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For The Public Safety Executive

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# The Brass Key

For The Public Safety Executive

## Best Practices in Competing for the Job *What Do You Have to Say?*

By Daniel P. Bennett

**A**bout six months ago, the editor of “The Brass Key” contacted me and asked if I would be interested in contributing a monthly column to this newsletter. The focus of the column was left to my discretion, as long as I maintained the integrity of the newsletter. Bearing in mind that the newsletter catered to police and fire executives who are interested in top positions around the nation, I decided to focus the article on newly appointed police and fire top executives in order to give the readers an idea of not only who was getting hired, but more importantly, why they were getting hired.

I thought that our it would be quite beneficial to our readers to understand what buzz words used on resumes, what education, training and experience are getting job offers, what exactly is the industry looking for in a chief executive. In short, what put successful candidates ‘over the top’ to not only make the short list, but to get the job.

My search for a new top executive to interview began every month by looking at the home page of [thepoliceexecutive.com](http://thepoliceexecutive.com). The home page lists newly appointed chiefs from around the nation. Finding

new chiefs to interview was not a problem, every new chief can use some positive press. However, finding chiefs who were not hired from the inside was not such an easy task. My hope was that this article could be used to assist prospective chiefs reach their goals, and writing about ‘Commander Jones’ who has been with the department twenty five years and got the chiefs job does not give any outsiders decent information on how to get the job.

In conducting a small study, I discovered that of the 48 current newly hired chiefs on the web (police only, not including fire) a full 52% were hired from the inside while only 33% of the positions were filled by outsiders, with 15% being in the ‘unknown’ category.

Considering this information, we are seeking YOUR input. What do you believe will put a candidate ‘over the top’? What should be on the resume, what buzz words should be used, or should be avoided? What are the tips and tricks that will get you or your resume noticed? How many pages should the resume consist of? Should you add a cover letter? What format should you use and what should it say? What should you say or not say in an interview?

*(Continued on page 2)*

## Best Practices

(Continued from page 1)

How should you conduct yourself? How should you dress? Is 'business attire' a good enough answer? Or should you consider that some people may believe that the corduroy jacket with the patches on the elbows is considered business attire? Should you call the current chief or the mayor to get some information on the job, or is that a bad idea altogether?

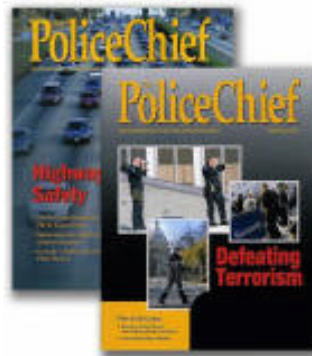
Most importantly, ALL contributors will get FULL credit for their contributions (printed with name, rank and organization), and additionally, each contributor will receive a free six month subscription to The Brass Key.

So let us know your thoughts, experiences and ideas. You can email your responses to me at [Daniel.Bennett@ccsn.edu](mailto:Daniel.Bennett@ccsn.edu).

### **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.*

## Police Chief Magazine Official Publication of the IACP



This official monthly publication of the International Association of Chiefs of Police provides a forum for sharing the collective expertise of the law enforcement practitioners who write the magazine articles. Our principal mission is to enhance our readers' understanding of the latest trends and practices in the law enforcement profession.

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and click the magazine cover.

## **What Works For You? Tell Us And Win a Free Subscription...**

What piece of career advice you have received that you think will put you over the top? Or what has already worked to give you the edge over the competition?

Is there something useful you picked up from a peer, had passed down from a mentor, or even noticed in a competitor that has helped, or you think will help?

We are looking for the practices that work best in the real world. Tell us your story and if we use it you will receive credit for your contribution and a **FREE six month subscription to The Brass Key and The Blue Line** (our publication featuring entry level and lateral entry public safety career opportunities).

Submissions should be made directly to [Daniel.Bennett@ccsn.edu](mailto:Daniel.Bennett@ccsn.edu). All submissions become the property of The Brass Key.

Thanks for reading The Brass Key and for your contribution in making Dan's follow-up article a success!

Kevin Woodside  
Publisher

**ARIZONA**

Glendale Police Dept.  
Assistant Police Chief

**CALIFORNIA**

Berkeley, City of  
Public Safety Business  
Manager

Cathedral City Fire Dept.  
Fire Chief

Coalinga Police Dept.  
Chief of Police

Fort Bragg, City of  
Chief of Police

San Diego Regional  
Law Enforcement  
Coordination Center  
Director

Clovis Fire Dept.

Fire Battalion Chief

Merced Fire Dept.

Fire Division Chief

**CONNECTICUT**

Southern Connecticut  
State University – New  
Haven

Director of Public Safety  
Stratford, Town of

Deputy Chief of Police

**DISTRICT OF COLUMBIA**

Trinity University Police  
Deputy Chief

**FLORIDA**

Atlantic Beach Police Dept.  
Police Captain

Dunedin Fire Dept.

Division Chief

Florida Department of  
Law Enforcement

Tallahassee

Executive Director -

Oak Hill Police Dept.

Chief of Police

St. Cloud, City of

Chief of Police

Supreme Court of Florida

Tallahassee, Florida

Marshal

**GEORGIA**

Sandy Springs Fire Dept.  
Fire Chief

Georgia Military College  
Criminal Justice Faculty  
Member

**ILLINOIS**

Kendall County (Kencom)  
Director

Lanark, City of

Police Chief

Naperville, City of

Communications Manager

Riverdale Police Dept.

Chief of Police

Rock Island Fire Dept.

Fire Chief

**KANSAS**

Seneca Police Dept.

Chief of Police

Spring Hill Police Dept.

Chief of Police

**MARYLAND**

Cumberland Police Dept.

Chief of Police

**MASSACHUSETTS**

Granville Police Dept.

Chief of Police

Avon Fire Dept.

Fire Chief

**MICHIGAN**

Chelsea Police Dept.

Chief of Police

Northville Police Dept.

Chief of Police

Sand Lake Police Dept.

Chief of Police

**MINNESOTA**

Becker Police Dept.

Chief of Police

Eagan Police Department

Chief of Police

White Bear Lake, City of

Police Captain

**MONTANA**

Bureau of Land Mgmt  
Billings, MT

Assistant Fire

Management Officer

**NEW MEXICO**

Taos Police Dept.

Chief of Police

**NORTH CAROLINA**

Elizabeth City Police Dept.

Chief of Police

Statesville Police Dept.

Chief of Police

**OKLAHOMA**

Eufaula, City of

Police Chief

Perry Police Dept.

Chief of Police

Ponca City, City of

Deputy Fire Chief

**OREGON**

Baker City, City of

Chief of Police

Medford, City of

Fire Inspector

Molalla Rural Fire

Protection District #73

Fire Chief

**SOUTH CAROLINA**

Batesburg-Leesville

Police Supervisor

Mauldin Police Dept.

Chief of Police

North Myrtle Beach Dept.

of Public Safety

Director of Public Safety

**TENNESSEE**

Belle Meade Police Dept.

Chief of Police

Greenville Fire Dept.

Fire Chief

**TEXAS**

Elgin Police Dept.

Lieutenant

Frisco Police Dept.

Detention Supervisor

Hale Center Police Dept.

Chief of Police

Kerrville Fire Dept.

Deputy Fire Marshall

Leon Valley, City of

Police Chief

Muleshoe Police Dept.

Chief of Police

Pasadena Volunteer Fire

Department

Fire Chief

Terrell Hills Police Dept.

Chief of Police

Travis County ESD#3

Fire Chief

**VERMONT**

Hartford Police Dept.

Chief of Police

**VIRGINIA**

Bedford, City of

Chief of Police

Onley Police Dept.

Chief of Police

Stafford County Fire Dept.

Division Chief

ICF International

Security Exercise Team

Leaders

**WASHINGTON**

Marysville Police Dept.

Chief of Police

Mossyrock Police Dept.

Chief of Police

**WISCONSIN**

Onalaska Fire Department

Fire Chief

## ARIZONA

### Assistant Police Chief Glendale Police Dept.

6835 N 57th Dr  
Glendale, AZ 85301  
623-930-3059

Population: 235,000  
Sworn Officers: 384

Application Deadline: **7/15/2006**

The City is looking for an Assistant Police Chief who can analyze deployment concerns as the City changes. Candidates are required to possess a Bachelor's Degree in Criminal Justice, Public Administration, management or a related field and two years experience in municipal Police work at or above the rank of Lieutenant for a minimum of two years, in a medium to large sized police agency. Any equivalent combination of training and experience, which provides the required knowledge, skills, and abilities, is qualifying. If you are interested in this outstanding opportunity, please submit a cover letter and resume to: Fred Freeman, Bob Murray and Associates, apply@bobmurrayassoc.com. If you would like to send a hard copy in addition to the e-mailed version, please send it to 1677 Eureka Road, Suite 202, Roseville, CA 95661.

