

The Brass Key

For The Police Executive



Washington D.C. Police Chief Charles Ramsey

the ranks, eventually serving as commander of patrol, detectives and narcotics units. In 1994, he was named Deputy Superintendent of the Bureau of Staff Services, where he managed the department's education and training, research and develop-

ment, labor affairs, crime prevention and professional counseling functions.

Chief Ramsey was instrumental in designing and implementing the Chicago Alternative Policing Strategy, the city's nationally acclaimed model of community policing. As co-manager of the CAPS project in Chicago, Chief Ramsey was one of the principal authors of the police department's strategic vision. He also designed and implemented the CAPS operational model and helped to develop new training curricula and communications efforts to support implementation.

As head of the 4,600-member Metropolitan Police Department, Chief Ramsey has worked to improve police services, en-

hance public confidence in the police, and bring down the District of Columbia's crime rate. In September 1998, the Chief announced a major reorganization of the Department that has put more police resources in the community, cut bureaucracy, and enhanced accountability by creating a system of Regional Operations Commands that are responsible

for the quality of police services throughout the District. Through enhanced recruiting efforts—including Internet-based advertising and a first-ever lateral-hiring program—the Department has brought its sworn strength back up to 3,600 officers for the first time in several years, with plans to expand to 3,800 officers.

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Charles H. Ramsey was appointed chief of the Metropolitan Police Department on April 21, 1998. A nationally recognized innovator, educator and practitioner of community policing, Chief Ramsey has refocused the MPDC on crime fighting and crime prevention through a more accountable organizational structure, new equipment and technology, and an enhanced strategy of community policing.

A native of Chicago, Illinois, Chief Ramsey served in the Chicago Police Department for nearly three decades in a variety of assignments. He began his career in 1968, at the age of 18, as a Chicago Police cadet. He became a police officer in February 1971, and was promoted through

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ALABAMA

Director of Public Safety Jacksonville State University

700 Pelham Road North
Jacksonville, Alabama 36265
256-782-5050

Population: 8,000
Sworn Officers: 16
Application Deadline: **not stated**

A minimum of five years' supervisory experience in a law enforcement or security department, preferably within a campus environment required. Certified or certifiable by the Alabama Peace Officer Standards and Training Commission as a sworn police officer. This is administrative and supervisory work in the provision of wide range of public safety, law enforcement, and security functions for the campus community. Must be available for emergency duty when necessary. Send application (available on our web site at www.jsu.edu or at JSU), resume, copies of transcripts, and names/addresses/phone numbers of at least three references to Jacksonville State University, address above. Applicants selected for an interview will be required to supply official transcripts and current letters of reference. Reference number 15047.
E-Mail: sadderho@jsucc.jsu.edu.

ARIZONA

Assistant Police Chief Glendale, City of

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

Population: 128,000
Sworn Officers: 335
Application Deadline: **not stated**

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

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

CALIFORNIA

Police Sergeant Coalinga, City of

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

Population: 15,000
Sworn Officers: 21
Application Deadline: **3/7/03**

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

Police Chief Davis Police Department

23 Russell Blvd.
Davis, CA 95616
530-757-5644

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

Salary: \$8,109.71 - \$9,857.40 per month. Seeking an individual that values employees and has confidence in their training and abilities, values service, and is committed to continuous service improvement. Requires six years of increasingly responsible experience in a middle management capacity in a municipal police department, including four years of administrative and management responsibility; equivalent to a Bachelor's Degree with major course work in police science and administration, public administration, business administration, political science or a related field; and POST Advanced and Management Certificates. Master's Degree and Graduation from Command College or the FBI National Academy is desirable. www.cityofdavis.org.

Chief Charles Ramsey *Continued from page 1*

The Chief has also overseen a multi-million dollar upgrade to district stations and other Department facilities, as well as new communications and information technology, including mobile data computing and the 3-1-1 non-emergency system. Expanded training programs for both police recruits and veteran members—including a unique diversity management course at the United States Holocaust Memorial Museum—are enhancing officer performance. And the MPDC has received international acclaim for its handling of recent major events, including the April 2000 protests against the International Monetary Fund/World Bank Group meetings and the NATO 50th Anniversary Summit a year earlier.

