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For The Public Safety Executive

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The Brass Key

For The Public Safety Executive

Jefferson, Georgia Meet Police Chief Joseph Wirthman

By Daniel P. Bennett

On September 5, 2006, Joseph Wirthman was appointed as the Chief Executive Officer for the City of Jefferson's Police Department. A 29 year veteran of law enforcement, Chief Wirthman comes to the City of Jefferson from the Ft. Pierce, Florida, Police Department.

Selected from more than 50 applicants in a nationwide search, Chief Wirthman brings a myriad of experience to the City of Jefferson. Following his own advice, Joseph attempted to experience every aspect and division in law enforcement. "Move around in your agency" Wirthman advises, "Seek diversity in your career and become good at everything you do".

When asked why he chose to take a job in Georgia, Chief Wirthman replied "I moved to a nice, charming north east town in the foothills of Georgia. It is important to know what you want to move and know that you like the area." Wirthman added, when seeking a chief's position, it is important to "research the community and try to learn the politics of the area."

Chief Wirthman has an Associate of Arts degree in Law Enforcement Technology, a Bachelor of Arts in Criminal Justice and a Masters Degree in Human Services (Cum Laude). In addition to his formal education, he completed the Florida Criminal Justice Executive Institute Senior Leadership and Chief Executive seminars.



Jefferson, Georgia Police Chief
Joseph Wirthman

When asked if he could provide any advice to aspiring Chief candidates Wirthman espouses "Take the time to obtain your formal education. Once you are ready to start applying, package your resume in a professional manner, brief bullet points of your career highlights, you can always expand on those points in the interview."

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.

ALABAMA

Scottsboro Police Department
Chief of Police

ARIZONA

Central Yavapai
Fire District (CYFD)
Training Chief

ARKANSAS

Farmington Police Dept.
Chief of Police
Hot Springs Police Dept.
Chief of Police

CALIFORNIA

Benicia Police Dept
Chief of Police
Coronado Police Dept.
Director of Police Services
Davis Police Department
Chief of Police
Fairfield Police Dept.
Chief of Police
Marina Police Dept.
Chief of Police
Pleasanton, City of
Chief of Police
Porterville Police Dept.
Chief of Police
Susanville Police Dept.
Chief of Police
Tulare County Fire Dept.
Battalion Chiefs (6)
Fire Captain (21)

CONNECTICUT

Ridgefield Fire Dept.
Assistant Fire Chief
Stratford, Town of
Fire Chief

FLORIDA

Belleair Beach, City of
Chief of Police
Bunnell Police Dept.
Chief of Police
Conway, City of
Chief of Police
Crescent City Police Dept.
Chief of Police
Kissimmee, City of
Deputy Chief

GEORGIA

Gwinnett Co Sheriffs Dept
Senior Police Officer
Tyrone Police Dept.
Chief of Police

IDAHO

Rathdrum Police Dept
Chief of Police

ILLINOIS

Glenview Police Dept
Police/Fire
Telecommunications Director
Minooka Police Dept
Police Administrator

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Ames, City of
Chief of Police
Evansdale Civil
Service Commission
Police Chief
Newton Fire Dept.
Fire Chief
Ottumwa, City of
Chief of Police

KANSAS

Attica Police Dept.
Chief of Police
La Cygne Police Dept.
Chief of Police

LOUISIANA

Covington Police Dept
Chief of Police

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Charlton Fire Dept.
Fire Chief
Middleton Police Dept.
Chief of Police
Norwell Fire Department
Fire Chief

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Allen Park Police Dept
Chief of Police
Glen Arbor Township
Fire Department
Fire Chief
Resort/Bear Creek Fire Board
Fire Chief

MINNESOTA

Zumbrota Area
Ambulance Association
Director

MISSISSIPPI

Lexington, City of
Police Chief
Lumberton Police Dept.
Chief of Police

MISSOURI

Lake Ozark Police Dept.
Chief of Police
Lexington Police Dept.
Chief of Police
Olivette Police Dept
Chief of Police
Webb City Police Dept.
Chief of Police

NEW HAMPSHIRE

Littleton Police Dept
Chief of Police

NEW YORK

Oneonta, City of
Fire Chief

NORTH CAROLINA

Creedmoor Police Dept.
Chief of Police
Greensboro, City of
Chief of Police
Kernersville, Town of
Fire Chief
Southern Shores Police Dept.
Chief of Police
Wilmington Fire Department
Assistant Fire Chief

OHIO

Tallmadge Police Dept
Chief of Police

PENNSYLVANIA

Wilkinsburg, Borough of
Police Chief

SOUTH CAROLINA

Greenville, City of
Police Chief
North Charleston Fire Dept.
Fire Chief
North Charleston Fire Dept.
Fire Inspector
Olar Police Dept.
Chief of Police
University of South Carolina
Upstate
Chief of Police
Woodruff Police Dept.
Chief of Police

TEXAS

Bartonville Police Dept.
Chief of Police
Fort Worth, City of
Fire Chief
Liberty, City of
Chief of Police

VIRGINIA

Culpeper Police Dept.
Chief of Police
Loudoun County Department of
Fire, Rescue and
Emergency Management
Assistant Chief
Rocky Mount Police Dept.
Chief of Police

WASHINGTON

Centralia, City of
Police Commander
Port Orchard Police Dept
Police Commander

WISCONSIN

Greendale Police and
Fire Commission
Fire Chief
Rhineland Police Dept
Chief of Police

ALABAMA

Chief of Police Scottsboro Police Dept

916 S. Board St.
Scottsboro, AL

Application Deadline: **11/17/2006**

Responsible for providing administrative and supervisory work to all police employees, police functions and activities of the police department. Must demonstrate leadership in a management role. Must have extensive experience in law enforcement work and law enforcement supervisory experience. Supervises the training, assignments and the discipline of all department members. Must have the ability to analyze complex police problems and situation, instruct others in effective and reasonable courses of action that will produce effective investigative results, protect the safety of other officers, victims, and the public. Must possess formal training in police administration with extensive experience in law enforcement, training, investigative methodology, criminal justice and modern police methods. Salary is negotiable, includes benefits.

ARIZONA

Training Chief Central Yavapai Fire District (CYFD)

8555 E. Yavapai Road
Prescott Valley, AZ 86314
(928) 772-7711

Application Deadline: **12/22/2006**

\$72,104 - \$96,626. This position is responsible for assessing and providing the direction of all organization-wide training activities and facilities. The successful applicant will possess a high degree of integrity and interpersonal relations skills. They must be able to develop and organize an effective training program, assist in the development of a state-of-the-art training facility, and subsequently manage the facility. This includes the development of instructional materials to educate personnel effectively, maintain discipline, and stimulate personnel interest. The applicant must have good

command presence, be able to manage multiple complex projects, and establish interagency training agreements and relationships. The District is located in central Yavapai County, Arizona and provides professional emergency services to 160 square miles, with a population of approximately 50,000. In addition, the District provides many non-emergency type responses and community services. CYFD employs 80 full-time personnel and maintains a reserve force of about 25 on-call members. The District provides service from six staffed stations and four reserve stations. The District's annual operating budget is approximately \$10.1 million and responds to over 6,500 calls per year. Associate degree (A.A.) from a two-year college required or equivalent combination of education and experience. Valid driver's license. Experience in all aspects of fire department operations with a minimum of seven years in the fire service. www.centraleyavapafire.org.

ARKANSAS

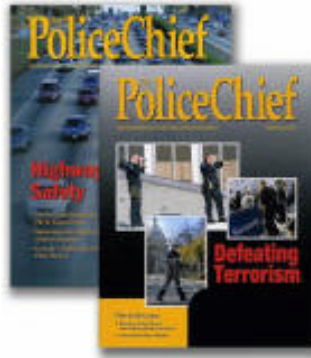
Chief of Police Farmington Police Dept.

PO Box 150
Farmington, AR 72730
479-267-3865

Application Deadline: **not stated**

The City of Farmington, Arkansas seeks a Police Chief to lead and manage a department of eight (8) certified police officers in addition to part-time and civilian staff. The Chief of Police functions as the chief administrator of the police department and reports directly to the Mayor. Candidates must possess at least four (4) years of progressively responsible law enforcement experience with strong preference for higher-level command responsibilities, higher education coursework in criminal justice, and/or public or business administration. The successful candidate should demonstrate proven skills in fiscal and personnel management along with computer literacy and strong leadership skills. A successful candidate must be a certified police officer in the State of Arkansas. Salary commensurate with experience. Applications will be accepted until position is filled.

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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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Chief of Police Hot Springs Police Dept.

PO Box 700
Hot Springs, AR 71902
501-321-6840

Application Deadline: **11/27/2006**

The City of Hot Springs is seeking a proven law enforcement professional to become Chief of Police replacing the retiring chief. This position reports to the City Manager and heads a progressive department with a staff of 129, including 98 sworn officers. A bachelor's degree in criminal justice, business administration or related area from an accredited institution; at least 10 years of experience in manager or administration in a law enforcement agency; must meet the requirements of applicable state and local laws regulated by the civil service; any combination of education and experience required; starting salary is negotiable with excellent fringe benefit package available. Request for information may be directed to Minnie Lenox, Human Resources Director, 501-321-6840 or email mlenox@cityhs.net.

