, PA 15139
412-826-1578

Population: 7,000
Sworn Officers: 7
Application Deadline: **3/31/2006**

The successful candidate is responsible for the overall supervision of the Police Dept. and its operations, and for such typical managerial duties as scheduling, developing personnel to their highest potential, disciplining and maintaining high morale. The Chief prepares the dept. budget for submission to the Borough Manager, and is responsible for monitoring and adhering to the approved budget. The successful candidate is expected to be a strong and creative leader, who can work collaboratively with staff, elected officials, the community and other law enforcement agencies. A Bachelor's Degree in Law Enforcement or related field, and previous management exp. in Law Enforcement is pref'd. A min. of 7 yrs. of active, F/T service with a Police Dept. in last 10 years is req'd. PA Act 120 Cert. req'd. This is a non-civil service, salaried, exempt position. Residency within one year of appointment req'd. Interested persons should submit a cover letter and resume of work history, education and salary requirements in confidence to: Roger A. Dunlap, Jr., Borough Mgr. PO Box 206
Oakmont, PA 15139-0206
or email: boroughmanager@oakmont.borough.pa.us.

SOUTH CAROLINA

**Director of Law
Enforcement**
Clemson University
Perimeter Rd., Box 345337
Clemson, SC 29634-5337
864-656-2222
www.clemson.edu

Population: 17,666
Sworn Officers: 32
Application Deadline: **3/31/2006**

Bachelor Degree in related field and four (4) years experience, or Associate Degree and eight (8) years law enforcement and safety experience, with a minimum of two (2) years of shift supervisory or greater rank in a moderate size (15+) law enforcement and safety division, preferably in a multicultural higher education environment. Salary Range: \$50,901 - \$94,174. This is a Band 8, Level A Position, negotiable within state guidelines; plus excellent benefits. For a more detailed description of duties, please visit the following web address: <http://virtual.clemson.edu/humanres/joblist.htm>.

Director of Public Safety
North Myrtle Beach, City of
1015 2nd Ave S
North Myrtle Beach, SC 29582
843-280-5518
www.nmb.us

Population: 12,000
Sworn Officers: 85
Application Deadline: **3/31/2006**

Requires six to nine years experience in law enforcement and fire safety at the management level; completed required coursework at SC Criminal Justice Academy. Bachelor's degree in Public Safety/Law Enforcement. Related Master's degree preferred. Brochure available at www.mercergroupinc.com
Resume to:
James Mercer
The Mercer Group, Inc.
5579B Chamblee Dunwoody Rd
Atlanta, GA 30338
770-551-0403
FAX: 770-399-9749
mercero@mindspring.com
www.mercergroupinc.com

SOUTH DAKOTA

Chief of Police
Sisseton, City of
513 Veterans Ave
Sisseton, SD 57262
605-698-3391

Population: 2,200
Sworn Officers: 6
Application Deadline: **3/20/2006**

For more information and applications contact City Hall.

TEXAS

Chief of Police
Colorado City Police Dept
148 W 3rd St
Colorado City, TX 79512
915-728-5294

Population: 4,700
Sworn Officers: 8
Application Deadline: **3/31/2006**

The successful candidate shall hold a Masters Peace Officer's Certification from (TCLEOSE) Texas Commission on Law Enforcement Officer Standards and Education and shall have at least (5) five years experience as a Chief of Police in a City of similar size. The annual salary range for this position is between \$40,000.00 and \$45,000.00 depending on the level of qualifications and level of experience.

Chief of Police
Corpus Christi, City of
HR Dept., 1201 Leopard St.
Corpus Christi, TX 78401
361-880-3326
cctexasjobs.com

Population: 293,000
Sworn Officers: 448
Application Deadline: **4/1/2006**

Candidates should possess a minimum of ten (10) years of increasingly responsible professional experience in municipal police work, including five (5) years of command experience in a department of comparable size and complexity, and have a proven track record of managerial effectiveness, and demonstrated ability to lead a complex police organization to achieve critical goals. A BA/BS degree in criminal justice or a related field, or an

equivalent combination of command training and experience is required. Completion of a recognized advanced law enforcement leadership or management training program with a Master's Degree in law enforcement, business or public administration is highly desirable.