## ARKANSAS

### Chief of Police Plainview, City of

PO Box 117  
Plainview, AR 72856

The City of Plainview is seeking to fill this position. Paid holidays, sick leave and vacation. Salary is negotiable. Please send resumes to: City of Plainview PO Box 117 Plainview, AR 72856

## CALIFORNIA

### Public Safety Business Manager The City of Berkeley

Human Resources Dept.  
2180 Milvia St., First Fl.  
Berkeley, CA 94704  
Phone: (510) 981-6888  
TTY#: (510) 981-6830  
Deadline: **6/19/06**  
Salary: \$84,412 - \$104,472  
(effective 7/2/06)

The Public Safety Business Manager is a single position class responsible for the budget and financial management function in the Police Department. The position reports directly to the Administrative Captain and will work as an integral member of various police leadership teams in helping the department achieve its objectives. The incumbent tracks major projects and timelines, conducts staff studies and research projects, and completes financial forecasting and analysis reports. The Manager prepares council agenda items and reports, coordinates major purchases and serves as the department's primary contact with the Budget Office, Finance and City Clerk's departments on administrative matters. The ideal candidate must possess the highest ethical standards, professional commitment and will effectively and fiscally manage a budget of approximately \$49 million covering 297 FTE.s. Examples of duties include:

- Provides fiscal management of the Police departmental programs, which includes the oversight and maintenance of a centralized accounting systems and the development of fiscal procedures and policies;
- Develops comprehensive procedural guidelines to control the budgetary and expenditure process, and assures the financial security of all Police systems and controls for City funds, including payroll, contracts, and other expenses;
- Advises the Police Chief, Division Commanders and others on program implications of financial decisions and prepares a variety of financial reports;
- Maintains liaison with the City's Budget Office staff and Federal and state funding agencies in matters affecting financial and accounting related activity;
- Researches and prepares reports related to police single and multiple year staffing and coordinates the

preparation of the departmental budget;

- Supervises subordinate staff in the performance of supportive accounting and related office support duties; selects, trains and evaluates personnel, in accordance with departmental policy;
  - Attends meetings and conferences, participates in budget sessions and represents the Police Chief on various committees concerning financial matters, including issues related to grants and building projects.
- Required Qualifications

A bachelor's degree in business, accounting, economics, public administration, or a closely related field and four (4) years of professional budget and financial management or experience which has included budget preparation and control, and grant experience, preferably in a government setting. Supervisory experience and demonstrated program administrative responsibility are desirable. Other requirements: Must be able to pass a Police Department background check, travel to various locations within and outside the City of Berkeley to meet the program needs and to fulfill the job responsibilities. When driving on City business, maintenance of a valid California driver's license and satisfactory driving record are required. For further information or to apply, contact:

Candidates under final consideration for employment with the City should expect to undergo an employment background / reference check that may include, but is not limited to: employment history, confirmation of educational credentials and degrees, licenses including driver's license, registrations, certificates, and other credentials as part of the appointment process. Some positions, depending on the nature of the work, also require a credit check and a review of Summary Criminal History obtained from the State Department of Justice through Live Scan Fingerprinting. The provisions of this bulletin do not constitute a contract, expressed or implied, and any provisions contained in this bulletin may be modified or revoked without notice. Tests may consist of any combination of written, oral or other exercises or assessment procedures that test content. Components may include, but are not necessarily limited to, typing, math, reading, writing and analytical skills; problem solving ability; computer and software proficiency, or any other job-related knowledge, skill, ability or qualification. The City may, without

notice, change or eliminate any particular assessment component or combination of components as needs dictate.

All City employees are required to provide services as Disaster Service Workers in the event of an emergency / disaster.

This position requires the following materials (**faxed materials are not accepted**):

Official City application form  
Official City application form

Resume

### Cathedral City Fire Dept Fire Chief

Deadline: 6/15/06  
Salary: \$105,715 - \$128,873/

The Fire Chief is a key at-will member of the City's Senior Management Team. Reporting to the City Manager, the Fire Chief manages a 55-member Department and has direct responsibility for planning, organizing, supervising and directing all aspects of this public safety function.

Under administrative direction, this position plans, organizes, coordinates and directs policy development, program planning, fiscal management, operations and administration of the Fire Department, including fire prevention, suppression, investigation and inspection; code compliance; emergency medical services; disaster preparedness, cost recovery and hazardous materials control; and administrative services.

Primary duties include the following:

- Plans, organizes, coordinates, and directs through Division Chiefs and Fire Captains all City fire service and related functions.
- Develops and directs the implementation of goals, objectives, policies, procedures and work standards for the Department; directs the preparation and administration of the Department's annual budget.
- Provides expert professional assistance to and works closely with the City Manager, City Council, other City departments, and a variety of public and private organizations and citizen groups in developing programs and implementing projects to address Department-related issues city-wide.
- Prepares and recommends long-range plans; develops specific proposals for action on current and future City needs; coordinates the preparation of a wide variety of

reports or presentations for City management and outside agencies.

- Represents the City and Department, and works closely with citizen groups and public and private officials to provide technical assistance, directly or through subordinate staff; fosters cooperative working relationships with citizen groups and other agencies on fire matters and code enforcement issues; ensures efficient and cost effective emergency response teams.

- Directs the selection, supervision and work evaluation of Department personnel; provides for staff development and supervisory training programs; directs the development of management systems, procedures and standards for program evaluation; monitors developments relative to fire service matters, evaluates their impact on City operations, and implements policy and procedure improvements to accommodate known or potential impacts.

Requirements:

The qualified candidate possesses a bachelor's degree with major coursework in fire science, public administration or a related field. He/she brings five years of management experience in all phases of fire suppression and prevention at the rank equivalent to the City's Fire Division Chief. Certification as a Chief Officer is required, along with a California driver's license. The ideal candidate can "hit the ground running" and juggle multiple priorities. He/she is active with the City Council, skillful in balancing numerous interest groups, and develops positive relationships with the community and external entities. He/she must be a consensus builder—someone who can explore options, facilitate solutions, and create superior outcomes. The successful candidate is professional, flexible, energetic, fast-paced and a hard-worker. He/she is self-motivated and has a solid understanding of public safety administration.

TO APPLY:

City application and up-to-date resume MUST BE RECEIVED BY 5 P.M. THURSDAY, JUNE 15, 2006. City application and more information may be obtained by calling 760-770-0365 or visiting our website at [www.cathedralcity.org](http://www.cathedralcity.org)

### Fire Battalion Chief Clovis Fire Dept.

1033 5th St.  
Clovis, CA 93612  
559-324-2725

Population: n/a  
Sworn Officers: n/a  
Application Deadline: **6/23/2006**

BA/BS in fire science, fire admin. or related field and 5 yrs. fulltime exp. at or equivalent to the level of Fire Captain in a municipal fire dept. [www.cityofclovis.com](http://www.cityofclovis.com).

### Chief of Police Coalinga Police Dept

270 N 6th St  
Coalinga, CA 93210  
559-935-1525

Population: 16,331  
Sworn Officers: 18  
Application Deadline: **not stated**

The City seeks a strong, mature, leader with well rounded hands on law enforcement experience and excellent interpersonal skills. In addition, the successful candidate should have a minimum of 4 years of law enforcement management experience, a BA/BS degree, strong leadership skills and command presence. The ability to provide clear and concise direction while cultivating a working environment that emphasizes training and teamwork; encourages excellence and demands personal and professional integrity, and service to the community. [www.coalinga.com](http://www.coalinga.com).

### Chief of Police Fort Bragg, City of

416 N Franklin Street  
Ft Bragg, CA 95437  
707-961-2823

Population: 7,200  
Sworn Officers: 19  
Application Deadline: **6/26/2006**

Fort Bragg is located on the scenic Mendocino Coast, surrounded by beautiful and rugged redwood forests and the Pacific Ocean. Living in Fort Bragg offers a high quality of life with quiet, friendly residential neighborhoods, good public schools, excellent restaurants, picturesque downtown shopping areas and abundant recreational opportunities. The community has a thriving visual and performing arts scene. Thousands of acres of State parks and State forest lands and miles of beaches offer limitless access to the splendor of the Mendocino Coast. The Department has 21 FTE with a current budget of \$2.47 Million. The department has young, energetic and dedicated employees who are looking forward to working for and with their new Chief. The current Fort Bragg Police Department organizational structure consists of a Police Chief, a Lieutenant, four Sergeants, 10 Police Officers assigned to patrol duty, 2 Police Service Technicians, an Administrative Secretary and two Community Services Officers. The Department is at full staffing levels. The ideal candidate should be an experienced police manager who is a contemporary

and innovative leader. A Bachelor's degree in Criminal Justice, Police Science, Public Administration or related field is required. Candidates must have a minimum of five years of progressively responsible experience at the rank of Sergeant or above, and a California P.O.S.T. Advanced Certificate. Senior Command level or prior Chief's experience is preferred. Advanced staff, command training, or FBI National Academy experience is highly desirable.

### Fire Division Chief Merced Fire Dept.

678 W 18th St.  
Merced, CA 95340  
209-385-6839

Population: 60,000  
Sworn Officers: 100  
Application Deadline: **6/30/2006**

Plans, directs, manages and supervises the functions and operations of an assigned Division within the Merced Fire Department. A typical way to obtain the required knowledge and abilities would be a Bachelor's in fire science, fire admin, public admin, or related field; 10 yrs of firefighting exp, including a min of 3 yrs exp in supervisor position equiv to Fire Battalion Chief; valid Class B CA Driver's lic, and poss of CA Chief Officer Certification and cert in one of the following: Fire Investigator II, Fire Prevention Officer III, Fire Service Instructor III, or Public Education Officer.