CALIFORNIA

Chief of Police Benicia Police Dept

200 East L St
Benicia, CA 94510
707-746-4265

Application Deadline: **12/1/2006**

The City of Benicia is seeking an experienced leader who has vision for community policing, high quality neighborhood exposure and customer service. The City wants a Chief who is a strong advocate for the Department and for the City Organization as a whole. Candidates must exhibit exceptional values and ethics while being able to communicate with various levels of the organization and the skill to form necessary partnerships. Candidates must be able to thrive in an organization valuing participation and inclusiveness. Open door policy is valued. Offering the beautiful San Francisco Bay waterfront, upscale community and numerous restaurants, schools and parks, Benicia (pop.28, 000) is a first class community with an excellent Public Safety tradition. Benicia is a safe community where quality of life, neighborhoods and excellent school system result in a rating as the #1 place to raise a family. The City offers abundance of leisure and recreational activities. Qualifications: Bachelors degree required, Masters is preferred; must have 10 years supervisory experience. Completion of

POST Command College or FBI National Academy is desirable. Salary to \$146,000. Benefits include 3% @ 50, generous benefits package. If you are interested in being a part of this Community, please submit resume to: Dr. Bill Mathis Mathis & Associates dr.bill@mathisassociates.com Phone: 707/252-2151 Fax: 707/252-1349 Website: www.MathisAssociates.com.

Director of Police Services Coronado Police Dept.

1825 Strand Way
Coronado, CA 92118
619-522-7807

Application Deadline: **12/11/2006**

The City of Coronado, (population 26,000) located across the bay from San Diego, is seeking a Director of Police Services to serve as the City's Police Chief and report directly to the City Manager. Under general administrative direction, the Director will plan, direct, manage and oversee the activities and operations of the Police Department including patrol, criminal investigations, traffic control, code enforcement, public safety communications, regional task force participation, parking enforcement, animal services, community relations, property and evidence, records management, crime prevention, staff training, budget preparation and management of the annual budget. The Police Department has 65 full-time equivalent staff and an additional 40 volunteers. The ideal candidate will have at least ten years of increasingly responsible law enforcement experience including four years of management and administrative responsibility. Education equivalent to a bachelor's degree with major course work in criminal justice, public administration, business administration, or a related field and possession of a valid POST management certificate. POST Command College or FBI National Academy participation are desirable. The ideal candidate will be creative, energetic, community-oriented and will practice a flexible "hands-on" management style. Salary: \$115,872 - \$138,276 annually, plus excellent benefits package including fully paid 3% at 50 CalPERS retirement. www.coronado.ca.us.

Chief of Police Davis Police Department

226 F St
Davis, CA 95616
530-756-3907

Application Deadline: **11/27/2006**

Specific requirements include significant increasingly responsible law enforcement experience, including four years of managerial experience. A Bachelor's degree and P.O.S.T. Management Certificate are required; Master's degree highly desirable. The City of Davis, 11 miles from Sacramento in Yolo County, is home to the University of California at Davis. Davis (pop. 64,500) is known for its creative approaches to municipal services, an involved caring community, solar energy pioneering, responsible growth management, an energetic university environment, pedestrian/bicycle friendly infrastructure, red double-decker bus system, a vibrant downtown, an unparalleled greenbelt and parks system and outstanding public schools. Davis is also well centered between Sacramento and the San Francisco Bay Area, and is a short drive to the Lake Tahoe region of the Sierra Nevada Mountains. If you are a strong creative and innovative leader with an inclusive management style coupled with a strong customer service orientation, we invite your consideration of this outstanding career opportunity. The Davis Police Department is supported by 105 employees (60

sworn and 45 civilian) and an annual budget of 13.5 million. Davis's next Police Chief will be a superior communicator who is well versed in community policing, committed to inclusion and diversity and has an established track record of implementing best practices and the demonstrated ability to build and maintain strong relationships with the community, employees, and City leaders. Specific requirements include significant increasingly responsible law enforcement experience, including four years of managerial experience. A Bachelor's degree and P.O.S.T. Management Certificate are required; Master's degree highly desirable. For more information, contact: Stuart Satow CPS Executive Search 241 Lathrop Way Sacramento, CA 95815 Phone: (916)263-1401 Email: resumes@cps.ca.gov Website: http://www.cps.ca.gov/search.

Chief of Police Fairfield Police Dept.

1000 Webster Street
Fairfield, CA 94533
707-428-7394

Application Deadline: **11/17/2006**

Candidates must possess seven years of increasingly responsible command experience in a municipal police work, including at least four years of supervisory and management experience at the level equivalent to that of Lieutenant with the City of Fairfield. A Bachelor's

Degree from an accredited college or university with major coursework in Criminal Justice, Public Administration, Political Science or a related field is required. A Masters Degree is highly desirable. A graduate from Command College or the FBI Academy is preferred. Lying in the heart of Solano County, the City of Fairfield (population 105,026) is a vibrant community with respect for its heritage and a vision for the future. An excellent quality of life, first-rate schools, a wide variety of housing, abundant recreational options, and an array of retail options make Fairfield a great place to live, work and play. The City is seeking an experienced and strong leader for their new Police Chief. The selected candidate will stand up for the Department, hold their ground and make the tough decisions when they are necessary. The ideal candidate will be a mentor and motivator to all staff and have a successful track record of leadership, mentoring and conflict resolution. The Chief must be a person that will instill confidence in the Council, the staff, and the community. In addition, the incumbent will be visible in the Fairfield community and interested in building a strong relationship with its residents. For more 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. http://www.bobmurrayassoc.com.

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<http://deltatactical.com/blueline.html>

**Chief of Police
Marina Police Dept.**

211 Hillcrest Ave.
Marina, CA 93933
www.ci.marina.ca.us

Application Deadline: **not stated**

This excellent career opportunity provides the selected candidate the unique opportunity to lead the City's transition from a long standing combined fire and police public safety department to a police department with dedicated police personnel. A special asset the ideal candidate will possess is a seasoned and successful background in and understanding of developing and managing a community policing program in a culturally and ethnically diverse city. The Chief of Police is an at-will classification and is an Executive Team member. The incumbent will serve as the liaison for internal issues and for outside law enforcement agencies. The City of Marina is currently managing rapid growth in the area of economic and community development throughout the City and recognizes the critical role and presence of law enforcement. Combination of education, training and experience equivalent to B.A./equiv in closely related field; Masters degree preferred. 6 years progressively responsible police management experience, including 3 years at the rank of Police Captain or equivalent. Possession of a P.O.S.T. Advanced Management Certificate. Ability to meet all POST requirements for Chief of Police.

**Chief of Police
Pleasanton, City of**

123 Main Street
Pleasanton, CA 94566
925-931-5048

Application Deadline: **12/6/2006**

One of Northern California's premier residential and business communities, the City of Pleasanton (population 67,700) is well regarded as an attractive and friendly city with a strong heritage, active and involved residents, a wide variety of services, well planned business areas, a historic downtown and well cared for homes in family oriented neighborhoods. The City is recruiting for a new Police Chief. The Police Department has a staff of 87 sworn officers and 34 civilian employees. The Department has an operating budget of

21,294,558. Services are provided through 3 divisions: Operations, Professional Standards, and Investigations and Services. The City is looking for a proven leader with exceptional interpersonal skills that are evidenced in his/her relationship with the community and the staff. The Department embraces Community Policing and Problem Solving. The new Chief must exemplify that philosophy in his/her approach to managing the Department and leading staff. The control point for the salary range is 12,812 monthly. If you are interested in this outstanding opportunity, please submit your resume to: Bob Murray, 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.

**Chief of Police
Porterville Police Dept.**

350 North D St
Porterville, CA 93257
559-782-7441

Application Deadline: **11/30/2006**

An ethnically diverse and rapidly growing community in the San Joaquin Valley, the City of Porterville is seeking a vibrant leader to join its management team and guide a skilled department of 79 staff (57 sworn) with a 6.2 million budget. The ideal candidate will have a proven track record of community and regional collaboration and will be committed to working closely with peer department heads. A minimum of five years' experience in

a highly responsible management capacity of a law enforcement agency as well as Bachelor's degree in criminal justice or a related field is required; Master's desirable. Please send your resume and cover letter electronically to: Peckham & McKenney apply@peckhamandmckenney.com. Call Bobbi Peckham toll-free at (866) 912-1919 for more information or to request a detailed brochure (also available on our web site at www.peckhamandmckenney.com).

**Chief of Police
Susanville Police Dept.**

66 N. Lassen St.
Susanville, CA 96130
530-252-5100

Application Deadline: **12/1/2006**

The ideal candidate will be a results-oriented, dynamic leader with a collaborative management style, exhibit a good sense of humor and proven ability to build and maintain positive relationships within the community, city management, employees and regional agencies. The Police Department consists of staff of twenty, eighteen of which are sworn officers and an annual budget of \$2,300,000. Bachelor's Degree preferred, POST Management Certificate required. Application materials may be obtained by contacting the: City Administrator at 530-252-5100 or www.cityofsusanville.org.