Chief of Police
Farwell Police Dept.
PO Box 338
Farwell, TX 79325
806-481-3620

Population: 1,425
Application Deadline: **3/17/2006**

The City of Farwell is accepting applications for a police chief and one officer. The salary will be based on experience.

Fire Chief
Forney Fire Dept.
101 E. Main St.
Forney, TX 75126
(972) 552-2211

Application Deadline: **3/15/2006**

The Fire Department is a blended department with eight fulltime and two part-time paid personnel along with 25 volunteers and is poised to begin 24 hour shifts. The department works side by side with the Emergency Services District Number 6 (ESD#6) providing services in unincorporated areas. Minimum of an Associate's degree in Fire Science or related field with an Advanced Fire Certification. Must be accompanied by at least ten years of senior leadership experience with a fire department. A Bachelor's degree may be substituted for three years of required senior leadership experience; Bachelor's degree preferred. Salary range of \$65K to \$75K +/- .

Detention Supervisor
Frisco Police Dept
8750 McKinney Rd #500
Frisco, TX 75034
972-335-5502
www.FriscoTexas.gov

Population: 30,000
Sworn Officers: 40
Application Deadline: **not stated**

Must have knowledge of local, state and federal laws, regulations and procedure applicable to incarceration of prisoners and civil rights. Knowledge of penal codes as they relate to incarceration of prisoners.

Knowledge of internal detention security and order standards. Health and safety standards applicable to Detention facilities. Must be knowledgeable of the order and decorum standards for appearing and testifying in court. Must have the ability to collect and accurately count money, and make change. Skill in resolving customer complaints and concerns. Knowledge of City policies and procedures. Please visit our website for a list of requirements and salary details for this role.

Sergeant Hedwig Village Police Dept.

9000 Gaylord St.
Houston, TX 77024
713-461-4797

Population: 2,616
Sworn Officers: 17
Application Deadline: **3/15/2006**

Hedwig Village is now accepting resumes for the position of Sergeant of Police. Must pass a thorough background investigation, polygraph, physical and psychological testing. Must have a valid drivers license. Intermediate TCLEOSE certificate with 60 college hours or an Advanced or Masters certification may substitute for college hours. A minimum of 10 years experience with a local, state or federal agency or 7 years with previous supervisory experience with a local, state or federal agency. Must demonstrate a stable productive work history to include an exemplary disciplinary record. Benefits include TMRS, Medical and Dental plan, nine paid holidays per year, 80 hours of vacation per year, longevity plan, incentive pay for Intermediate, Advanced and Masters certification. Pay scale \$50,000 to \$64,596.00 annually. Fax Resumes to 713-461-4801.

Chief of Police Westworth Village Police Dept.

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

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

Successful candidates must be professional and progressive oriented. Mandatory requirements: High school diploma or GED and be TCLEOSE certified with a minimum of 3 years of full time experience as a sworn officer. Preferred require-

ments include: Prior supervisory experience or related training, and any education past high school. Must communicate well and skillfully solve problems. Applicants may be required to take a written exam, meet an interview board, and be interviewed by the Chief of Police or his designee(s). Complete job requirements available at city hall. Starting salary - \$41277.60/year.

Sergeant Westworth Village Police Dept.

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

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

Mandatory requirements: High school diploma or GED and be TCLEOSE certified with a minimum of 3 years of full time experience as a sworn officer. Preferred requirements include: Prior supervisory experience or related training, and any education past high school. Must communicate well and skillfully solve problems. Applicants may be required to take a written exam, meet an interview board, and be interviewed by the Chief of Police or his designee(s). Starting salary - \$41277.60/year. \$3000.00 hiring/retention incentive with first payment after completion of six months and paid in six month intervals for the next 18-months.

VERMONT

Deputy Chief Hinesburg Police Dept.

10298 VT Hwy 116
Hinesburg, VT 5461
802-482-3397

Population: 5,000
Sworn Officers: 7
Application Deadline: **not stated**

The successful candidate should be certified as a full-time police officer, possess supervisory skills and have leadership potential. The Hinesburg Community Police Department consists of three full-time (including the Police Chief) and four part-time officers, and provides 108 hours of coverage week to the Town of Hinesburg, population approximately 5,000, located in southern Chittenden County. The position offers a competitive salary (hiring range \$42,000-\$45,000, based

upon qualifications and experience). To request an application packet, call (802) 482-2096 or e-mail to hinesburgtown@gmavt.net. For more information regarding the position or the Hinesburg Community Police, contact Chief Chris Morrell at (802) 482-3397.