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## Director San Diego Regional Law Enforcement Coordination Center

Application Deadline: **6/30/2006**

Salary Range: \$139,605.00 to \$158,218.00. Under the direction of the San Diego Regional Law Enforcement Coordination Center (SDLECC) Executive Board, provides expert guidance and assistance in planning, directing and coordinating overall intelligence programs, employing extensive specialized training, experience and knowledge in the field of criminal investigation and an expert knowledge of intelligence systems, dissemination and techniques. Facilitates the timely and efficient sharing of strategic and operational drug and criminal intelligence information. A four-year degree from an accredited college or university is preferred. This position requires a Top Secret security clearance. To receive full consideration each applicant must submit an original and three (3) copies of: Resume: Include name, address, home and work phone numbers, e-mail address (if applicable), social security number, date and place of birth, educational/training, work experience, (job titles, salary, grade and series, and accomplishments) Deliver your applications to: California Border Alliance Group 1010 Second Avenue, Suite 1900 San Diego, California 92101 Attn: SDLECC Application PH: (619) 557-5865 Fax: (619) 557-6450 E-mail: selection@cbag.hidta.org.

## CONNECTICUT

**Director of Public Safety  
Southern Connecticut State  
University – New Haven**  
10 Wintergreen Ave  
New Haven, CT 06515  
203-392-5375

Population: 6,500  
Sworn Officers: 24  
Application Deadline: **not stated**

The successful candidate must be a certified law enforcement officer in the state of Connecticut pursuant to the regulation promulgated by the Police Officers Standards and Training Council. Demonstrated familiarity with laws affecting public safety on a university campus in Connecticut and their application to protecting life and property while preserving individual constitutional rights;

demonstrated ability to direct the work of police, security and emergency staff and to take command in the field during emergency situations; demonstrated ability to manage operating and capital budgets. A combination of experience and training equivalent to six years is required. These qualifications may be waived for individuals with appropriate alternate experience. Education and experience requirements: Bachelor's degree in a relevant field such as criminal justice or security management required. Master's preferred. Ten years police experience, including at least three years in development of policies and procedures is required. Southern Connecticut State University is a comprehensive metropolitan public university. Located in historic New Haven, Southern affords access to cultural and educational advantages in one of the most highly rated living areas of the nation. There are approximately 3,000 students residing on the campus. SCSU Police personnel has increased to a present level of 27 police officers, which includes the Chief of Police, Deputy Chief of Police, one Lieutenant, four Sergeants, one Detective, and 19 patrol officers. There are also 5 Dispatchers, 4 building and grounds officers, and 35 University Assistants. Southern Connecticut State University seeks a Director of Public Safety to manage a campus wide program of police and public safety protection to provide for the safety and quality of campus life for students, faculty, staff and visitors to the University. [www.southernct.edu/faculty/hr/employment.htm](http://www.southernct.edu/faculty/hr/employment.htm).

**Deputy Chief of Police  
Stratford, Town of**  
HR Dept, 2725 Main Street  
Stratford, CT 06615  
203-385-4110

Population: 51,000  
Sworn Officers: 107  
Application Deadline: **6/30/2006**

The Deputy Chief is second in command and reports directly to the Police Chief. This individual under administrative direction, plans, organizes and directs the operation of the department, which requires extensive understanding of law enforcement administration. The department has 107 sworn officers, 4 civilian staff with an operating budget of \$8,934,800. Candidate must possess considerable managerial experience. Experience in labor relations, community policing, budgeting, media relations, and policy procedure and development are also required. Candidate must have knowledge of emerging law enforcement trend techniques and a demonstrated background of creativity and effective problem solving skills. The candidate must show a positive public relations focus towards the community. Requirements for this position include a bachelor's degree in law enforcement or a related field and a minimum of ten years of progressively responsible law enforcement experience or equivalent training. Also, three years as a police lieutenant or captain is required. Completion of an advanced law enforcement leadership program such as the F.B.I. National Academy or the Southern Police Institute is preferred. Candidate must hold a current Connecticut POST certification or have the capacity to become certified under Connecticut statute within a reasonable amount of time.

## DISTRICT OF COLUMBIA

**Deputy Chief  
Trinity University Police  
Dept.**

125 Michigan Ave NE  
Washington D.C. 20017  
202-884-9000

Population: 1,300  
Sworn Officers: 12  
Application Deadline: **8/30/2006**

Incumbent must demonstrate sound knowledge and practical application of police administration, operations, organization, planning, personnel management and resource management. Essential skill sets include excellent customer service based skills, advanced supervisory and managerial performance, and experience in providing a full range of public safety and security services in a higher education environment. This position assumes command in the Director's absence as needed, or as assigned. Bachelor's degree in criminal justice, public administration or related field; or, any equivalent combination of education, training and experience, preferably in a campus law enforcement environment. Five years of advanced (command level) supervisory experience required. Practiced in the area of directing and managing police personnel, including: police supervision, operations, administration, organization, personnel and resource management.

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## FLORIDA

### Atlantic Beach Police Dept Police Captain

800 Seminole Rd  
Atlantic beach, FL 32233  
(904) 247-5820  
Deadline: **6/28/06**

Starting pay of \$26.02/hr; (\$54,122/yr) to \$34.70/hr (\$72,176/yr) D.O.Q. + benefits. Bachelor's degree & min. 5 yrs. law enforcement experience. Must obtain State of Florida Law Enforcement Certification within 1yr. of hire. Second in command where Chief is in DROP plan.

Applications accepted until 06/28/06, 800 Seminole Rd, Atlantic beach, FL 32233. For more info call (904) 247-5820

### Division Chief Dunedin Fire Dept.

750 Milwaukee Ave.  
Dunedin, FL 34698  
727-298-3040

Population: n/a  
Sworn Officers: n/a  
Application Deadline: **6/16/2006**

Persons eligible to apply: All who meet the minimum qualifications Department/Division: Oversees and coordinates fire prevention activities including plan review, code enforcement and public education programs; directs arson investigations. Coordinates disaster preparedness, including planning, mitigation, evacuation and recovery activities. Under limited supervision, coordinates administrative, technical and supervisory tasks for the Fire Chief. Reports to the Fire Chief. Must possess Florida Firefighter, Fire Safety Inspector and Fire Officer certifications, and a valid Florida driver's license. Requires a Bachelor's degree in fire science, public administration or related field supplemented by a minimum of ten years of experience and training in fire service/emergency services programs and management, or an equivalent combination of education, training and experience that provides the required knowledge, skills and abilities.

### Executive Director - Florida Department of Law Enforcement Tallahassee, FL

Deadline: **6/30/06**  
Florida Department of  
Law Enforcement  
Tallahassee, Florida  
Salary: TBD

The Florida Department of Law Enforcement (FDLE), a nationally accredited law enforcement agency, is seeking qualified applicants to fill the vacancy of:

As Florida's chief investigative law enforcement official, the Executive Director has overall management responsibilities for FDLE, a statewide agency of almost 2000 members and an annual budget exceeding \$290 million. FDLE's mission is to promote public safety and strengthen domestic security by providing services in partnership with local, state and federal criminal justice agencies to prevent, investigate, and solve crimes while protecting Florida's citizens and visitors. The Executive Director establishes policy and provides overall direction for the department's five programs: Investigations and Forensic Science, Criminal Justice Information, Criminal Justice Professionalism, Business Support, and the Florida Capitol Police. Services are delivered through 7 regional operations centers, 15 field offices and 7 crime laboratories. The Executive Director coordinates the state's anti-terror efforts, commands law enforcement mutual aid efforts in disaster situations, and serves as Chair of Florida's Domestic Security Oversight Council.

**RECOMMENDED QUALIFICATIONS:** A bachelor's degree from an accredited college or university and ten years of progressively responsible management experience in a law enforcement or criminal justice agency. A master's degree is preferred. Graduation from the FBI National Academy or the Southern Police Institute is highly desirable. The Executive Director must be a bona fide resident of the State of Florida.

NOTE: Salary will be determined by the Governor and Cabinet. Back-

ground investigation required, including drug test and credit check.

TO APPLY: Submit a resume and State of Florida Application to: Celeste Lewis  
Director of Appointments  
Executive Office of the Governor  
The Capitol, LL- 10  
Tallahassee, FL 32399-0001  
For further information, call (850) 488-2183. Equal Opportunity Employer/Affirmative Action Employer/Drug-Free Workplace.

### Chief of Police Oak Hill Police Dept.

234 S. US Highway 1  
Oak Hill, FL 32759  
386-345-3522

Population: 3,000  
Sworn Officers: 15  
Application Deadline: **6/30/2006**

Preferred candidate will have five (5) years progressively responsible law enforcement management experience. Florida Certification required. Salary of \$35,000 - \$41,000 plus benefits.

### Chief of Police St. Cloud, City of

Human Resources 2901 17th St.  
St. Cloud, FL 34769  
407-957-7220

Population: 28,000  
Sworn Officers: 57  
Application Deadline: **not stated**

Responsible for the daily operation of the department. \$5.5 million departmental budget; 57 sworn officers; 30 non-sworn full-time employees. Requires Bachelor's degree (Master's preferred) in Police Science, Criminology, Public Administration or related field; or an equivalent combination of practical experience/education. Graduate of the FBI National Academy or the Southern Police Inst. Command Officer course; additional requirements specified by the State Police Standards and Training Commission relative to police certification or equivalent combination of training/experience. Three (3) to five (5) years of experience in an equivalent position.