Battalion Chiefs (6)

Fire Captain (21)

Tulare County Fire Dept.

2900 W Burrel Ave.
Visalia, CA 93291
559-733-6266


Application Deadline: **11/30/2006**

Tulare County will operate its own Fire Department. The department is a combination fire department model consisting of 106 full time line, staff, and support positions supplemented by approximately 400 paid on call, extra help firefighters and engineers operating 29 Engines, 3 Trucks, 6 Water Tenders, and 14 Light attack Engines. We are seeking experienced Fire-fighting professionals to join our team starting in May 2007. We have the following career fire officer openings: Fire Battalion Chief (6); Fire Captain (21) Fire Captain. www.co.tulare.ca.us/hrd.

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CONNECTICUT

Assistant Fire Chief Ridgefield Fire Dept.

400 Main St.
Ridgefield, CT 06877
203-431-2700

Application Deadline: **12/1/2006**

The Fire Department provides all-hazards response and paramedic transport services to 24,000+ residents and many visitors of the community within a 34 sq mile area. The Town is seeking an individual who has a positive attitude, is a committed team player, possesses leadership qualities, and who can accept and handle significant levels of progressive responsibility. Experience in customer service, safety, planning, organizing, and current fire and EMS service management knowledge are a must. The successful candidate must possess a minimum of an Associates in Fire Science, PA, Emergency Mgmt, or related field and be certified Fire Officer II and Fire Service Instructor I at the time of appointment, have a minimum of 7 yrs career fire experience, with not less than 3 yrs of supervisory experience.
www.ridgefieldct.org.

Fire Chief Stratford, Town of

HR Dept, 2725 Main Street
Stratford, CT 06615
203-385-4110

Application Deadline: **12/15/2006**

The Chief plans, organizes and directs Fire Department operations ensuring departmental compliance with all applicable policies, procedures, laws, regulations and standards of safety. Oversees fire administration, fire suppression, fire prevention, maintenance, safety, training and public relations functions of the Fire Department. The Department consists of 4 stations and 98 uniformed personnel. Must possess CT Fire Officer and Fire Marshal certifications. Position requires a Bachelor's degree in Public Administration or Fire Science with a Master's degree or NFAEFO preferred. Twelve years of progressively responsible fire services experience required including at least

4 years as an Assistant Fire Chief or higher rank. Successful applicant will have knowledge of current fire administration procedures, practices, and philosophies; strong oral and written communication skills; sensitivity to and ability to work cooperatively and effectively with diverse ethnic and cultural groups. Salary range is \$89,000 - \$99,000.

FLORIDA

Chief of Police Belleair Beach, City of

City Clerk 444 Causeway Blvd.
Belleair Beach, FL 33786
(727) 595-4646

Application Deadline: **not stated**

Salary: mid \$50,000's Qualifications: Ideal candidate will have five years of supervisory/command experience. Certification or the ability to be certified in accordance with FSS, Chapter 943, Criminal Justice Standards and Training Commission. Equivalent combination of education, training and experience will be considered for minimum requirements. Excellent written and oral skills. Responsibilities: This professional and administrative law enforcement position consists of planning, organizing and directing the activities of the Police Department. Creates and encourages the development of community policing programs to enhance crime control through citizen involvement. Responsible for the development of the police budget. (population 1620) For more information, contact: Nancy G. McCollum, City Clerk 444 Causeway Blvd. Belleair Beach, FL 33786 Phone: (727)595-4646 Fax: (727)593-1409 Email: nmccollum@cityofbelleairbeach.com Website: www.cityofbelleairbeach.com

Chief of Police Bunnell Police Dept.

PO Box 756
Bunnell, FL 32110-0756
386-437-7500

Application Deadline: **not stated**

The City of Bunnell, the county seat of Flagler County (population 2,361) is currently seeking qualified candidates for the position of Chief

of Police. This position reports directly to the City Manager. A Bachelors degree in Criminology/Law Enforcement from an accredited four-year college/university is desired, experience in command/administrative duties is expected, and knowledge/experience with community policing required. The Chief of Police will be responsible for creating/maintaining the development and implementation of community programs to enhance crime control and prevention through citizen involvement.

Chief of Police Conway, City of

Human Resources Director 1201 Oak Street
Conway, AR 72032
(501) 450-7087

Application Deadline: **12/31/2006**

Position: Chief of Police Deadline: 12/31/2006 Agency: City of Conway Location: City of Conway, AR USA Salary: negotiable Qualifications: Education/Experience: Bachelor's degree in Police or Public Administration, Criminal Justice or a related field from an accredited college or university and 10 years of progressively responsible experience in law enforcement work, including 3 to 5 years of major command responsibility. Preferred qualifications include evidence of continuing training and self-development such as graduation from the FBI National Academy or other police leadership development programs. An equivalent combination of training and experience maybe substituted for education. Responsibilities: The city seeks a proactive leader who is a superior communicator committed in inclusion and diversity. As a leader the chief must have an established record in managerial and fiscal administration, in implementing best practices, and in building relationships with the community, the employees, and local, regional, and state leaders The City of Conway, a vibrant and progressive community located in central Arkansas, 31 miles northwest of the state capital of Little Rock, is accepting resumes for a Chief of Police. The City of Colleges, Conway has a population of 53,412 and is home to three institutes of higher learning, the University of Central Arkansas, Hendrix College

and Central Baptist College. Conway is a rapidly growing community more than doubling in population since 1990. It has a median age of 26.8, over 40% of the adult population has a college degree, and it has the highest median family income of the largest ten cities in Arkansas. Conway is the northern entrance into the Little Rock-North Little Rock MSA as well as the gateway into the recreational opportunities of the Arkansas River valley and the southern Ozark Mountains. The Conway Police Department, an internationally accredited law enforcement agency, is one of four agencies accredited by CALEA in Arkansas, consists of 104 sworn and 21 civilia employees. The Chief of Police reports directly to the Mayor. EOE For more information, contact: Human Resources Director 1201 Oak Street Conway, AR 72032 Phone: (501)450-7087 Fax: (501)513-3503 Email: lisa.williams@cityofconway.org Website: www.cityofconway.org/ How To Apply: Please submit resume to: Human Resources Director, City of Conway, 1201 Oak Street, Conway, AR 72032. E-mail: lisa.williams@cityofconway.org; fax 501-513-3503.

Chief of Police Crescent City Police Dept.

115 N Summit St.
Crescent City, FL 32112
386-698-2525

Application Deadline: **not stated**

www.Crescentcitypd.com. The ideal candidate would preferably have ten years responsible law enforcement experience, including five years experience as the Chief or Commander. Bachelors degree in Police Science or a closely related field is highly desirable. Must have experience in community-oriented policing with a strong emphasis on community service through partnerships, the public, and department-wide involvement in the process. Candidates must also have thorough understanding of and considerable experience in financial management, and budget preparation. Responsibilities: Direct, plan, coordinate and manage all functions and operations of the City of Crescent City Police Department in the enforcement of municipal, county, state and federal laws.

Deputy Chief Kissimmee, City of

Personnel Dept; 101 Church St
Kissimmee, FL 34741
407-847-0176

Application Deadline: **11/24/2006**

Qualified individual will provide support & dir to the Fire & EMS programs. Ability to supervise admin & operations personnel; act as Chief in his absence. HS dipl or GED; possess, or pursuit of, A.S. &/or A.A. degree in job-related field, or equiv comb of ed & exp. Reqs extensive command/managerial exp in fire suppression & EMS. Successful candidate will possess valid FL Class D drivers lic. certifs in: FL FF Compliance, FL Fire Ofcr, FL Municipal Fire Safety Insp or ability to obtain within one year. Possess FL EMT cert; Paramedic Lic preferred Computer skills, Word proc/spreadsheet knowl.

GEORGIA

Senior Police Officer Gwinnett Co Sheriffs Dept

2900 University Pkwy
Lawrenceville, GA 30043
770-822-3100

Application Deadline: **3/8/2007**

www.gwinnettpolice.com.

Chief of Police Tyrone Police Dept.

881 Senoia Rd.
Tyrone, GA 30290
www.tyrone.org

Application Deadline: **11/15/2006**

The Chief of Police is responsible for the planning, development, and direction of all programs and policies of the Police Department. Administrative duties include budget development and administration, policy development, and personnel administration. The incumbent represents the department in working with other legal authorities, governmental agencies, and the media. Work is performed under the general direction of the Town Manager. The

ideal candidate will possess a Bachelor's degree in Criminal Justice, Business or Public Administration, Psychology, or related field from an accredited college or university. Master's degree preferred. Extensive experience in police management at the Chief/Assistant Chief level is desirable. Applicant must be Georgia P.O.S.T. certified police officer. Any equivalent combination of education and experience is acceptable.