VIRGINIA

Deputy Director Dept of Public Safety Communications-Fairfax

3911 Woodburn Road
Annandale, VA 22003
(703) 280-0528
www.fairfaxcounty.gov/jobs

Application Deadline: **3/17/2006**

Any combination of education, experience and training equivalent to graduation from an accredited college or university with a bachelor's degree in Business Administration, Public Administration, Emergency Management, Criminal Justice or Fire Science or a closely related field; plus six years progressively responsible administrative or management experience in the operation of an emergency communications function. Under the administrative direction of the Director of the Department of Public Safety Communications (DPSC) is responsible for managing the day-to-day administration and operations of the Center, which serves all of Fairfax County, including the Towns of Herndon and Vienna, and the city of Fairfax. Plans, coordinates and integrates operations and personnel of the DPSC in order to maximize efficiency and service. Works with a Client Advisory Board of Directors to strengthen involvement in carrying out strategic direction and oversight of operations, and to promote greater accountability for service results. Provides direction, advice and guidance to the managers of Operations, Administration and Information Systems Divisions and other county officials on DPSC operations and programs. Designs long-range plans and makes goal projections to provide direction to achieve the Center's mission, goals and performance measures. Provides leadership and participates in programs and activities that promote workplace diversity and a positive work environment. Emergency Number certification and certification as a Public Number Professional (ENP).

Deputy Chief Hampton Fire and Rescue Division

Human Resources Department,
Employment Services
Hampton, VA 23661
757-727-6345
www.hampton.gov/hire

Application Deadline: **3/24/2006**

The Hampton Fire and Rescue Division is an organization of 262 career personnel supplemented by a volunteer firefighting force, who are committed to serving the community by protecting life, property, and the environment through prevention, education, emergency medical and fire services. We are seeking an innovative, enthusiastic, highly motivated individual to join our Fire & Rescue Management Team. Successful candidates will possess a Bachelor's Degree in Fire Science, Public Administration, Business Management, Business Administration or related field from an accredited college or university and possess and maintain EMT-B certification and Officer II or equivalent certification. Officer III certification is preferred. Requires 5yrs management experience as a Fire Officer with at least one year experience at the Battalion Chief level. Must possess a valid Virginia driver's license and an acceptable driving record according to the City of Hampton's criteria. For consideration, please submit a City of Hampton application by visiting our website at www.hampton.gov/hire. To request accommodation call (757) 727-6345 or FAX (757) 727-6449.

Director of Emergency Communications Lynchburg Police Dept

905 Court St
Lynchburg, VA 24504
434-847-1406
www.lyncburgva.gov

Population: 68,500
Sworn Officers: 160
Application Deadline: **3/17/2006**

Reqs. any combination of education or experience equivalent to graduation from an accredited college or university with major course work in business or public administration, criminal justice, information systems or related field and considerable experience with computer, radio and other related operations plus experience in public safety commu-

nications and emergency management; or equivalent combination of education and experience. Prior or current experience in a criminal justice agency is preferred. Successful candidate must complete a public safety background investigation, including polygraph examination and drug and alcohol screening. Compensation package will be market competitive, is dependent of qualifications and includes excellent benefits.

**Executive Director
Virginia Criminal Justice
Training Academy**
45299 Research Place
Ashburn, VA 20147-0260
703-729-4299

Application Deadline: **3/21/2006**

\$90,000 - \$115,000. Bachelor's degree in Criminal Justice, Public Administration, Business Administration, or closely related field (Master's degree preferred); supplemented by fifteen (15) years previous experience that includes extensive management experience in the criminal justice field (local law enforcement experience preferred) including responsible experience in the administration of a criminal justice training program; regional academy administration experience preferred; or an equivalent combination of education, training and experience; excellent communication skills and ability to work at many levels with a diverse population. The Executive Director is responsible for: Planning, Organizing and directing Academy activities; Providing leadership to ensure the Academy's goals and objectives are identified and met; Preparing the annual budget and presenting it to the Executive Committee and Board of Directors for approval; ensuring expenditures are appropriate and authorized; Identifying needs and developing plans/projections for future programs; Ensuring compliance with state training mandates and certification standards as well as national CALEA standards and accreditation; Preparing an annual training conference for members of the Executive Committee, preparing quarterly Board of Directors and monthly Executive Committee agendas; Providing and evaluating Basic and In-Service training programs for a sworn population of over 2,400; Performing related work as required or directed. Under the administrative direction of the NVCJTA Executive Committee and the Board of Directors, the Academy Director plans and directs all the activities of a multi-jurisdictional criminal justice training facility.