### Marshal Tallahassee, Florida Supreme Court of Florida

500 South Duval Street  
Tallahassee, FL 32399  
Phone: 850-922-7033  
Fax: 850-488-3744  
E-mail: pepperd@flcourts.org  
Website: www.flcourts.org  
Salary: \$90,000 - \$100,000  
Application Deadline: **8/1/06**

The Supreme Court of Florida is seeking qualified applicants who possess demonstrated leadership skills and abilities to assume the responsibilities of Marshal. The Supreme Court Marshal is a constitutional officer and is the custodian of all property, building and grounds, and inventory, and is responsible for security, emergency preparedness, maintenance and facilities management, development and execution of the Court's operational budget, purchasing, and telephone communication services. The Marshal also has the power to insure the execution of the Court's orders throughout the state.

A Bachelor's degree from an accredited four year college or university and ten years of executive management experience and experience in security or law enforcement is required. Experience in strategic planning, budgeting, and facility management, is necessary. Please visit our web site at for a detailed description of the Marshal's position and qualifications. Submit a current and complete State of Florida application by 5:00 p.m. on August 1, 2006 to: Office of Personnel Services  
Florida Supreme Court Building  
500 S. Duval Street  
Tallahassee, Florida 32399-1900  
FAX: (850) 488-3744  
Equal Opportunity Employer  
An extensive background check will be conducted on finalists.

## GEORGIA

### Criminal Justice Faculty Member Georgia Military College

201 E. Green St.  
Milledgeville, GA 31061  
(478)445-2700

Visit our web site at [www.gmc.cc.ga.us](http://www.gmc.cc.ga.us) for a complete description of the positions and information required.

**Fire Chief****Sandy Springs Fire Dept.**

7840 Roswell Road Suite 500  
Sandy Springs, GA 30350  
770-730-6369

Population: n/a

Sworn Officers: n/a

Application Deadline: **7/31/2006**

Supervises, directs, and evaluates Fire Department personnel, handling employee concerns and problems, directing work, counseling, disciplining and completing employee performance evaluations. Evaluates fire prevention and fire control policies by keeping abreast of new methods and conducting studies of the efficacy of departmental operations. Assumes command at multiple-alarm structural fire scenes. Responds to some EMS (Emergency Medical Services) and other calls. Coordinates mutual fire protection plans with surrounding municipalities. Surveys buildings, grounds, and equipment to estimate needs of the department and to prepare annual departmental budget relating to personnel needs, fire station planning and location, equipment needs, etc. through one, five, and ten-year plans and updates. Prepares and presents annual and monthly budgetary evaluations and related analysis. Provides input into design specifications for new fire station, construction, oversees construction management; submits and evaluates construction bids as required. Prefer 5 or more years experience as a Fire Chief or Deputy Chief. Bachelor's degree in Public Administration, Fire Science, or related field and At least 10 years senior command level. Completion of National Fire Academy Executive Officer Program preferred. Any equivalent combination of education, specialized training, and experience which provides the requisite knowledge, skills, and abilities for this position. Contact Shaneka Tolbert, City of Sandy Springs, Phone: (770) 730-6369, Email: shaneka.tolbert@sandyspringsga.org

**ILLINOIS****Director****Kendall County (Kencom)**

1102 Cornell Lane  
Yorkville, IL 60560

Population: n/a

Sworn Officers: n/a

Application Deadline: **7/31/2006**

The ideal candidate will have 10+ years of progressive command level Public Safety experience, a Bachelor's Degree or equivalent work experience and excellent communication and presentation skills. Residence within 20 miles of the Center is a plus. The position is appointed by and reports to the KenCom Executive Board. The position demands a person ready to lead the significant growth of personnel, facilities and equipment/technology. Salary range: \$60,000. KenCom is a rapidly growing multi-jurisdictional dispatch and communications center supporting the County Sheriff and 8 police and fire agencies with an annual call volume of more than 120,000. [www.co.kendall.il.us](http://www.co.kendall.il.us).

**Police Chief****Lanark, City of**

City Hall  
108 West Carroll  
Lanark, IL 61046.

Deadline: **6/30/06**

The City of Lanark is accepting resumes for a full time Police Chief. ALL resumes must be mailed (others will not be accepted) to City Hall, 108 West Carroll, Lanark, IL 61046. Must be postmarked no later than June 30, 2006. Lanark City Council

**Communications Manager****Naperville, City of**

HR Dept TC-NSAB, PO Box 3020  
Naperville, IL 60540  
630-420-6161

Population: 140,000

Sworn Officers: 181

Application Deadline: **not stated**

The Police Department seeks a talented manager of people, technically competent in the realm of 911 emergency communications, to manage and direct the operation of the City's public safety and utility com-

munication centers. Reporting to a Police Captain, the position leads 5 shift supervisors and indirectly supervises another (approx.) 40 employees. The Communications Manager is responsible for the preparation, administration and monitoring of the division's budget and shift schedules. The Manager will ensure that calls for police, fire, emergency medical services and city services are properly processed and dispatched in a timely manner. He/she will develop short and long-range goals and objectives for the Communications division; maintain policies and procedures for the division, including the procurement of all pager and two-way communications equipment for the City; manage the implementation, installation and future maintenance of the City's radio system and the Enhanced 911 system; and assist with the administration of the computer aided dispatch system and mobile data network. Superior skills in verbal and written communications and personnel management. Proven budget administration ability. Extensive knowledge of public safety and city dispatch communications including trunked radio systems, Enhanced 9-1-1, CAD systems, & mobile data systems. Knowledge of telephone switching equipment, mobile data terminals, conventional radio dispatch systems, automatic vehicle location devices, and radio console design. Ability to provide staff direction and leadership. Ability to document activity within the division and to carry out disciplinary action as necessary. A Bachelor's degree in management or related field required. Three to five years progressively responsible experience in administration/management of public safety communications required. A valid Illinois driver's license required.

**Chief of Police****Riverdale Police Dept**

14140 Tracy Ave  
Riverdale, IL 60827  
708-841-2203

Population: 14,000

Sworn Officers: 35

Application Deadline: **6/30/2006**

Candidates must have demonstrated and documented experience in all areas of command – with management experience at the rank of Sergeant or above in a unionized law enforcement environment. Candidates should possess strong skills in

areas such as community policing, labor relations, grant writing or administration, customer service, community organizations, gang prevention, crime intervention strategies, and skill in working with state and county law enforcement agencies. The department has a current budget of \$3,500,000 with an authorized sworn strength of 36. Please include a resume with five references (preferably one suburban and one City of Chicago reference), salary history and cover letter indicating how your education, training, and work experience qualify you for this position. Send resume to the attention of the Risk & Benefits Manager Village or Riverdale 157 W. 144th St. Riverdale, IL 60827. Qualified individuals should possess a Bachelor's Degree in criminal justice, police science, or a related field. Preference given to candidates that have attended the FBI National Academy, Northwestern School of Police Staff and Command, or the equivalent. Compensation: \$70,000.00 - \$75,000.00.

**Fire Chief****Rock Island, City of**

Personnel Department  
City Hall  
1528 3rd Avenue  
Rock Island, IL 61201  
(309) 732-2050

Deadline: **07/14/06**

Starting Range: \$58,208 - \$90,297

The City of Rock Island is recruiting for an experienced Fire Chief to supervise and manage the Fire Department. Rock Island has a population of 39,684 residents and is located in western Illinois along the Mississippi River. Rock Island and Moline in Illinois and Davenport and Bettendorf, Iowa make up the metro area called the "Quad Cities" with a population of 350,861. The area boasts a low cost of living including affordable housing, excellent schools and many large city amenities such as museums, art galleries and theaters. The Rock Island Fire Department has a history of providing responsive and quality fire suppression, emergency medical and rescue services to the community. The department has 61 full-time employees which consists of 60 firefighters/command staff and 1 civilian employee. Employees are stationed within four facilities. All employees are unionized with the exception of the Chief



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

and Assistant Chief. The department presently has an ISO rating of 4. In 2005/06, the fire department responded to 3,450 EMS calls and 1,080 fire calls (44 working structure fires). The Fire Chief administers a \$6.9 million budget. Fire operations are separated into four major areas: administration, fire and emergency services, fire prevention and ambulance. The telecommunication center dispatches all public safety calls and is provided by the Police Department.

This is highly responsible professional, administrative and management work in planning, organizing, and directing all activities of the Rock Island Fire Department. Work involves responsibility for the planning, organizing, and directing the efficient operation of the department including the establishment of all policies, procedures, and regulations. Supervision is exercised directly or through subordinates over all employees in the department. Work is performed under the direction of the City Manager.

The ideal candidate will possess strong leadership skills and be effective in maintaining advanced life support medical services to residents, promote a positive and professional image through mutual aid and joint training opportunities, and develop and implement fire prevention and disaster preparedness programs to minimize loss and protect the community. Strong communication, organizational, and management skills are also required. Preferred candidates will possess a degree from a four-year college or university with major course work in

fire science, public or business administration, or a related field coupled with thorough experience in various aspects of fire operations including fire prevention, hazardous materials, emergency and disaster planning and emergency medical services. The position requires a minimum of five years of progressively responsible management/supervisory experience.

Rock Island has enjoyed a stable administration. The current chief is retiring after 28 years of service (3 years as chief) and the City Manager has held the position for 19 years.

The salary range is \$58,208 - \$90,297. The City offers an excellent fringe benefit package which includes pension, major medical, paid leave, tuition reimbursement, car allowance, health club membership and also contributes 5 percent of salary to ICMA's 457-deferred compensation plan. Residency must be established within Rock Island within one year of employment.

Applications (including resumes and cover letters) will be accepted in the Personnel Department, City Hall, 1528 3rd Avenue, Rock Island, IL 61201. To request an application by mail, call (309) 732-2050 or visit our website .