IDAHO

Chief of Police Rathdrum Police Dept

838 Main St
Rathdrum, ID 83858
208-687-0711

Application Deadline: **11/27/2006**

Bachelors degree in police administration, criminal justice, law enforcement, or a related field and/or FBI National Academy training is preferred; and Eight (8) to ten (10) years experience, including at least five (5) years experience at the level of Police Sergeant or higher, in contemporary police work which has afforded progressively responsible experience in a variety of police functions is preferred; or Any equivalent combination of experience and training which provides the knowledge and abilities necessary to perform the work. Idaho POST intermediate certification is required and advance certification is preferred; Completion of a nationally recognized police command program is preferred; Idaho drivers license is required (within 60 days of hire); No disqualifying criminal or motor vehicle record. The individual appointed to the Police Chief position will be required to live within an area not further than 15 miles from the police station to effectuate not more than a 20 minute response time. Plans and directs all the functions, activities and operations of the Rathdrum Police Department, with responsibility for the day to day operations including overall budgeting and staffing, formulation of policies, crime prevention and protection of lives and property in the City.

ILLINOIS

Police/Fire Telecommunications Director

Glenview Police Dept

1225 Waukegan Rd
Glenview, IL 60025
847-729-5000

Application Deadline: **12/1/2006**

The Village of Glenview, Illinois (pop. 42,000) is seeking a Director of Police/Fire Telecommunications. The Director will be responsible for dispatch and radio services for the Glenview Fire Department, Glenview Police Department, Wheeling Fire Department, and Wilmette Fire Department. The telecommunications operation includes 12 full-time dispatchers and two supervisory staff who report to the Director. The telecommunications operation will move to a state of the art facility in the new Glenview Police Station in the Spring of 2007. The Director will assist in coordinating the move and in ensuring a seamless transition. The Director reports to the Chief of Police, Fire Chief and Deputy Village Manager. Educational Requirements: Candidate must possess a bachelor s degree and five to seven years of progressive management experience in public safety dispatch and telecommunications operations, or equivalent education and experience. Other Requirements: Experience with building or setting up a new joint police/fire dispatch center is desired. Candidates must have excellent leadership, management and interpersonal communication skills, including the ability to interact positively with a wide variety of officials and staff in emergency service operations. Candidates must possess considerable knowledge of police/fire operations, radio systems and current telecommunications technologies. Contact: Apply to The PAR Group Address: 100 N. Waukegan Rd., Suite 211 Lake Bluff, IL 60044 Attention Heidi Voorhees or Jerry Schulz. Telephone: 847-234-0005. Fax: 847-234-8309. Email: resume@pargroupltd.com. www.glenview.il.us.

Police Administrator Minooka Police Dept

121 E McEvilly Rd
Minooka, IL 60447
815-467-2298

Application Deadline: **11/29/2006**

The Police Administrator must be a certified officer in Illinois or be capable of being certified by the Illinois Law Enforcement Training and Standards Board. This position reports directly to the Chief of Police. Salary Information: Salary range is \$60,000 to \$70,000, plus benefits. Required Qualifications: Four (4) year degree in criminal justice or related administrative degree and five (5) years experience in a supervisory position in the criminal justice system. OR Two (2) year degree in criminal justice or related administrative degree, plus Staff and Command or FBI Academy, progressive supervision classes and five (5) years experience in a supervisory position in the criminal justice system, OR Minimum of high school diploma, progressive classes in governmental leadership plus ten (10) years of supervisory experience in the criminal justice system. Minimum/Education Requirements: Bachelor's Degree in a Public Safety or related field with a minimum of five years experience in a supervisory position in the criminal justice system or two year degree in criminal justice or related administrative degree, plus Staff and Command, FBI Academy, progressive supervision classes and five years experience in a supervisory position.

IOWA

Chief of Police Ames, City of

Human Resources 515 Clark Ave PO Box 811
Ames, IA 50010
(515)239-5199

Application Deadline: **12/22/2006**

Salary: \$70,363-\$109,212 Bachelor's degree in police science, criminal justice, management, or closely related field (master's degree and/or graduation from the FBI National Academy preferred) and a minimum of seven years experience in a public law enforcement agency, five years which must have been at the management or senior level. Ability to obtain a valid Iowa driver's license, Iowa Law Enforcement Acad-



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emy officer certification, and annual firearms certification. This senior management position located in a progressive university community of 50,000 will plan, direct, and coordinate the overall operations of the Police Department for the City of Ames including the patrol, investigations, communications, record maintenance, administrative, parking enforcement, and animal control functions. For more information, contact: Human Resources 515 Clark Ave PO Box 811 Ames, IA 50010 Phone: (515)239-5199 Fax: (515) 239-5297 Email: hr@city.ames.ia.us Website: www.city.ames.ia.us

Police Chief Evansdale Civil Service Commission

123 N Evans Road
Evansdale IA 50707

Application Deadline: **11/29/2006**

Starting salary low \$40s. The City of Evansdale has a population of 4526. The police chief works under the direction of the Mayor, supervises 6 full-time, 8 part-time and 13 reserve officers plus office staff, with an operating budget of \$550,000. Must have a valid Iowa driver's license and good moral character. Must become ILEA certified. Must be able to perform all duties associated with law enforcement. Hiring will be conditional upon passing a physical exam and drug testing and may be subject to polygraph testing. Applicants should

disclose prior arrests and convictions other than minor traffic offenses. Potential candidates will be subject to a complete background investigation. Applicants must have a minimum of 5 years experience in a public law enforcement agency or 3 years experience in a public law enforcement agency and 2 years comparable experience or educational training and at least 2 years supervisory or administrative experience. The City of Evansdale is an Equal Opportunity Employer. Please submit complete and thorough resume' with salary requirements and references to: Evansdale Civil Service Commission Secretary 123 N Evans Road Evansdale IA 50707 All resumes must be received no later than 5PM, November 29, 2006

Fire Chief Newton Fire Dept.

PO Box 399
Newton, IA 50208
641-791-0807

Application Deadline: **11/24/2006**

This department head position will manage a combination department of full-time and paid-on-call personnel. Under direction of City Administrator, manages activities of Fire Department staff of 18 firefighters/ EMT and or Paramedics, 1 Battalion Chief, 3 Captains, Fire Marshall and Training Officer and has a current department budget of approximately \$2.4M. The department is full service and provides fire, emer-

gency medical services, hazardous materials and technical rescue response capabilities. Newton a progressive full-service city with \$22.4M budget and 114 FTE's is an award-winning community thirty miles east of Des Moines. Desire individual with strong communication skills, excellent management and leadership abilities, effective public and employee relations, demonstrated community involvement, and problem solving abilities. Prefer Bachelors degree from an accredited four-year college or university and or 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.

Chief of Police Ottumwa, City of

105 E. Third Street
Ottumwa, IA 52501
641-683-0621

Application Deadline: **11/24/2006**

City of Ottumwa (population 24,998) is seeking a qualified individual to serve as Police Chief. The Police Chief is responsible for the direction, operation, supervision and fiscal management of the Police Department. The department consists of 46 employees with 36 sworn officers with an operating budget of \$3,075,000. This individual reports directly to the City Administrator. Minimum qualifications for this posi-

tion are: Be at least twenty-seven years of age; meet requirements of the Iowa Law Enforcement Academy; have six years experience in a public law enforcement agency, two of which must have been in a supervisory position; a Bachelors Degree from an accredited college or university; a resident of Ottumwa within one year of employment; be appointed by the City Administrator with City Council approval; be certified on the Civil Servicing Eligibility List for Police Chief. Salary is \$65,000 - \$69,000.

KANSAS

Chief of Police Attica Police Dept.

PO Box 421
Attica, KS 61009

Application Deadline: **not stated**

The City of Attica (pop. 623) is seeking qualified applicants for the position of Chief of Police. Qualifications required include a high school diploma, Kansas law enforcement certification, and a valid Kansas driver's license. Applicant should possess good motivation, interpersonal public relations, and communication skills. Must be able to attain a thorough knowledge of all applicable laws and ordinances. This position also requires patrol duties and residency.

Chief of Police La Cygne Police Dept.

210 Commercial
La Cygne, KS 66040
913-757-2144

Application Deadline: **not stated**

La Cygne (pop. 1,100) is seeking qualified applicants for a Police Chief. Must meet State of Kansas law enforcement certification requirements and possess a valid Kansas drivers license. Background and pre-employment screening required. Benefits include BC/BS of Kansas insurance paid in full for employee, KPERS, and annual paid holidays.

LOUISIANA

Chief of Police Covington Police Dept

P.O. Box 1059 200 E Kirkland St
Covington, LA 70434- 1059
(985) 892-8500

Application Deadline: **11/30/2006**

Salary: \$55,000 > 62,000 Qualifications: 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 related field or an equivalent combination of command training and experience is preferred. Completion of a recognized advanced law enforcement leadership or managerial training program is highly desirable. This Police Chief position requires a commitment to organizational effectiveness through the application of such programs as best practices, performance measurement, continuous quality improvement, and community policing and relations. This is a Civil Service position. Responsibilities: Plan, Direct, and supervise the operations of the police department in the capacity of Chief and commanding officer; and related work as required Applicants

must submit a Civil Service Application available at http://www.ose.state.la.us/jd_classplan.asp?name=Covington and pass a Civil Service Examination For more information, contact: Christopher Lang P.O. Box 1059 200 E Kirkland St Covington, LA 70434- 1059 Phone: (985) 892-8500 Fax: (985) 893-0039 Email: clang@covla.com Website: www.cityofcovingtonla.com How To Apply: Send resume marked Police Chief to P.O. Box 778 Covington, LA 70434 or e-mail mayorwatkins@covla.com

MASSACHUSETTS

Fire Chief Charlton Fire Dept.