In the area of community policing, Chief Ramsey has redefined the Department's mission to focus on crime prevention. Policing for Prevention, the Department's new community policing strategy, encompasses focused law enforcement, neighborhood-based partnerships and problem solving, and systemic prevention efforts. The new strategy is supported not only by enhanced training for officers and supervisors, but also by a unique community training initiative called Partnerships for Problem Solving. Community policing is further supported by new strate-

gies developed by Chief Ramsey to put more officers on the street, answering calls for service and partnering with the community.

The result of these and other initiatives has been a steady and significant reduction in crime in the Nation's Capital. Between 1997 and 2000, serious crime in the District declined by approximately 20 percent, and is at its lowest level in three decades. At the same time, opinion surveys indicate that public confidence in the MPDC is up under Chief Ramsey's leadership.

Chief Ramsey holds both bachelor's and master's degrees in criminal justice from Lewis University in Romeoville, Illinois. A graduate of the FBI National Academy and the National Executive Institute, Chief Ramsey has lectured nationally on community policing as an adjunct faculty member of both the Northwestern University Traffic Institute's School of Police Staff and Command and Lewis University. His national honors have included the 1994 Gary P. Hayes Award from the Police Executive Research Forum (PERF), the 2001 Robert Lamb Humanitarian Award from the National Organization of Black Law Enforcement Executives (NOBLE) and the 2001 Civil Rights Award from the International Association of Chiefs of Police (IACP).

**Police Sergeant
Kerman Police Dept**
850 S Madera Ave
Kerman, CA 93630
559-846-6634

Population: 8,900
Sworn Officers: 20
Application Deadline: **1/31/03**

Salary range \$3010-3850. 3 years of experience as a Police Officer required. Completed application and P.O.S.T.

**Chief of Police
Mount San Jacinto
Community District**
HR Dept., 1499 N State St
San Jacinto, CA 92583
909-487-6752

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

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

**Police Support Services
Supervisor
Murrieta, City of**
26442 Beckman Court
Murrieta, CA 92562
909-461-6020

Population: 62,000
Sworn Officers: 46
Application Deadline: **2/7/03**

\$3697 - \$4494/mo Plus Excellent Benefits Directs and supervises the work of police dispatchers and records clerks. Compiles statistical data and prepares routine reports. Acts as custodian of records. Schedules work. Trains employees. Monitors performance of Computer Aided Dispatch (CAD) and Records Management Systems (RMS) and troubleshoots as necessary. Acts as dispatcher when necessary. Requires POST Basic Dispatch Academy certificate and police dispatching experience. Minimum of one year of police dispatch supervisory experience. Apply at City of Murrieta. www.murrieta.org

**Chief of Public Safety
University of Southern
California**
3667 S McClintock Ave
Los Angeles, CA 90089
213-740-6000

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

The selected candidate must have a minimum of ten years' experience in law enforcement, including a minimum of five years' experience at the management level in a higher education setting. Our client will also consider law enforcement professionals who have held the rank of captain and above within a municipal department, located in an urban environment. This individual must be qualified to become a licensed California law enforcement professional. Desired skill sets include law enforcement administration, police procedures, strategic planning, emergency operations, budget management, personnel development, and policy development. This individual must be a highly talented manager of people and have strong organizational and planning skills. Exceptional leadership and communication skills and the ability to foster a collaborative, team environment are essential. A bachelor's degree in criminal justice, one of the social sciences, or a related field is required. The University of Southern California (USC) is seeking qualified, talented, and energetic candidates for the position of executive director and chief of the department of public safety. USC ranks in the top 10 among private research universities in the country and enrolls over 28,000 students including more international students than almost any other university in America. USC, an urban university located three miles south of downtown Los Angeles, is the largest private employer in the city of Los Angeles with more than 17,000 full- and part-time employees.

The department of public safety consists of 200 employees including public safety officers, community service officers, communications officers, and administrative staff, and operates with a budget of approximately 13 million. As the leader of the department, the executive director and chief will be responsible for campus safety, security, and emergency response protocols through the effective leadership and management of this complex and sophisticated department. USC provides excellent benefits and competitive compensation commensurate with qualifications and experience. Interested candidates should forward a

resume to our executive search firm: vpearson@gksearch.com. NO PHONE CALLS PLEASE. USC is an equal education and opportunity institution.