Applicant confidentiality will be protected through the recruitment process.

A City of Rock Island application must be completed to be considered for the position.

Applications will be accepted through July 14, 2006.

## KANSAS

### Chief of Police Seneca Police Dept.

PO Box 40  
Seneca, KS 66538  
785-336-2747

Population: 2,028  
Sworn Officers: 5  
Application Deadline: **6/23/2006**

Requirements include excellent organizational, communication, and relationship building skills. Degree preferred or related equivalent experience. Minimum five years experience. Must meet State of Kansas law enforcement certification requirements. Salary depends on qualifications. Benefits include BC/BS of Kansas insurance paid in full for employee, KPERS, and nine annual paid holidays.

### Chief of Police Spring Hill Police Dept.

401 N Madison St.  
Spring Hill, KS 66083  
913-592-3664

Population: 4,800  
Sworn Officers: 11  
Application Deadline: **not stated**

The present Police Chief is retiring after 10 years of service with the City. Spring Hill is located in north-east Kansas and straddles the John-

son and Miami County lines and is within the Greater Kansas City metropolitan area. The City of Spring Hill is a Council/Administrator form of government. The Police Chief formally reports directly to the Mayor of the City, however general operating activities are supervised by the City Administrator. The Chief of Police supervises a department of 11 sworn officers and 1 civilian personnel with an annual budget of approximately \$900,000. The City is searching for a candidate with a broad experience in all areas of a municipal police department including patrol, investigation, community relations and administration. A demonstrated commitment to teamwork, inclusive management style, customer service, involving the community and unquestioning integrity and professional ethics are essential. A bachelor's degree in criminal justice or a related field from an accredited college or university is required coupled with 10 years of law enforcement experience. A graduate degree and/or advance training is desired. This position requires the candidate to possess or be able to attain certification by the Kansas Law Enforcement Training Center within one year of employment and must possess a valid Kansas driver's license.



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A Master of Science in Executive Fire Service Leadership degree at Grand Canyon University will provide you with the necessary skills to pursue or enhance your career. This degree is offered entirely online, and offers you the benefit of fitting your education into your schedule. All MSEFSL courses are facilitated by doctorate-professors who possess first-hand knowledge and experience in the fire service/emergency management fields. Professors will provide an environment where current and future issues in the industry can be discussed and students will develop an understanding for strategic management, analysis, evaluation, and effective internal processes.

[Click for more information](#)

## MARYLAND

### Chief of Police Cumberland Police Dept.

20 Bedford St  
Cumberland, MD 21502  
301-759-6415

Population: 23,853  
Sworn Officers: 50  
Application Deadline: **6/19/2006**

The responsibilities include oversight and approval of police department employees' work product and coordination of multiple activities and resources including staff, supplies, equipment, funds and/or contract resources. The decisions made through this position significantly impact the operations and effectiveness of the organization. Judgment is required in the application of established policies, goals and objectives, as well as in the application of concepts, plans, and strategies that may deviate from traditional methods and practices. Extensive interaction with the citizens of Cumberland and local media is consid-

ered an important aspect of the position. Bachelor's degree in criminal justice, police science or related field, and ten or more years of progressively responsible police experience or an equivalent combination of education and experience sufficient to successfully perform the essential duties of the job. Graduation from the FBI National Academy or attendance at similar nationally recognized police management program(s) preferred. Additional questions or information supplied by electronic mail should be sent to Ms. April Howser, Human Resources Officer, (301) 759-6415 or [ahowser@allconet.org](mailto:ahowser@allconet.org). <http://ci.cumberland.md.us>.

## MASSACHUSETTS

### Fire Chief Avon Fire Dept.

65 E. Main St.  
Avon, MA 02322

Population: 4,400  
Sworn Officers: 8  
Application Deadline: **7/7/2006**

The department provides fire protection, rescue and advanced life support ambulance services with 8 career and 22 call firefighters. Associates degree in Fire Service and ten years experience in a municipal fire department with at least five years as a supervisor is required. Candidates must have supervisory experience in a combination fire department. Emergency medical service experience and Emergency Medical Technician certification is highly desirable. Please send resume, three letters of reference and salary/history requirements to: Chairman, Board of Selectmen, Avon Town Hall, 65 East Main Street, Avon, MA 02322.

### Chief of Police Granville Police Dept.

PO Box 247  
Granville, MA 01034  
413-357-8572

Application Deadline: **6/19/2006**

Police Chief Town of Granville seeking full time police chief. Full-time experience and police academy training required. Administrative and command experience preferred. Day-time coverage required. Emphasis on community policing. Excellent communication skills required. Salary commensurate with experience.

## MICHIGAN

### Chief of Police Chelsea Police Dept.

104 E Middle St  
Chelsea, MI 48118  
734-475-9122

Population: 4,300  
Sworn Officers: 9  
Application Deadline: **not stated**

A bachelor's degree in police or public administration or a closely related field is desired. Completion of the FBI National Academy, Staff & Command School or related advanced training is preferred. MCOLES certified. Minimum of ten years law enforcement experience with three years duty as Chief/Deputy Chief/Command Officer required. Candidates should possess strong skills and/or experience in community policing, labor relations, budgeting, grant administration, public relations, customer service, drug and crime prevention, and be physically capable of performing all police related duties. Good people skills, with a commitment to the community are essential. See full position announcement at [www.city-chelsea.org](http://www.city-chelsea.org).

### Chief of Police Northville Police Dept.

215 W. Main St.  
Northville, MI 48167  
248-449-9905

Population: 6,500  
Sworn Officers: 16  
Application Deadline: **not stated**

The City of Northville, Michigan, located in Wayne/Oakland Counties approximately 30 miles west of Detroit, between Detroit and Ann Arbor, is seeking a Chief of Police to manage its full-time Police Department. The current Police Chief is retiring after 34 years of service, 8 years as Chief. Salary range \$76,000-\$85,000. The City of Northville is seeking an individual with proven strong managerial experience in the operation of a police department. The selected candidate must possess strong leadership skills with emphasis on educational and career development, a dedication to community involvement, experience with intergovernmental cooperation, possess excellent communication and public relations skills, be a contributing member of the City's management team,

have experience in labor/management relations, and have extensive experience in budget preparation and control. A Bachelor Degree in criminal justice or related field, 5 years experience in command position with increasing administrative responsibility, valid Michigan driver's license, and current MCOLES certification (or ability to become certified) are required. Prefer completion of the FBI National Academy and/or School of Police Staff and Command.

### Chief of Police Sand Lake Police Dept.

2 E. Maple St.  
Sand Lake, MI 49343  
616-636-8802

Population: 500  
Sworn Officers: 3  
Application Deadline: **not stated**

This part-time, at-will position, under the general direction of the Village Council and general supervision of the village President, is considered a working position. The police Chief is responsible for enforcing laws and ordinances, preventing and detecting crime, safeguarding the general welfare of the citizens, and routine patrolling of the Village. Additional responsibilities include operating within the department's annual budget; establishing departmental policies; recruiting and training subordinate personnel; receiving and investigating complaints from the general population; preparing and filing Federal, State, and local reports as required; developing emergency response plans; advising the Village President on issues related to public safety, and carrying out any other duties assigned by the Village President and/or the Village Council.

## MINNESOTA

### Chief of Police Becker Police Dept.

12060 Sherburne Ave  
Becker, MN 55308  
763-261-4302

Application Deadline: **6/30/2006**

Position reports to city administrator and supervises all police department staff. Ideal candidate will have a proven track record and thorough knowledge of policing, police department operations, financial management, leadership and

problem solving. Must have an associate degree in law enforcement, criminal justice, or related field (bachelor's preferred) and at least five years of progressively responsible experience including two years of command level experience. Salary range: \$50,000 to \$75,000.00 depending on qualifications.

### Chief of Police Eagan Police Department

3830 Pilot Knob Rd  
Eagan, MN 55122  
651-681-4600

Population: 60,000  
Sworn Officers: 69  
Application Deadline: **6/16/2006**

Minimum qualifications include: Bachelor's degree in criminal justice/ law enforcement or closely related field required, Master's level preferred. Must possess or be eligible to possess a MN POST license, 15 years progressive leadership experience, including 5 years in a senior level management position. Please visit our website or stop by City Hall to obtain a complete copy of all of the position requirements. Salary range: \$100,104 to \$117,814, depending on qualifications. To apply, please e-mail [lpeterson@cityofeagan.com](mailto:lpeterson@cityofeagan.com), fax (651) 675-5012 or mail your completed application, resume, and 3 professional references to: Lori Peterson, Human Resources Manager, 3830 Pilot Knob Rd, Eagan, MN 55122. [www.cityofeagan.com](http://www.cityofeagan.com).

### Police Captain White Bear Lake, MN

Deadline: **6/16/06**

The scenic City of White Bear Lake (pop. 25,000) is seeking applications for a Captain in the Police Department. This highly qualified person is part of the management team and reports directly to the Chief of Police. Please submit a resume and cover letter to the White Bear Lake Police Dept., 4701 Hwy 61, White Bear Lake, MN 55110 by 4pm, June 16, 2006.

A complete job description and application time line is available on our web site at: [www.whitebearlake.org](http://www.whitebearlake.org)  
Women & minorities strongly encouraged to apply.