WASHINGTON

**Chief of Police
Ellensburg Police Dept.**
501 N. Anderson Street

Ellensburg, WA 98926
(509) 962-7222

Population: 17,000
Sworn Officers: 23
Application Deadline: **4/14/2006**

Salary range: Up to \$6,760 /month. Ellensburg is the Kittitas County seat, located 100 miles east of Seattle, and home to Central Washington University. Ellensburg offers an outstanding lifestyle, including access to the Cascades, the Yakima River and the Columbia River. Ellensburg's current chief is retiring after 29 years with the department, the past five (5) as Police Chief. We seek a proactive, problem solving, team-building professional to manage and direct the programs, services and activities of our community-oriented police department. The EPD consists of 31.5 regular employees, including 23 sworn law enforcement officers, 4 support services staff, 2.5 animal control officers and 2 code enforcement officers. Requires a college degree in a related field, five years command law enforcement experience, broad experience within the profession, and a record of continuing professional development; or equivalent combination of training/experience.

**Fire Chief
Grays Harbor County
Fire District No. 5**

16 Artic Rd
Cosmopolis, WA 98537
www.esci.us

Application Deadline: **5/5/2006**

Qualifications for the successful applicant include: High school diploma or GED with an Associates degree in fire science, business, or related field degree highly preferred. Ten years of progressively responsible, full-time, paid experience in the fire service, at least 5 of which is in a supervisory-level position. Successful completion or enrolled in upper-level management/supervision courses preferred. Or, a combination of education, training and experience that clearly demonstrates the candidate's ability to

perform the essential functions of the position. To obtain a recruitment package or additional information, contact: Emergency Services Consulting, inc. at 800-757-3724 or fax 503-570-0522. Email: escinfo@aol.com. All materials available for review at www.esci.us.

**Fire Chief
Newman Lake Fire and
Rescue**

PO Box 70
Newman Lake, WA 99025
509-226-1482

Population: 5,000
Sworn Officers: 44
Application Deadline: **4/15/2006**

The Community has an ISO rating of 8-10 and Newman Lake Fire and Rescue provides 24/7 fire and BLS response with 4 paid employees and 40 volunteers operating from two stations. Candidate must have a minimum of 10 years progressive experience in the fire service including 5 years of supervisory/administrative experience; or an equivalent combination of education and experience. The successful candidate will have a positive record of team building, staff leadership, employee/volunteer and community relations activities including a demonstrated record of establishing and accomplishing goals with a volunteer workforce. The Chief must have current Washington State and/or National EMT certification(s), the ability to respond as duty chief, and must reside within the 99025 Zip Code within 1 year of appointment. Experience in interagency coordination and wildland protection is desirable. <http://www.newmanlakefire.com>.

**Fire Chief
Renton Fire Dept.**

1055 S. Grady Way
Renton, WA 98055

Population: 54,900
Sworn Officers: 106
Application Deadline: **4/7/2006**

Salary: \$105,852 - \$129,000. Education Required BA in fire science, public administration or related field. Master's degree desirable. Contact Information Phone: (206) 441-4144 Fax: (206) 441-5213. Email: info@waldronhr.com.

**Deputy Police Chief
Snohomish Police Dept.**

116 Union Ave.
Snohomish, WA 98290
360-568-3115

www.ci.snohomish.wa.us
Population: 1,000
Sworn Officers: 20
Application Deadline: **3/17/2006**

Position directs, manages, supervises, and coordinates the Operations and Support Services Divisions within the Police Department and provides highly responsible and complex administrative support to the Police Chief. Bachelor's Degree in Criminal Justice, Public Administration or related field; Criminal Justice Commission Supervisory and Middle Management Certifications, or equivalent, or other advanced professional leadership and/or management courses (FBI Academy, LEEDS or SPI) are desirable. Eight years of increasingly responsible law enforcement experience, including two years experience as a Sergeant or equivalent.