37 Main St.
Charlton, MA 01507

Application Deadline: **12/1/2006**

The Chief leads a combination department of 12 full-time and 19 call fire fighters and/or EMTs, leads the town's ambulance service, oversees the operation of a central public safety building and is responsible for all administrative, policy and financial decisions for the department. Qualified candidates will have in-depth knowledge of fire suppression, prevention, investigation, inspectional and emergency services, contract and procurement administration, budgeting, personnel management and employee development, strategic planning, grant writing, incident command and Homeland Security expertise. Minimum qualifications includes: High School diploma, bachelor's degree desirable; three years of direct firefighting experience in an organized fire department and at least five years of experience in a command capacity; completion of the Fire Basic Training Academy; or an equivalent combination of education and experience. Certification as an EMT is preferred. The town of Charlton, located in Central Mass., is a community of roughly 13,000 residents with a mix of industrial and commercial businesses. Charlton is geographically large, covering 42.05 square miles.

Chief of Police Middleton Police Dept.

48 S. Main St.
Middleton, MA 01949

Application Deadline: **11/27/2006**

The Department has 30 employees with 12 full time officers, 16 reserve officers, and an annual budget of \$1.2 million. Candidates should possess a master's degree in criminal justice, public administration or related field, and seven years progressively responsible experience with five years in a supervisory command capacity in a full-time and unionized department, and demonstrate a record of professional development and training, protection of life and property, and prevention and suppression of crime. Strong operations planning, labor relations, inter-personal skills, and budget experience also preferred.

Fire Chief Norwell Fire Department

300 Washington St.
Norwell, MA 02061
781-659-8158

Application Deadline: **11/22/2006**

The town of Norwell, a south shore coastal community approximately 25 miles south of Boston, with a population of 10,000, has an opening for a Fire Chief. We seek an energetic, citizen-orientated individual with a solid background in developing community partnerships, program management and grant funding. This management-level position is appointed by the Board of Selectmen and reports to the Town Administrator and involves technical, administrative and supervisory responsibilities. Knowledge of all aspects of fire prevention and suppression, emergency medical service operations and departmental administration is essential. The successful candidate will possess superior leadership, administration, interpersonal, oral and written communication, organizational skills and computer proficiency. The Norwell Fire Department consists of 20 full-time fire personnel, one civilian administrative assistant with a headquarters station and one manned substation, and an annual FY 07 budget of \$1,710,680.



Master of Science Degree in Executive Fire Service Leadership

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[Click for more information](#)

MICHIGAN

Chief of Police Allen Park Police Dept

16850 Southfield Rd
Allen Park, MI 48101
313-386-7800

Application Deadline: **11/22/2006**

The City of Allen Park, a community of 7.42 square miles and a population of 29,000 plus, is accepting resumes for the position of Police Chief. Position appointed by seven member council elected at large. Position will oversee and coordinate all operations of the Police Department, including budgeting, grant writing, community relations and personnel administrator. The City of Allen Park is a suburban community within southeastern Michigan with stable commercial, light industrial, and residential base. The Police Department consists of 47 full-time budgeted officers and three dis-

patchers. The position of Police Chief requires a strong background in law enforcement. The applicant may substitute an equivalent combination of education and law enforcement experience which provide the necessary knowledge and skills for the position. Send resumes with cover letter, salary history and five (5) professional references along with day and evening telephone numbers to: City of Allen Park City Clerk's Office, address above.

Fire Chief Glen Arbor Township Fire Dept.

PO Box 396
Glen Arbor, MI 49636
231-334-4346

Application Deadline: **12/1/2006**

Applicant must be Certified Level II Fire Fighter and Fire Officer III or equivalent, have an Associates Degree in Fire Science, five (5) years command experience, and demonstrated knowledge of applicable codes, standards and operational strategies related to fire fighting and fire prevention in a small community with full and part-time paid staff. Alternately, fifteen (15) or more years tactical experience with command responsibilities may be considered as equivalent education. Candidate must be able to meet Paramedic standards and licensing requirements of the State of Michigan and North Flight EMS. Job Description available upon request. See www.glenarborfire.com for a profile of the Department.

Fire Chief Resort/Bear Creek Fire Board

373 N Division
Petoskey, MI 49770

Application Deadline: **1/12/2007**

Full-time fire chief sought for a two-township fire department serving a growing community of approximately 8,000 residents in Northwest Michigan resort area. The department has 35 paid on-call firefighters, two stations, and supports local EMS with First Responders. Candidates with a degree in Fire Administration or an equivalent field and with progressive responsibility in fire department operations are preferred.

MINNESOTA

Director Zumbrota Area Ambulance Association

1439 S. Main St.
Zumbrota, MN 55992

Application Deadline: **11/30/2006**

Zumbrota Area Ambulance Association is seeking a director to manage and coordinate the activities of less than 700 calls per year Ambulance service. The ambulance service is made up of 20 plus volunteer EMT-B/EMT-P certified attendants. The applicant must possess knowledge of operations and business administration. Must possess excellent personnel management skills and a good knowledge of EMS rules and regulations. Good computer skills along with excellent communication skills both written and verbal a must. Minimum qualifications include: five years field experience as an EMT-P; Associates degree or five years management experience; National registry EMT-P certification and qualified for certification if not currently certified by the State of MN; AHA CPR instructor; must become certified, if not already, BLS-A, ACLS and PALS. Must possess and demonstrated good leadership qualities in previous positions.

MISSISSIPPI

Police Chief Lexington, City of

City Hall, 112 Spring Street
Lexington, MS 39095
(662) 834-1261

Application Deadline: **12/15/2006**

The City of Lexington is now accepting applications for a full time Police Chief. Applicants must be certified. The deadline for submitting applications is December 15, 2006 at 5:00 P.M. Applications may be picked up at Lexington City Hall, 112 Spring Street. Telephone Number (662) 834-1261. The City of Lexington is an Equal Opportunity Employer.

Chief of Police Lumberton Police Dept.

102 E. Main Ave.
Lumberton, MS 39455
601-769-7001

Application Deadline: **not stated**

Previous Police Chief experience preferred. High school diploma or GED required; possess a current and valid MS Law Enforcement State Certification in good standing; previous experience in law enforcement preferred; must possess and maintain a valid Mississippi driver's license. Must be a United States citizen; must undergo a criminal history and background check; be a minimum of 21 years of age; employees are subject to random drug testing.

MISSOURI

Chief of Police Lake Ozark Police Dept.

PO Box 370
Lake Ozark, MO 65049
573-365-5371

Application Deadline: **not stated**

The city of Lake Ozark, (1,489 - seasonal 10,000-30,000 pop.) is seeking a strong, experienced law enforcement professional to be chief of police. The police chief reports to the city administrator and supervises a department with 11 sworn officers and four dispatchers. A qualified candidate must be Missouri P.O.S.T. certified or be certified within one year of employment, have at least ten years law enforcement experience, have a bachelor's degree in criminal justice or related field, and must have an excellent knowledge of federal, state, and local laws. Must have excellent computer skills, along with written and verbal communication skills, and must reside with the city of Lake Ozark within one year of appointment. Starting salary \$40,000-\$45,000.

Chief of Police Lexington Police Dept.

112 Spring St.
Lexington, MO
662-834-1261

Application Deadline: **12/15/2006**

The City of Lexington is now accepting applications for a full time Police Chief. Applicants must be certified.

Chief of Police Olivette Police Dept

9473 Olive Blvd
Olivette, MO 63132
314-993-3610

Application Deadline: **12/1/2006**

The city of Olivette, Mo., a suburban community of 7,500 in the St. Louis area is soliciting applications for the position of chief of police. The current chief is retiring after 15 years of service. The chief of police manages and oversees the activities and operations of the 24-person police department including law enforcement, criminal investigations, community relations, traffic control measures, crime labs, records maintenance and crime prevention; to coordinate assigned activities with other departments and outside agencies, prepares and administers budgets, accomplishes short- and long-range planning, manages personnel matters, directs policies for community relations, crime prevention, and determines equipment and inventory needs. Qualifications: bachelor's degree, master's degree preferred with an emphasis in law enforcement, administration, social service or related field. P.O.S.T. certification as a police officer in a first class county in the state of Missouri through police academy training. Minimum of seven years as a police officer in a supervisory role and two years administrative experience with documented leadership capabilities and extensive training. F.B.I. National Academy graduate strongly preferred. Extensive experience in full range of police procedures required. Salary and Benefits: salary range \$71,238 to \$85,602 .

Chief of Police Webb City Police Dept.