## MONTANA

### Assistant Fire Management Officer Billings, MT

BLM - BUREAU OF LAND MANAGEMENT  
Human Resources Branch  
Montana State Office, MT-953  
5001 Southgate Dr  
Billings, MT 59101  
Phone: 406-896-5002  
Fax: 406-896-5297  
E-mail: [Apply@mt.blm.gov](mailto:Apply@mt.blm.gov)  
Salary: \$35,116.00 - \$55,846.00 per year

Application Deadline: **6/26/06**  
Department Of The Interior  
Bureau of Land Management  
Sub Agency: BLM - BUREAU OF LAND MANAGEMENT  
Job Announcement Number: MT-DEU-2006-0057  
Duty Locations: 1 vacancy - Miles City, MT Who May Be Considered: Open to all qualified candidates

(Public) Key Requirements: SELECTEE MUST SUBMIT TO A DRUG TEST SELECTEE CANNOT HOLD AN ACTIVE REAL ESTATE LICENSE US CITIZENSHIP  
Contact Information:  
Human Resources Branch  
Phone: 406-896-5002  
Fax: 406-896-5297  
Or write:  
BLM - BUREAU OF LAND MANAGEMENT

Montana State Office, MT-953  
5001 Southgate Dr  
Billings, MT 59101  
Fax: 406-896-5297  
Send Mail to:  
BLM - BUREAU OF LAND MANAGEMENT  
Montana State Office, MT-953  
5001 Southgate Dr  
Billings, MT 59101  
Fax: 406-896-5297

## NEW MEXICO

### Chief of Police Taos Police Dept

107 Civic Plaza Dr  
Taos, NM 87571  
505-466-9500

Population: 15,000  
Sworn Officers: 18  
Application Deadline: **not stated**

The Town of Taos is recruiting for an experienced law enforcement professional to serve as the Chief of Police. The ideal candidate would be an experienced Police Manager, who is an innovative law enforce-

ment professional with strong leadership, interpersonal and management skills that is well versed with the northern New Mexico diverse culture. The Chief of Police is responsible for training, scheduling, and evaluating 25 commissioned personnel and 22 support civilian personnel, which includes E- 911 Central Communications. This highly responsible position requires a Bachelor's degree in police science, criminology or some other related field, 10 years of progressively responsible law enforcement experience; three years which must have been in a supervisory capacity; or an equivalent combination of education and experience. For information, contact Patricia Trujillo, Human Resources Director, at (505) 751-2009.

## NORTH CAROLINA

### Chief of Police Elizabeth City Police Dept

302 E Colonial Ave  
Elizabeth City, NC 27907  
252-335-4321

Population: 19,500  
Sworn Officers: 51  
Application Deadline: **6/16/2006**

This position requires a bachelor's degree in police administration/ public administration/related field; 10 years of progressively responsible law enforcement experience; an innovative, motivated professional leader with several years of experience as a chief in a small/medium-sized department or major command position in a medium/large-sized agency or any equivalent combination of training and experience that provides knowledge, skills, and abilities. This is a highly visible position requiring initiative and experience and a strong commitment to community-oriented policing. The ideal candidate will be committed to staff training, officer career development and diversity in hiring and promotions.

### Chief of Police Statesville Police Dept.

PO Box 1111  
Statesville, NC 28677  
704-540-8236

Population: 24,000  
Sworn Officers: 70  
Application Deadline: **not stated**

Located approx. 35 miles N. of Charlotte in Iredell County. Council/mgr. form of gov't. w/ a mayor & 8 members of the city council. Police dept. has 70 sworn & 19 non-sworn personnel & an operating budget of \$5.2M. Candidates for the position are req'd. to have at least 5 yrs. of strong tech. & leadership exp. in command or upper-level mgmt. in a law enforcement agency in a multi-cultural community. Also req'd is demonstrated leadership in & commitment to community-oriented policing. Exp. in community-oriented policing should have a strong emphasis on service delivery through partnerships, problem solving & prevention, value accountability & department-wide involvement in the process. Req.'s a bachelor's deg. in criminal justice, public or business admin., or a related field, or a comb. of edu. & exp. equiv. to a bachelor's deg.; master's deg. is pref'd. Advanced training through the Southern Police Institute or FBI National Academy pref'd.

## OKLAHOMA

### Police Chief Eufaula, City of

PO Box 684  
Eufaula, OK 74432-0684

Population: 3,700  
Sworn Officers: 10  
Application Deadline: **not stated**

The City of Eufaula is now accepting applications for Chief of Police. Candidates must be CLEET certified and have 10 years Law Enforcement experience, with at least 3 years management experience or an Associates Degree in Criminal Justice with 5 years law enforcement experience. Degrees in related fields will be considered. Knowledge in budgeting, personnel procedures, and communication skills are desirable. Salary negotiable. Applicants will undergo a thorough background check. Send Resumes to: The Mayor's Office The City of Eufaula PO Box 684 Eufaula, OK 74432-0684

## Chief of Police Perry Police Dept.

PO Box 798  
Perry, OK 73077  
580-336-9360

Population: 5,500  
Sworn Officers: 15  
Application Deadline: **not stated**

The City of Perry, Oklahoma (City) is requesting applications from qualified persons for the position of Chief of Police for the City. The City has an Aldermanic Form of Government. The Chief is appointed by the Mayor, subject to the Aldermen's approval. The Chief directs, supervises and controls a sixteen (16) person department, including dispatchers and an animal control officer. The Chief is responsible for managing and directing a budget. The Chief must be capable of managing and directing criminal investigations. The Chief must be a motivator; have good communication skills, be sympathetic to residents' problems and needs (with good follow-up skills on residents' complaints), be able to work with other local agencies, civic groups, and business persons, demonstrate a sensitivity and due concern for the safety and protection of the residents and promote community involvement in investigations, safety and police matters. Candidate qualifications include: CLEET Certificate, command experience, in law enforcement at least five (5) years, with a preference for number of years in a supervisor capacity, residency in city within thirty (30) days of hiring, college degree preferred but not required, any qualifications may be waived, if in the best interest of the residents. Salary negotiable. Application and written job description available upon request.

## Deputy Fire Chief Ponca City, City of

HR Dept., PO Box 1450  
Ponca City, OK 74601  
(580) 767-0323

Population: 26,500  
Sworn Officers: 68  
Application Deadline: **7/1/2006**

This position is responsible for overseeing operational activities of the department, which consists of 68 full-time uniformed personnel. The successful candidate will have a combination of training and experience equivalent to the following: 10 years experience within a fire ser-

vice organization of comparable size and complexity; at least 3 years of fire service management experience; and an associates degree or higher education in Fire Science, Fire Service Management, Public Administration or a related field. Application can be downloaded at [www.poncacityok.com](http://www.poncacityok.com). Call Human Resources department at for more information.

## OREGON

### Chief of Police Baker City, City of

PO Box 65  
Baker City, OR 97814  
541-524-2038

Population: 9,870  
Sworn Officers: 12  
Application Deadline: **6/30/2006**

Minimum Requirements/  
Qualifications: Extensive knowledge and experience in Oregon Law enforcement. Thorough understanding of all facets of police department operations. Four-Year Degree in accredited educational institution. Eight years experience as police officer in local law enforcement. Four years experience as an Oregon Police Chief. Oregon DPSST Executive & Management Certificates. Valid Oregon driver's license. Other Preferred Requirements/  
Qualifications: FBI National Academy Executives Certificate. Demonstrated active involvement in Oregon Police Chief's Association, and other applicable law enforcement professional support organizations. Salary Range: \$5,118.00 - \$6,088.00 per month.

### Fire Inspector Medford, City of

411 W 8th St., Room 392  
Medford, OR 97501  
541-774-2010

Population: 61,000  
Sworn Officers: 96  
Application Deadline: **6/16/2006**

Knowledge of fire prevention laws, ordinances, rules, and regulations including but not limited to, the International Fire Code, International Building Code, National Fire Protection Association Codes and Standards, and the Experience and Education – Four years full-time paid experience in firefighting and/or fire prevention with a municipal-

ity or other government fire agency, and graduation from high school, preferably supplemented with an AA Degree in Fire Science; or any satisfactory equivalent combination of experience and training which provides the desirable knowledge, skills, and abilities. Special Requirements – Must possess a valid Oregon Driver's License. May be required to carry a pager on a rotating basis and respond to after hours call out. Total abstinence from the use of all tobacco products. Ability to successfully pass the periodic medical exam. Must have or be able to obtain within twelve months of hire a Uniform Fire Code Certification from ICC.

### Fire Chief Molalla Rural Fire Protection District #73

320 N Molalla Ave. PO Box 655  
Molalla, Oregon 97038  
(503) 829-2200

Population: 30,000  
Application Deadline: **6/23/2006**

The Molalla Rural Fire Protection District #73 is seeking a strong and effective leader with an enthusiastic commitment to plan for the future and do whatever it takes to provide better services to the citizens. The Fire District promotes positive, supportive, and helpful attitudes at every level of the organization. The paid and volunteer staff members are dedicated to being a local community organization and promoting strong community support. Energetic fire service leaders are strongly encouraged to apply. The Molalla Rural Fire Protection District #73 is approximately 101 square miles with an ambulance service area (ASA) of 350 square miles that protects an approximate population of 30,000. The District encompasses a wide variety of terrain ranging from forest land to densely populated rural areas including the Mulino community and the city of Molalla. The Molalla Rural Fire Protection District #73 has six paid personnel and forty-five active volunteers who respond from two fire stations. The District provides fire suppression, investigation, public education, rescue, and ambulance transport services. All of the career staff and many of the volunteer members are cross-trained for both fire and EMS. The yearly salary range for the new Fire Chief is \$60,000 to \$80,000, depending on the qualifications of the successful candidate plus PERS, health insurance, and a staff vehicle. To obtain an application packet or further

information, contact 4M Consulting's President, Michael B. Sherman at (503) 577-6800 or [shermanm@open.org](mailto:shermanm@open.org). 4M Consulting; Michael B. Sherman; 1307 Brooke Drive Newberg, OR 97132.