**Chief of Police
Union Gap Police Dept**

102 West Ahtanum Road
Union Gap, WA 98903
509-248-0430 0432

Population: 5,400
Sworn Officers: 17
Application Deadline: **3/17/2006**

Applicants must be a graduate from a college or university with a bachelor's degree in police science, law enforcement, criminal justice, public administration or a closely related field; and ten (10) years of experience in police work, three (3) years of which must have been equivalent to police lieutenant or higher; and completion of basic law enforcement training academy or equivalent; or an equivalent combination of education and experience. Must have a valid State Driver's License. Salary \$5,642 per month, plus benefits.

WISCONSIN

Fire Chief Ashland Fire Dept.

601 W. Main St.
Ashland, WI 54806
715-682-7071
www.ci.ashland.wi.us

Population: 8,808
Application Deadline: **4/28/2006**

A Bachelor of Arts/Science degree in Fire Protection, Business Administration or a related field is strongly preferred; 10 years of progressive fire service experience with five (5) years of experience in a supervisory capacity is required; a valid Wisconsin "Motor Vehicle Operator" license is required. Completion of the National Fire Academy "Executive Fire Officer" is strongly desired; certification as a Wisconsin Board of Vocational, Technical and Adult Education "Fire Service Instructor" is strongly preferred; certification as a Nationally Registered EMT and the ability to obtain licensure in Wisconsin is strongly desired; and a strong working knowledge of Microsoft Office software is preferred.

Fire Chief Delafield Fire Dept.

500 Genesee St.
Delafield, WI 53018
262-646-6220

Population: 6,867
Sworn Officers: n/a
Application Deadline: **4/12/2006**

Entrepreneurial spirit and innovative attitude essential. BA/BS in Fire Protection, Business Administration or related field preferred. 10 years progressive fire service required. See www.cityofdelafield.com for position description. Submit resumes, five professional references, and salary history electronically mcarlson@ci.delafield.wi or to: City Administrator, address above.

Chief of Police Reedsburg Police Dept.

134 S. Locust St.
Reedsburg, WI 53959
608-524-6404

Population: 8,704
Sworn Officers:
Application Deadline: **not stated**

Salary: \$60,000 to \$75,000. Requires bachelor's degree or higher from an accredited college or university, preference given to a field of study associated with law, police science or criminology and five or more years of satisfactory performance in a supervisory, command or senior staff position. Must hold Wisconsin certification or capacity to become certified under Wisconsin statute. Residency required. Retrieve a copy of the job description from the City's website at <http://www.reedsburgwi.gov>.

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

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Police Chief Hannibal, Missouri


The city of Hannibal, Missouri, (17,757 pop.), is seeking qualified candidates for the position of police chief. Position reports to city manager. Department has 38 sworn officers and 12 non-sworn support staff, and a current operating budget of \$2.1M. Candidate should possess excellent leadership, administrative and interpersonal skills, with a strong customer service focus. Successful candidate must exhibit superior written and oral communication skills, history of good working relationships and teamwork with other city departments, and an ability to effectively manage departmental and city priorities. Bachelor's degree in criminal justice or a related field from an accredited college, and a minimum of five years progressively responsible experience in administrative and supervisory roles in a professional police department required. Certification or the ability to become certified as a police officer in Missouri is required within six-months. Salary DOQ; residency required. Applicants should submit electronically a letter of interest, current salary, confidential resume, and five (5) work related references to ArtDavis@ArtDavisGroupLLC.com. For more information, call Art Davis at 816-246-4700. Materials must be received by April 10, 2006. EOE.




Kaplan College

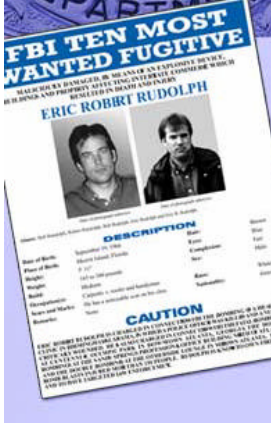
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