PO Box 30
Webb City, MO 64870
417-673-1911

Application Deadline: **not stated**

The city of Webb City, Missouri seeks applicants for chief of police. Reports to the mayor and functions as a member of the City's management team, the new chief will provide leadership to a department of 21 sworn officers with an annual budget of approximately \$1.1 million. Candidate must possess demonstrated managerial ability with experience in community policing, budgeting, written and oral

communication, media relations, and policy and procedure development. Must be committed to improving quality of life, and building positive relationships with various community groups and law enforcement agencies. Must have knowledge of emerging law enforcement trends and techniques and a background of creativity and effective problem-solving skills. Candidate must possess a bachelor's degree in law enforcement, police science, criminal justice, or closely related area and experience equivalent to seven years of progressively responsible police work as a certified officer, two of which should be at the police sergeant level or higher; or a master's degree in law enforcement, police science, criminal justice, or closely related area may substitute for one year of the required experience. Graduation from a National Police Academy is desirable. Also requires certification or the ability to be certified as a peace officer in Missouri. Must possess a valid Missouri operator's license.

NEW HAMPSHIRE

Chief of Police Littleton Police Dept

2 Union St
Littleton, NH 03561
603-444-7711

Application Deadline: **not stated**

A job description & qualifications for the position may be requested by emailing knoyes@townoflittleton.org. All replies will be held in strictest confidence. No phone calls.

NEW YORK

Fire Chief Oneonta, City of

Personnel Office, 258 Main St.
Oneonta, NY 13820
607-432-1113

Application Deadline: **12/1/2006**

The Oneonta Municipal Civil Service Commission announces an open-competitive exam for Fire Chief in the Oneonta Fire Department for the City of Oneonta on January 6, 2007. Applications and announcements are available at the Personnel Office, address above.

NORTH CAROLINA

Chief of Police Creedmoor Police Dept.

see below

Application Deadline: **11/28/2006**

Ideally located between Raleigh and Durham in N.C.'s Research Triangle region. Community is rapidly growing and offers an ideal blend of small town character and the cultural, educational and recreational amenities of a world-class metropolitan area. Police dept. employs 12 sworn & 4 support staff & has a \$1M budget. Req's a BA in criminal justice, police science, public or business admin. or related field (master's deg. pref'd.) combined w/ significant, successful local gov't. police & police mgmt. exp. or an equiv. comb. of edu. & exp. Must be N.C. Criminal Justice Standards Division certified or willing to become so as soon as possible after hire. Must have proven quality leadership, strategic thinking & problem-solving abilities, exceptional comm. skills & be someone who highly values teamwork & community bldg. Chief is appointed by the city mgr. & is expected to be a participant in the community & to be visible & accessible w/in both the organization & the community. If you meet these qualifs. & want to be considered for this exceptional career opportunity, please mail or fax your confidential resume to: Robert E. Slavin, President, Slavin Management Consultants, 3040 Holcomb Bridge Rd., Suite B-1, Norcross, Ga. 30071, phone: 770-449-4656, fax: 770-416-0848, email: slavin@bellsouth.net.

Chief of Police Greensboro, City of

PO Box 3136
Greensboro, NC 27402
336-373-3737

Application Deadline: **11/24/2006**

The Greensboro Police Department is a nationally accredited police agency, the first in North Carolina. It has 524 full-time sworn and 207 non-sworn personnel and a budget of 55,000,000. Priorities for the department include partnerships with the community through commu-

nity policing, the continued reduction and prevention of crime, development of the next generation of departmental leadership, increased use of cutting edge technology and departmental personnel who reflect the diversity of the community, Greensboro is seeking a Police Chief with a proven track record in law enforcement consisting of significant management experience in a complex mid-size or larger municipal police department. The successful candidate will demonstrate outstanding interpersonal skills to build and maintain effective working relationships with the City Manager and Assistant Managers, elected officials, members of the Police Department, other department heads, other law enforcement agencies and members of the Greensboro community and media. In addition the successful candidate will demonstrate a commitment to team-building within the department and positive community relationships based on a strong sense of ethics, mutual trust, respect and collaboration. The selected Chief must have a demonstrated history in successful field and investigative operations. Also, to be successful, the selected candidate must demonstrate fiscal responsibility and skill in managing available resources to provide an effective level of service. Special Conditions: To be considered, qualified applicants must submit a resume, along with a RESPONSE no longer than one page total, to the following three questions: • What do you think are the three most important criteria of a successful police agency? • Describe your management philosophy, giving examples of how you have practiced it. • Discuss 1-3 creative/innovative processes or projects in which you have been involved and describe your role.

Fire Chief Kernersville, Town of

134 E Mountain St
Kernersville, NC 27284
336-992-0306

Application Deadline: **12/1/2006**

Plans, organizes & directs operations of progressive dept., consisting of 4 stations & a staff of 65 fire-fighting personnel. Ensures that dept. incorporates up-to-date, efficient fire prevention, fire suppression, hazardous incident mitigation & emergency medical technologies into its procedures, equip. & methods. Should have effective oral &

written comm. skills & ability to develop & maintain productive relationships w/ officials, community organizations, news media & gen. public; provides exceptional leadership & motivation for staff; promotes cooperation w/in unit. Position req's grad. from accredited 4-yr. college or univ. w/ deg. in fire science & 10 or more yrs. of progressively responsible related exp., or equiv. comb. of edu. & exp. Salary depends on qualifications. Download application from www.toknc.com, & forward w/ resume & salary history to: Town of Kernersville, HR Dept., P.O. Box 728, Kernersville 27285.

Chief of Police Southern Shores Police Dept.

5375 North Virginia Dare Trail
Southern Shores, NC 27949
www.southernshores.org

Application Deadline: **12/15/2006**

Min. 5 yrs. proven successful management experience in a police agency with a philosophy of community policing; a variety of law enforcement and management experience demonstrating a thorough knowledge of operational, administrative, legal, cultural and relationship issues and solutions inherent in 21st century policing in an affluent resort coastal community; a demonstrated history of innovation in the delivery of police services and effective use of technology as well as the creative management and deployment of human and monetary resources; certification as a law enforcement officer in North Carolina or the ability to attain such certification in a reasonable amount of time after appointment. Responsibilities: Southern Shores is a premier seaside resort community with the responsibility of serving a population of nearly 3,000 full time residents and approximately 15,000 seasonal visitors. The Police Department has 9 FT sworn and one non-sworn personnel and a budget of \$828,650. Priorities include partnerships with the community through community policing, the continued reduction and prevention of crime, development of the next generation of departmental leadership and increased use of cutting edge technology. Southern Shores is seeking a Police Chief with a proven track record in law enforcement consisting of significant management experience. The successful candidate will

demonstrate outstanding interpersonal skills to build and maintain effective working relationships with the Town Manager, elected officials, members of the Police Department, other department heads, other law enforcement agencies, and the citizens and visitors of the Southern Shores community.

Assistant Fire Chief Wilmington Fire Dept

801 Market Street
Wilmington, NC 28401
910-341-7846

Application Deadline: **12/1/2006**

Fax: 910-343-4772 Salary: \$50,460 Candidate will be responsible for managing the activities and operations of the Support Services Division within the Fire Department and supervising staff. Minimum Qualifications: 1. Minimum of eight (8) years active experience in a paid firefighting organization and minimum of three (3) years as Company Officer (Fire Captain level); or 2. Minimum of eight (8) years experience in active fire inspection, fire prevention and/or fire investigative work in a paid firefighting organization; or 3. Possess an Associate's Degree in Fire Science, Public Administration, or a related field and a minimum of four (4) years as Company Officer (Fire Captain level) in a paid firefighting organization; or 4. Possess a Bachelor's Degree in Public or Business Administration and a minimum of one (1) year of responsible administrative or supervisory experience in a paid firefighting organization; and 5. Must possess a valid Class "C" driver's license issued by the State of North Carolina and 6. Must have no formal disciplinary actions within 12 months of posting date. Preferred Qualifications: National Fire Academy Executive Fire Officer Certification. The application process for the Assistant Fire Chief position requires applicants to submit responses to these questions in order to be considered for the position. 1. Describe what you see as an objective promotional process for the ranks of Fire Engineer, Fire Lieutenant, Fire Captain and Fire Battalion Chief. 2. Describe your role and involvement in the development of a Fire division/ department budget. What has been your responsibility for implementing, controlling and monitoring the budget? What was your accountability for any variances to the budget? Or the last follow-up question could be: De-

scribe how you addressed budget variances? 3. Describe your involvement in developing and implementing policies and procedures for a Fire Department. How did you achieve buy-in from employees on these policies? Describe a situation where you deviated from the policy and why? What was the consequence, if any? 4. Describe your involvement in developing a strategic plan for your department/ organization and how it supported organizational goals. What do you consider a successful outcome and why? 5. How have you ensured that the assets under your control (building, equipment and) are inspected, maintained and refurbished to meet operational and safety standards keeping budgetary constraints in the forefront. 6. What personal contribution have you made to a comprehensive training program?

OHIO

Chief of Police Tallmadge Police Dept

53 Northeast Ave
Tallmadge, OH 44278
330-633-2181

Application Deadline: **11/15/2006**

A Bachelor's degree from a duly accredited institution of higher education Master's degree preferred in a related field. A successful candidate shall have successfully completed training in one of the following: FBI National Academy Northwestern Traffic Institute Staff and Command Police Executive Leadership College or similar executive training Other Qualifications: Ohio Drivers License or ability to obtain one All other licenses or certifications as required by law for a police officer through the State of Ohio within 6 months of appointment Resume with 3 professional references. Residency within the City of Tallmadge within one year of appointment. United States citizen. Minimum of 10 years of progressively responsible law enforcement experience is required – this service must include at least 5 years of supervisory or management experience. Senior command, technical, budgetary, and labor relations experience is preferred. The 10 years of service must occur immediately preceding the date of appointment without any service break exceeding one year.