## SOUTH CAROLINA

### Police Supervisor Batesburg- Leesville, SC

Applicants must be a certified police officer w/ a least five (5) yrs experience in a supervisory position. Applications may be picked up at the Town Hall located at 244 West Columbia Ave., Batesburg- Leesville, SC 29006 b/w the hours of 8:30a & 4:30p. Applications will be accepted until June 22,2006.

### Chief of Police Mauldin Police Dept

5 E Butler Rd  
Mauldin, SC 29662  
864-297-5200  
[www.mauldin-sc.gov](http://www.mauldin-sc.gov)

Population: 14,000  
Sworn Officers: 30  
Application Deadline: **6/15/2006**

The recruitment represents the replacement of a chief who accepted a similar position with another city after five and one-half years service with Mauldin. The Chief of Police works under the administrative direction of the City Administrator. The employee manages the operations of a major city department performing highly responsible professional and administrative functions. Employee develops and follows police service management policies and procedures and is directly accountable for departmental actions. The department consists of 47 personnel. There are 36 sworn personnel including the Chief. In addition, the department handles emergency communications for police and fire with eight personnel assigned to this task. The budget for FY 2007 will be approximately \$2.7 million. Successful candidates will have a bachelor's degree in criminal justice, public administration, or a related field and ten years progressively responsible law enforcement experience with seven years in a managerial, middle management, or command level position in an agency of similar size. Candidates with an equivalent level of education and experience will be considered. Current approved salary range is \$54,636 to \$71,028.

## Director of Public Safety North Myrtle Beach Dept. of Public Safety

1018 Second Avenue South  
North Myrtle Beach, SC 29582  
843-280-5518

Population: 12,000  
Sworn Officers: 85  
Application Deadline: **not stated**

Salary: \$76,188 - \$121,901; auto allowance/benefits. Requires six to nine years experience in law enforcement and fire safety at the management level; completed required coursework at SC Criminal Justice Academy. BS/BA in Public Safety/Law Enforcement. Related MS/MA preferred. Public Safety experience preferred. Brochure available at [www.mercergroupinc.com](http://www.mercergroupinc.com). Also see [www.nmb.us](http://www.nmb.us). Resume immediately to: James Mercer The Mercer Group, Inc. 5579B Chamblee Dunwoody Road, #511 Atlanta, GA 30338 770-551-0403 \* FAX: 770-399-9749 [mercerv@mindspring.com](mailto:mercerv@mindspring.com) [www.mercergroupinc.com](http://www.mercergroupinc.com) Closing date for application: Position open until filled. Minority and women candidates are encouraged to apply.

## TENNESSEE

### Chief of Police Belle Meade Police Dept.

4705 Harding Rd.  
Nashville, TN 37205  
615-297-0241

Population: 3,000  
Sworn Officers: 21  
Application Deadline: **6/30/2006**

To apply, please send a current resume and cover letter summarizing your qualifications and five references to Beth Reardon, City Manager, City of Belle Meade, address above.

### Fire Chief Greenville Fire Dept.

406 N. Irish St.  
Greenville, TN 37745  
423-639-7105

Population: n/a  
Sworn Officers: n/a  
Application Deadline: **6/19/2006**

The Town of Greenville is seeking an individual for full-time employment as Fire Chief. The Candidate must have strong interpersonal and organizational skills with the ability to manage personnel, programs and multiple projects simultaneously.

Under the direction of the Board of Mayor and Aldermen, responsibilities include planning, organizing, and directing all activities of the Fire Department. Activities associated with the position require a strong background in fire administration and personnel management with a minimum of five years supervisory experience of lieutenant or higher. The Fire Chief will reside within the city limits of Greenville within six months of hire. The Town offers a competitive wage based on education and experience and excellent fringe benefits.

## TEXAS

### Lieutenant Elgin Police Dept.

301 N. Main St.  
Elgin, TX 78621  
512-285-5751

Population: 7,200  
Sworn Officers: 16  
Application Deadline: **not stated**

The City of Elgin is accepting applications for Police Lieutenant. Applicant must have college level courses in criminal justice and Advance Peace Officer license; at least 8 years progressively responsible experience as a police supervisor. Successful candidate must undergo written exam. background investigation, review board and drug screen. \$44,000 Applications may be obtained Monday through Friday 8:00a.m. to 5:00p.m. at 202 Depot Street, Elgin, Texas 78621 or by calling 512-281-3330

### Detention Supervisor Frisco Police Dept

8750 McKinney Rd #500  
Frisco, TX 75034  
972-335-5502

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

Detention Supervisor Job Description: Under general supervision of Police Captain, supervises the daily operation of the municipal detention facility. The Detention Supervisor is responsible for recommendation and implementation of policies and procedures. The Detention Supervisor will also perform the duties of Detention Officer as needed. High School Diploma or GED and 2-5 years experience as a Detention Officer and 1-3 years any type of supervisory experience preferred or combination of education and experience. State of Texas certification for basic completion of Basic

Detention Officer School. Basic Jailer certification from TCLEOSE preferred or ability to obtain within 1 year of employment. Familiarity with CALEA accreditation standards a plus. Must pass a pre-employment drug screening, background check, MVR check and post-offer physical agility exam. Salary \$19.95 minimum - \$23.94 midpoint/hour + Benefits/. Position subject to close without notice. Visit our website at [www.FriscoTexas.gov](http://www.FriscoTexas.gov) for additional information.

### Chief of Police Hale Center Police Dept

702 Main St  
Hale Center, TX 79041  
806-839-2412

Population: 2,400  
Sworn Officers: 4  
Application Deadline: **6/26/2006**

Applicant must be TCLOSE certified with Advance License, hold a Texas driver's license and have proven supervisor experience. Applicant must be willing to reside in Hale Center. Qualified applicants will undergo thorough background investigation. All interested applicants contact the City of Hale Center at (806)839-2411 or 839-2412 or come to Hale Center City Hall.

### Deputy Fire Marshall Kerrville Fire Dept.

87 Coronado Dr.  
Kerrville, TX 78028  
830-257-8455

Application Deadline: **not stated**

Must have Basic TX Firefighter Certification, TX Basic Fire Inspector Certification, TX Arson Investigator and be a TX Peace Officer. For an application, call 830-257-8449.

### Police Chief City of Leon Valley

Leon Valley City Hall  
6400 El Verde Road  
Leon Valley, TX 78238  
[www.leonvalleytexas.gov](http://www.leonvalleytexas.gov)

City of Leon Valley seeks a qualified individual for Chief of Police who will be responsible for managing all aspects of the department for the City. REQUIREMENTS: Seven years progressively responsible experience in law enforcement or related field is required, with experience in traffic management, crime prevention, arrest and court procedures, personnel management, and budgeting. Must hold, at a minimum, Advanced Certification with TX Commission on Law Enforce-

ment Officer Standards and Education (TCLEOSE). Must have a valid Drivers License. PREFERRED: Bachelors Degree in law enforcement, criminal justice, or a related field. Additional training such as completion of the FBI National Academy, graduation from the Law Enforcement Management Institute of TX, or other professional development programs in law enforcement management. SALARY: \$3402.73 to \$4562.13/monthly, D.O.Q. + great benefits! Applications available at Leon Valley City Hall or [www.leonvalleytexas.gov](http://www.leonvalleytexas.gov) Completed application & resume must be received by 11:00 a.m., Friday, June 23, 2006. AA/EEO/ADA

### Chief of Police Muleshoe Police Dept

215 E Ave B  
Muleshoe, TX 79347  
806-272-4569

Population: 5,000  
Sworn Officers: 6  
Application Deadline: **not stated**

Applicant must be TCLEOSE certified, hold a valid Texas driver's license and have proven supervisor experience. Qualified applicants will undergo thorough background investigation.

### Fire Chief Pasadena Volunteer Fire Department

PO Box 672  
Pasadena, TX 77501  
713-475-5554

Application Deadline: **not stated**

Bachelor's Degree (Fire Science, Public Administration, or related discipline) or equivalent training and experience. Minimum two years officer level experience. Extensive knowledge and experience in local government administrative and budgeting. Knowledge and experience in implementing best practices in management of municipal fire and emergency operations. Knowledge of emergency preparedness and disaster response principles and practices. Certifications must be held or obtained within one year of employment: Basic Structural Fire Fighter certification by the Texas Commission on Fire Protection Standards; valid Texas driver's license with an acceptable driving record; Executive Fire Officer Program; and Chief Fire Officer Designate. Hiring Range: \$3,192.30 bi-weekly. For more info, and application, see [www.ci.pasadena.tx.us/jobs.htm](http://www.ci.pasadena.tx.us/jobs.htm).