CONNECTICUT

**Chief of Police
Berlin, Town of**
240 Kensington Rd
Berlin, CT 6037
860-828-7003

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

The Town of Berlin, CT has a vacancy for a Chief of Police. The salary will be no more than \$80,000. (benefit package - \$26,000 and Town vehicle). Must hold rank of Lt. or higher in a municipal, State police or federal agency (DEA, FBI, CIA, Secret Service) in one of the New England States. Preference for a Bachelor's degree or higher in Criminal Justice or Police Administration. In lieu of this, education, training, experience equivalent as determined by the Appointing Authority. Deadline for resumes and applications is Thursday, January 30, 2002 at 2:30 p.m. to: Chairman Robert J. Peten Berlin Police Commission c/o Office of the Town Manager 240 Kensington Road Berlin, CT. 06037 For applications, call 860-828-7003.

**Chief of Police
East Windsor, Town of**
11 Rye Street, PO Box 389
E Windsor, CT 06016
860-623-8122

Population: 10,670
Sworn Officers: 16
Application Deadline: **1/31/03**

The Town of East Windsor, located in North Central, CT, with approximately 10,000 people, is seeking a qualified, enthusiastic and career-minded individual for the position of Chief of Police. The position reports directly to the elected Police Commissioners. The department has 21 sworn officers and additional civilian staff. Starting salary of \$76,036.00 with excellent benefits. Applicant may request information packet by contacting the First Selectman's Office, Town of East Windsor, 11 Rye Street, P.O. Box 389, Broad Brook, CT 06016 or by calling (860) 623-8122. Request for information packet must be received on or before January 31, 2003. E.O.E. Requirements Superior Leadership, administrative, interpersonal, oral and written com-

munication, labor and community relations, team building, and budget management skills are essential. Candidate for this position must have been a police officer for at least 10 years, attained rank of Lieutenant or above for 3 years. Applicant must be a certified Police Officer in State of Connecticut or able to become certified in accordance with Police Officer Standards and Training Council (P.O.S.T.). The position requires a Bachelor's Degree in Police Science, Criminal Justice or related field.

**Deputy Police Chief
Groton Police Department**
295 Meridian St.
Groton, CT 06340
860-445-2451

Population: 10,000
Sworn Officers: 31
Application Deadline: **2/7/03**

The successful candidate will possess either a bachelor's degree and five years of experience or an associate's degree and seven years of experience at the mid-management, supervisory or executive level at a comparably sized police agency and possess Connecticut Police Officer Standards and Training Police Officer Certification Council or the ability to obtain Certification by Comparative Compliance. Must have a valid driver's license. The City of Groton, home to 10,000 residents, General Dynamic's Electric Boat Division, and Pfizer Pharmaceutical in a 3.5 square mile area, is located on the shores of the Thames River and Long Island Sound in Southeastern Connecticut. The Police Department is comprised of 31 sworn officers, 5 full-time non-sworn and 18 part-time traffic control persons and school crossing guards. Starting salary dependent upon qualifications.

FLORIDA

**Deputy Chief of Police
Belleair Police Department**
901 Ponce de Leon Blvd.
Belleair, FL 33756
727-588-3769 ext. 311

Population: 4,500
Sworn Officers: 14
Application Deadline: **not stated**

Minimum 15 years experience with 5 years at mid-level or higher supervisory rank. Prefer Bachelor's Degree and Florida State Certification or attainable certification. Knowledge of computer programs, records management and radio communications operations a nece-

sity. Individual must be innovative, out of the box/progressive thinker with orientation to service and utmost integrity for this very upscale and prestigious community. Must have flexible work schedule will be required to cover patrol shift as necessary and other emergencies. Individuals should submit resume and salary/benefits requirements to the Town of Belleair, Attn: Chief of Police marked "Personal & Confidential", mail to above address. No facsimiles please.