PENNSYLVANIA

Police Chief Wilksburg, Borough of

Police Chief Search Committee, 605
Ross Avenue
Pittsburgh, PA 15221

Application Deadline: **12/15/2006**

The Borough of Wilksburg, an eastern Pittsburgh suburb of 20,000, seeks a Police Chief with extensive community police experience to work in a diverse, densely populated, urban community. Must have a related bachelors degree that demonstrates preparation for an executive role in Police Management. Consideration will be given to persons with a minimum of ten (10) years sworn full-time law enforcement experience and with a minimum of five (5) years experience in a responsible, varied managerial position with a local municipal police agency. Must be PA Act 120 certified, or be able to become PA Act 120 Certified within 12 months from date of hire and must possess a valid drivers license. Will be responsible for, and effectively manage twenty-four (24) full-time officers and twelve (12) part-time officers as well as additional civilian support staff. Salary: High \$60s DOQ along with a typical municipal fringe benefit package. Candidate must have demonstrated grant writing and administration experience. Successful applicants must pass a medical, psychological and extensive background investigation. Borough residency will be encouraged after completion of a one-year probationary period. Send Resumes or Curriculum Vitae to: Borough of Wilksburg, Police Chief Search Committee, 605 Ross Avenue, Pittsburgh, PA 15221 no later than December 15, 2006.

SOUTH CAROLINA

Police Chief Greenville, City of

Human Resource Dept., PO Box
2207
Greenville, SC 29602-2207

Application Deadline: **not stated**

The City of Greenville, located in the Upstate region of South Carolina, has a population of 56,002 based on the 2000 United States Census. The daytime population has

been estimated to be around 200,000. The City is part of the Greenville-Laurens-Pickens Metropolitan Statistical Area (MSA) and has become the economic hub of the southern portion of the Piedmont plateau. The area of the City covers approximately 27.57 miles. Although restricted in its ability to expand, the City draws on a population of over 900,000 within a 30-mile radius of its location. The area is consistently cited as one of the fastest growing urban regions in the country and is expected to reach over one million people by the year 2010. The City operates under the council-manager form of government; the Police Chief reports directly to the City Manager. The police department is the primary provider for law enforcement services for the City and is comprised of 239 employees. The department follows conventional police practices by investing the majority of its efforts in routine patrol and investigation activities with smaller commitments to support and professional standards. Over 348 street miles are patrolled on a 24-hour, 365-day basis. The ideal candidate will be an exceptional leader and communicator that will direct law enforcement efforts by planning needs and assignments, developing programs and initiatives to improve public safety, improving crime prevention, and implementing strategies to reduce crime. Must possess a Bachelor's degree, Master's degree preferred, and extensive experience in law enforcement working with diverse populations. Within six months of employment, certification as a South Carolina Class I Law Enforcement Officer will be required. The Police Chief will be required to establish residency within the City of Greenville. Salary is D. O. Q. We also offer a comprehensive benefits package including health, dental, vision, life insurance, general leave, paid holidays, and state retirement; relocation assistance will be provided. Check us out at www.greatergreenville.com. Send resumes and cover letters to Human Resource Department, City of Greenville, PO Box 2207, Greenville, SC 29602-2207 or email them to moorer@greatergreenville.com. EOE/mf.

Fire Chief
North Charleston Fire Dept.
 PO Box 190016
 North Charleston, SC 29419
 843-740-2616

Application Deadline: **not stated**

The Chief plans, organizes and directs Fire Department operations, ensuring departmental compliance with all applicable policies, procedures, laws, regulations and standards of safety. Oversees fire administration, fire suppression, fire prevention, fire investigation, maintenance, safety, training and public relations functions of the department. The department consists of 11 stations with 201 fire suppression personnel and 10 non suppression support employees. Position requires a Bachelor's degree in public administration, business or fire science/technology supplemented by nine to twelve years of progressive experience and training in fire service programs and management, some of which have been in a supervisory capacity, or an equivalent combination of education, training and experience that provides the required knowledge, skills and abilities. Must complete required coursework and maintain State Fire Marshal, Interior Structural Firefighter and other certifications as deemed necessary by the City. Must possess appropriate, valid S.C. driver's license. Successful applicants will have knowledge of current fire administration procedures, practices, and philosophies; strong oral and written communications skills; sensitivity to and ability to work cooperatively with diverse ethnic and cultural groups effectively. Hiring salary range \$72,707- \$87,248 based upon experience, knowledge, and qualifications. The position also offers an excellent fringe benefit package including employer paid health, and life insurance for employee and dependents. http://www.northcharleston.org/Departments/Personnel_JobV.

Fire Inspector
North Charleston Fire Dept.
 PO Box 190016
 North Charleston, SC 29419
 843-740-2616

Application Deadline: **12/8/2006**

Conducts fire safety inspections of residential, public, industrial and commercial buildings for fire hazards, efficiency of fire protection equipment, adequacy of fire escapes and fire exits, and general



compliance with fire prevention laws. Inspects manufacturing plants to determine safety of manufacturing processes, storage procedures and practices related to the installation and handling of chemicals, explosives and flammable liquids. Follows up on cases with re-inspections. Prepares reports of inspections, investigations and other work performed. Responds to public inquiries, complaints and requests for assistance regarding fire safety matters. Minimum requirements Requires high school diploma or GED equivalent supplemented by formal training, special courses or self-education that is equivalent to satisfactory completion of one year of college education or specialized advanced training in fire inspection or a closely related field, or an equivalent combination of education, training and experience that provides the required knowledge, skills and abilities. Must complete required coursework and maintain State Fire Marshal and Fire Inspector certifications. Must possess a valid state driver's license. Agency Website: http://www.northcharleston.org/Departments/Personnel_JobV.

Chief of Police
Olar Police Dept.
 PO Box 183
 Olar, SC 29843

Application Deadline: **not stated**

The Police Chief performs responsible protective service work in the protection of life and property through the enforcement of laws and ordinances with required related work. The Police Chief is responsible for submitting all necessary reports

Chief of Police
Woodruff Police Dept.
 231 E. Hayne St.
 Woodruff, SC 29388

Application Deadline: **11/30/2006**

The ideal candidate will: possess a minimum of 5-7 years of experience as a chief in a small to mid-size city or a management position within a large city or other public safety agency; work closely with city residents to address concerns and requests; demonstrate a record of leadership and teamwork in conjunction with the vision of elected officials and city management; demonstrate a commitment to officer training, adaptability and use of technology; foster positive relationships with other state and local law enforcement agencies. Position requires initiative, creativity and a commitment to customer service. Police chief is responsible for management of staff of 14, which includes 12 sworn officers, 2 administrative clerks and a nearly \$1 million annual budget. Current state certification as a police officer, valid drivers license, drug screening and thorough background check are required prior to hiring.

TEXAS

Chief of Police
Bartonville Police Dept.
 1941 E. Jester Rd.
 Bartonville, TX 76226
 817-430-9433

Application Deadline: **12/1/2006**

Advanced Certification from TCLEOSE, 10 yrs FT municipal police exp, HS diploma or GED, valid Texas driver's license, US Citizen and must reside within a 30 minute commute. www.townofbartonville.com.

Fire Chief
Fort Worth, City of
 HR Dept., 1000 Throckmorton
 Ft Worth, TX 76102
 817-877-8385

Application Deadline: **12/22/2006**

The City of Fort Worth is seeking candidates for Fire Chief who will have the ability to manage and direct a comprehensive first responder, fire suppression and prevention program, which includes developing and administering the department's business plan, establishing goals and outcome measures

Chief of Police
University of South Carolina Upstate
 800 University Way
 Spartanburg, SC 29303
 (864)503-5322

Application Deadline: **11/30/2006**

Salary: \$49,553 to \$70,000 Qualifications: Minimum of an associate's degree and eight years of law enforcement experience and certification from an accredited criminal justice academy. Responsibilities: Responsible for providing exceptional administrative leadership for the University's police department. This includes supervision and evaluation of personnel and operations, budget development and management responsibility and provision of safety and security services for the institution. Special Conditions: Job offer contingent upon completion of background and credit checks. For more information, contact: Sarah Gurley 800 University Way Spartanburg, SC 29303 Phone: (864) 503-5322 Fax: (864)503-5350 Email: sgurley@uscupstate.edu Website: www.uscupstate.edu/jobs

and the administration of a department consisting of a staff size of 987 including 821 authorized civil service positions. The ideal candidate will have strong management, leadership, communication and interpersonal skills and will be capable of taking a highly professional and innovative department to the next performance level. Preferred candidates will have a minimum of ten (10) years experience as a paid firefighter with increasingly responsible command and supervisory experience in an organized fire department including at least four (4) years of administrative and command experience. A Bachelor's Degree from an accredited college or university is required with major coursework in Fire Science, Public Administration, or a closely related field. A Master's Degree is preferred.