**Chief of Police**

**Terrell Hills Police Dept**

5100 N New Braunfels  
San Antonio, TX 78209  
210-824-7401

Population: 4,700  
Sworn Officers: 16  
Application Deadline: **not stated**

Plans, develops, supervises, and evaluates all police department operations. Maintains communication and cooperation between the police department and all other city departments. Supervises and coordinates the preparation and presentation of an annual budget for the police department and directs the implementation of the budget. Is responsible to the City Manager and City Council and is under the direct supervision of the City Manager. Qualifications: Degree or 60+ credit hours at an accredited college or university, 10 years municipal law enforcement experience with 5 years in a supervisory position, advanced or Master Peace Officer certification in state of Texas. Preferred: Bachelor's degree in criminal justice or a related, graduate of the FBI National Academy, graduate of L.E.M.I.T. Leadership Command College

**Fire Chief**

**Travis County ESD#3**

4111 Barton Creek Blvd.  
Austin, TX 78735  
(512) 288-5534

Population: 20,000  
Sworn Officers: n/a  
Application Deadline: **8/1/2006**

The District in southwest Travis Co., TX, covers 50 sq. mi. and 20,000 people. It provides first response medical, rescue, HazMat, and fire suppression services while enforcing a comprehensive Fire Code. ESD#3 is completing an expansion and equipment replacement program that includes 2 new stations, a '06 Pierce Quint aerial and a '06 Pierce engine w/CAFS. These complemented first line support, command and brush fire apparatus. The new Chief will continue the ESD's customer focused strategy. Candidates should have a minimum 5 years of supervisory fire fighting experience, a bachelor's degree and additional relevant management courses. Details are located at [www.oakhillfire.org](http://www.oakhillfire.org).

**VERMONT**

**Chief of Police**

**Hartford Police Dept.**

171 Bridge Street  
White River Junction, Vt. 05001  
802-295-9353

Population: 10,000  
Sworn Officers: 21  
Application Deadline: **6/16/2006**

Minimum requirements include: a bachelors degree from an accredited college/university preferably in criminal justice or related field (management, etc.), supported by a history of ongoing training, a minimum of 10 years of progressive senior/executive command level experience in municipal law enforcement service in similar/larger organization or equivalent combination of education and experience.

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## VIRGINIA

### Chief of Police Bedford, City of

HR Dept., 215 E. Main St  
Bedford, VA 24523  
540-587-6046

Population: 6,054  
Sworn Officers: 22  
Application Deadline: **7/7/2006**

Prefer experienced, progressive law enforcement professional who has the skills and capacity for collaborative leadership, employee development and community partnerships. Reqs. bachelor's degree from fully accredited institution in law enforcement, public or business administration or related field or a combination of education and experience equivalent to a bachelor's degree; master's degree a plus; min. of 10 yrs. progressively responsible law enforcement exper., some of which should be in a command level/management capacity. City residency required. Must have or be able to obtain Virginia driver's license within 30 days and possess a DCJS law enforcement certificate and meet and maintain state and local requirements for the position. Must meet physical requirements; pass drug screen and psychological examination. Submit city employment application with notarized Authorization for Release Form, FCRA disclosure form and two letters of reference to: Attn: Human Resources; Police Chief, 215 E. Main St., Bedford, VA. 24523. [www.bedfordva.gov](http://www.bedfordva.gov).

### Security Exercise Team Leaders

#### ICF International

9300 Lee Highway  
Fairfax, VA 22031  
703-934-3000

Population: n/a  
Sworn Officers: n/a  
Application Deadline: **6/30/2006**

ICF International is expanding its Homeland & National Security Practice and has an immediate need for professionals with experience in Homeland Security exercises. Indi-

viduals must have six plus years of solid experience in emergency management or related field and hands-on experience designing, developing, facilitating, and evaluating table-top, functional, and full scale exercises for federal, state, and local clients. Excellent writing and verbal communications skills are required. A writing sample will be requested. Familiarity with emergency management concepts and the policies of the federal government required (e.g. NRP and NIMS). Travel is required. All candidates meeting the above criteria will be considered. Additional desired experience for selected positions: Experience with response planning for critical infrastructure protection and CBRNE weapons of mass destruction/domestic terrorism incidents; Experience with public health and medical emergencies; Experience with HSEEP-compliant exercise design and evaluation preferred; Experience with training and policy/strategy development a plus; Business development and client relationship management experience is required for senior-level positions; Master's degree preferred; Some of the positions require strong Spanish language skills (listening, speaking, reading, and/or writing) and those fluent in Spanish should make note on their resume; and Current U.S. government security clearance is preferred. E-mail resume to: [resumescs@icfi.com](mailto:resumescs@icfi.com). <http://www.icfi.com>.

### Chief of Police Onley Police Dept

25559 E Main St  
Onley, VA 23418  
757-787-3985

Population: 496  
Sworn Officers: 3  
Application Deadline: **not stated**

Supervise 3 sworn police officers and also perform work as a police officer (working chief). Reqs. certified Va. police officer with extensive police exper. Prefer: candidate with management and supervision exper.; degreed candidate with police science courses. Reports to Town Council. Application obtained at the Onley Town Office.

### Division Chief Stafford County Fire Dept.

1300 Courthouse Rd.  
Stafford, VA 22554  
540-658-8656

Population: 120,000  
Sworn Officers: 300  
Application Deadline: **not stated**

Stafford County (home to Marine Corps Base Quantico and the FBI Academy) is a rapidly growing suburban Washington, DC county of over 120,000 residents with excellent schools and recreation opportunities. Stafford County is rich in history; boasting George Washington's boyhood home and offering many exciting career and personal growth opportunities. Our department is growing and so are the demands and challenges our county faces. Stafford County faces the daily challenges faced by any suburban environment, but we are further challenged by several of the county's unique vulnerabilities such as the Potomac River, commuter, passenger and freight rail service, special hazard, high security and historically significant facilities, a new regional airport, one of the busiest sections of Interstate highway in the nation and the second fastest growing population in the Washington, DC metro area. This position requires a through understanding fire protection engineering, plan-review and filed inspection, pre-incident planning and the ability to work in a fast-paced, demanding environment. This person will enjoy broadminded professional growth and independence in developing this new area of focus in our fire and rescue department. A starting salary will be offered from \$49,899 - \$66,820. Please visit our website ([www.co.stafford.va.us](http://www.co.stafford.va.us)) for further details, required qualifications and to submit your application.

## WASHINGTON

### Chief of Police Marysville Police Dept

1635 Grove St  
Marysville, WA 98270  
360-651-5050

Population: 33,000  
Sworn Officers: 43  
Application Deadline: **6/25/2006**

The Department has an 8.96 million budget and is organized into three divisions: Patrol Operations, Admin-

istrative Systems Division and Operations Support Division. Appointed by the Mayor and reporting to the City Administrator, the Police Chief is a key member of the City's leadership team. The Chief is responsible for the management and administration of the Department, including protection of life and property, regulation of traffic, apprehension and detention of law violators, animal control, parking control and other related activities. The Police Chief also manages the preparation of the annual operating budget for the Department. Additionally, the Police Chief coordinates City law enforcement activities with other governmental and law enforcement agencies and directs the assignment of personnel and appropriate training programs. A four year degree in Law Enforcement, Political Science, Public Administration or a related field and ten years of increasingly responsible experience in law enforcement, with at least five to seven years experience as a senior law enforcement manager, is required. Extensive experience as a senior law enforcement manager may be substituted for education. Prothman Company, 3633 136th PL SE, Suite 206, Bellevue, WA 98006; ph: 206-368-0050; fax: 206-368-0060. Complete profile of the position, supplemental questions and application form available at [www.prothman.com](http://www.prothman.com).

### Chief of Police Mossyrock Police Dept.

231 E State St  
Mossyrock, WA 98564  
360-983-3300

Population: 565  
Sworn Officers: 3  
Application Deadline: **6/21/2006**

Currently serving as a certified Peace Officer with a Law Enforcement Agency and have successfully served a minimum of 12 months as a full time paid sworn officer within the past 24 months. Education Required :High school graduate to GED.

# WISCONSIN


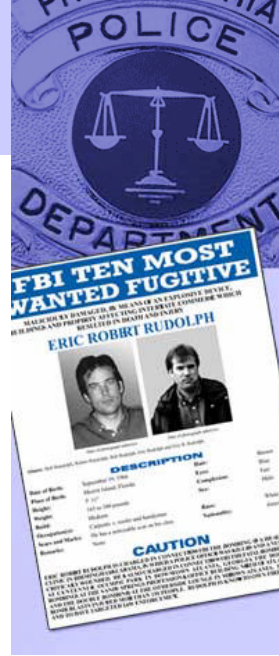
## Fire Chief





### Onalaska Fire Department

415 Main St  
Onalaska, WI 54650  
608-781-9530

Population: 15,400  
Sworn Officers: n/a  
Application Deadline: **8/3/2006**

Bachelors degree in Fire Service or a closely related field supplemented by other college level courses in public or business administration or a related field; or equivalent combination of experience. Masters Degree in Public Administration, Business Administration, or related field is desired, as is related course work at the National Fire Academy. Ten (10) years of progressively responsible experience in the fire service, including fire (5) years of supervisory experience and five (5) years experience in emergency management; or equivalent combination of work experience. State of Wisconsin or International Fire Service Accreditation Congress (IFSAC) Fire Officer II or III, and State of Wisconsin or IFSAC Fire Instructor II or III. Certification as a Wisconsin EMT-B or National Registered EMT with experience in the administration of advanced life support. Graduate of or currently enrolled in the National Fire Academy's Executive Fire Officer (EFO) program. Residency required. Salary: \$65,000 - 69,000 + benefits. [www.cityofonalaska.com](http://www.cityofonalaska.com).

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