**Chief of Police
Liberty, City of**
1829 Sam Houston
Liberty, TX 77575
936-336-5666

Application Deadline: **not stated**

The new Chief will have a commitment to organizational effectiveness through the applications of such programs as best practices, performance measurements, continuous quality improvement, and community policing and relations. A BA/BS in Criminal Justice or related field and advanced certification from TCLEOSE are required. Candidates should have 10 years law enforcement experience including 5 years of command level experience. Experience and/or other qualifications may be substituted for educational requirements. Please submit a statement of interest, resume, current salary, and five job related references to: Allen Barnes, 1829 Sam Houston, Liberty, Texas 77575. E-mail: chiefsearch@cityofliberty.org.

VIRGINIA

**Chief of Police
Culpeper Police Dept.**
400 S. Main St.
Culpeper, TX 22701

Application Deadline: **11/30/2006**

The Town of is seeking qualified applicants for Police Chief. To apply, send completed application, letter of interest, and resume to: Brannon Godfrey, Town Manager, address above.

**Assistant Chief
Loudoun County Dept of
Fire, Rescue, and Emer-
gency Management**

1 Harrison St, SE P.O. Box 7000
Leesburg, VA 20177-7000
703-777-0213

Application Deadline: **11/27/2006**

Loudoun County Fire-Rescue is a combination career/volunteer system of 400 career staff and over 1,350 volunteer members that provides Fire, Rescue and Emergency Medical Services (ALS & BLS), as well as evolving Special Operation Programs (Hazardous Materials Incident Response and Mitigation, Swiftwater Rescue, Wildland Firefighting, etc.). This position serves as second in command of the Department and will have the responsibility to manage key departmental divisions as directed by the Chief of the Department. Completes strategic planning for comprehensive program oversight in concert with the Chief of the Department, Fire-Rescue Commission, Fire and EMS Councils, and associated Council training committees. Advances concepts and opportunities that strive for system and service delivery excellence. Displays the ability to effectively lead department staff. Fosters effective decision-making, including organizational change management as well as career and volunteer development. Makes difficult and influential presentations to County Administration, the Board of Supervisors, Fire-Rescue leadership, citizen groups, media and students. Functions as departmental "Staff Duty Officer" on a rotational basis. (A "duty to act" prevails whenever Fire and Rescue personnel are confronted with an emergency incident for which he/she is trained to perform. Qualifications include High School diploma or GED and any combination of education (above high school level) and experience equivalent to 15 years in public or fire administration or related field. Prefer combination of education and experience equivalent to a Masters degree in assigned or related field and nine years administrative experience requiring the application of general municipal government procedural knowledge and advanced social skills in the planning, organizing, coordinating, directing and/or control of agency activities, procedures and practices in order to handle a variety of assignments and/or problems independently.

**Chief of Police
Rocky Mount Police Dept.**
345 Donald Ave.
Rocky Mount, VA 24151
540-483-5243

Application Deadline: **12/1/2006**

Must have knowledge of the principles and practices of police administration, law enforcement operating procedures, personnel management regulations and best practices. Strongly prefer degree in criminal justice, police science, public administration, or related field, along with required graduation from accredited law enforcement training academy. Prefer experience in developing and implementing successful community policing programs and proactive planning of law enforcement operations. Should be skilled in modern law enforcement principals and demonstrated ability to motivate others. Must have above average written and oral communications skills and organizational ability. Also desire demonstrated ability to interact positively with a diverse population in a small town setting. Residency required within 6 mos. along with Va. Department of Criminal Justice Services certification within 12 mo.
www.rockymountva.org.

WASHINGTON

**Police Commander
Centralia, City of**
PO Box 609
Centralia, WA 98531
360-330-7672

Application Deadline: **11/17/2006**

This position is a command position and serves on the dept's executive leadership team. Manages the daily operations of the Services Division of the Centralia Police Department. See website for full job description. 10 yrs law enforcement exp, including minimum of 3 yrs demonstrated & documented supervisory exp. BA degree in criminal justice, police science or related field. Peace Officer Certification in State of WA required, supervisory certification through WA State Criminal Justice Training Commission required & mid mgmt certification preferred.
<http://www.cityofcentralia.com>.

**Police Commander
Port Orchard Police Dept**
546 Bay St
Port Orchard, WA 98366
360-876-1700

Application Deadline: **11/22/2006**

For more information, contact: Alan Townsend; Port Orchard Police Department; 546 Bay Street Port Orchard, WA 98366. <http://www.cityofportorchard.us>.

WISCONSIN

**Fire Chief
Greendale, Village of**
6500 Northway
Greendale, WI 53129
(414) 423-2100

Application Deadline: **11/22/2006**

Salary Range: \$66,258 - \$81,366. The Village of Greendale, WI (pop.14,405) is seeking applicants for the position of Fire Chief. The department has 19 career positions including 1 Chief, 3 Captains, 3 Lieutenants and 12 full-time firefighters/EMT + 16 Paid on call Firefighters/ EMT. Qualifications: Bachelor's degree in Fire Science and technology or Public Administration or related field; or any equivalent combination of experience and training. 5 years of progressive fire management responsibility as a Fire Captain or above and 10 years experience as a firefighter, State of Wisconsin Firefighter II and EMT-D certification, and a valid WI Driver License. Applicant must possess excellent communication and team management skills with abilities in Fire Administration and Personnel Management as well as in fire suppression, fire prevention, emergency medical service, hazardous materials, confined space, fire inspections service, fire investigations, community and union relations, etc. Village application available at www.greendale.org; Send completed application and 6 copies of resume, 4 professional references and salary history by November 22, 2006 to: Chairman, Greendale Police and Fire Commission, 6500 Northway, Greendale, WI 53129. Additional information available through the Village Manager at (414) 423-2100 or jmurray@greendale.org

**Chief of Police
Rhineland Police Dept**

201 N Brown St
Rhineland, WI 54501
715-365-5304

Application Deadline: **11/20/2006**

Qualifications: U.S. citizen; Driver license; Good driving record; Good physical condition; Eligibility for Wisconsin Law Enforcement Standards Board Certification; High school diploma; Bachelor degree - Preferred; Ability to possess a firearm; No felony convictions; No domestic abuse convictions; Good verbal and written communication skills; Previous experience; Supervisory/Management Experience; Ability to perform essential functions of this position; Ability to use all standard law enforcement equipment; 10 yrs of law enforcement experience with at least 4 years of progressive management experience; bachelor degree in Criminal Justice or Public Admin. is preferred; consideration given for combination of experience & recognized professional law enforcement training. Submit: DJ-LE-330, Resume Contact: Administrative Assistant Diana Kirby; Rhineland Police Department; 201 N. Brown Street Rhineland, WI 54501 Phone: (715) 365-5304 www.rhinelandpd.com.

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

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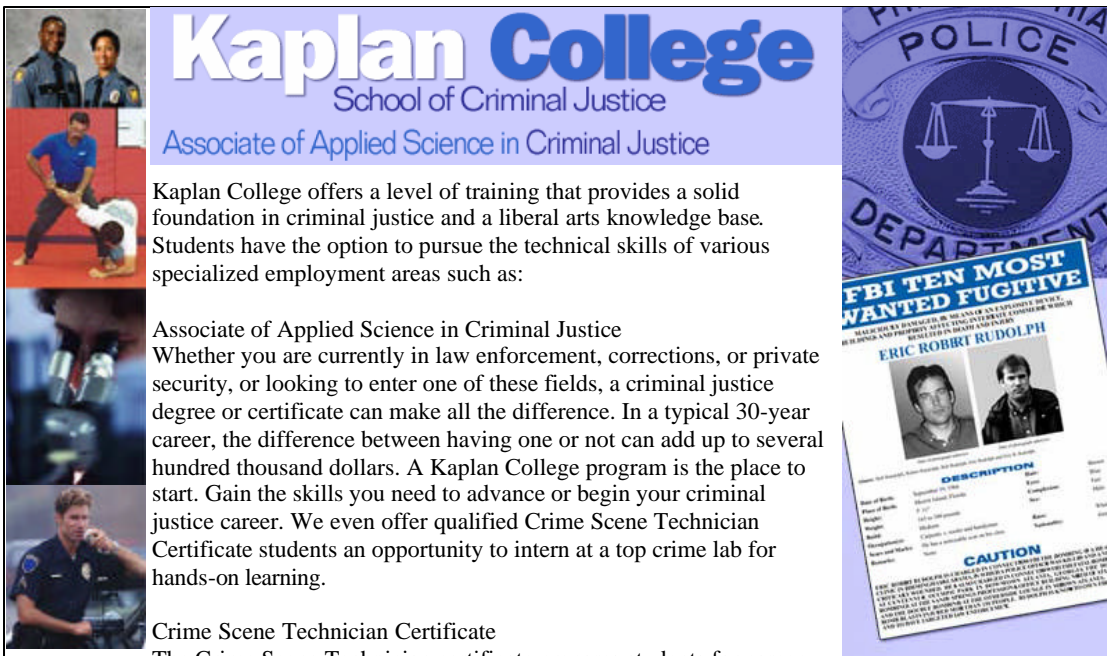
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