Police Chief
Cocoa Police Department
603 Brevard Avenue
Cocoa, FL 32922
321-639-7560

Population: 16,500
Sworn Officers: 71
Application Deadline: **3/17/03**

Contact Wendy Widmann; wwidmann@cocoafl.org. Salary: \$65,000 to \$71,000 per year. www.cocoafl.org. Bachelor's degree, Master's preferred; advanced police leadership training required plus 1.5 years of progressively responsible police experience, with a minimum of 5 years in management as a senior law enforcement officer in a complex municipal setting. Must have a diverse background in all aspects of police administration. Must be able to obtain Florida certification as a law enforcement officer within twelve months of appointment and reside permanently within the City limits as a condition of employment. Please submit resume, not to exceed 10 pages with attachments.

Chief of Police
DeLand Police Department
120 South Florida Ave.
DeLand, Florida 32720
386-740-5707

Population: 20,000
Sworn Officers: 65
Application Deadline: **not stated**

Contact: Mark Hayward. E-mail Address: haywardm@deland.org. Starting Salary: \$51,000 per year. www.deland.org. Must have a four year degree and be a graduate from a senior law enforcement program. This future leader must have experience in instituting and monitoring department and individual performance standards. Under the direction of the City Manager. Send cover letter, resume, proof of education and three professional reference to above address. All applications are subject to Florida Public Records Law.

Chief of Police
Haines City, City of

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

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

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

Chief of Police
Palm Beach Gardens Police Dept.

10500 N Military Trl
Palm Beach Gardens, Florida
33410
561-799-4200

Population: 34,000
Sworn Officers: 88
Application Deadline: **not stated**

Starting Salary: \$65,624 per year. <http://www.pbgfl.com>. Master's Degree pref., or Bachelor's Degree in criminal justice, public administration or closely related field, & 10 years experience in various adminis-

trative/management responsibilities in law enforcement, or any related combination of education and experience. Valid Florida State driver's license or ability to obtain; must meet and maintain minimum training and experience qualifications for the position of certified police officer as established by the Department and/or Florida State Statute Chapter 943.

Assistant Police Chief
Panama City- Bay County International Airport

3173 Airport Road
Panama City, Florida 32405
850-769-6033

Population:
Sworn Officers: 10
Application Deadline: **not stated**

The Assistant Chief assists the Police Chief in the supervision, management and administration of the Airport Police Department, and performs routine patrols and related duties as required. Minimum qualifications include an associate degree in police administration or related field with five years experience as a police officer including a minimum of three years experience in airport law enforcement. Must be certified as a law enforcement officer by the State of Florida or obtain certification upon employment. Salary \$27,255- \$37,299 per year. Applications will be accepted until the position is filled.

Police Chief
St. Augustine Beach Police Department

2200 A1A so. St.
Augustine Beach, FL 32080
904-471-2122

Population: 3,800
Sworn Officers: 10
Application Deadline: **not stated**

Requires bachelors degree in criminology, law enforcement administration or related field; 10 years supervisory experience attaining rank of sergeant or higher; completion of Florida criminal justice standards and training course; knowledge of funding and grant writing; good interpersonal skills. Prefer FBI, SBI, or similar advanced education and training. Salary range \$54,000 to \$67,000. email sabadmin@bellsouth.net for information. Veterans preference given.

Deputy Chief
Temple Terrace Police Department

11250 N. 56th Street
Temple Terrace, Florida 33617
813-989-7029

Population: 23,000
Sworn Officers: 48
Application Deadline: **not stated**

Deputy Chief Starting Salary \$46,259 per year. <http://www.templeterrace.com>. Bachelor's degree in criminal justice, police administration, or related field, required. Substantial professional training in police supervision, management and/or administration, and Community Policing is desirable. FBI Academy, Southern Police Institute, FDLE Chief Executive Seminar, or Masters Degree in related field preferred. Seven years experience in Law Enforcement required. Five years supervisory and/or administrative experience desirable. Must be proficient in computer applications. Requires certification as a State of Florida Law Enforcement Officer (or ability to obtain within six months of employment). Valid Florida Driver's License required.

GEORGIA

Police Chief
Fairmount Police Dept.

P.O. Box 705
Fairmount, Georgia 30139
706-337-5308

Population: n/a
Sworn Officers: n/a
Application Deadline: **2/15/03**

The successful candidate should have a strong work ethic, excellent written and verbal communication skills, and superior interpersonal skills. Prefer a College Graduate with prior Law Enforcement supervisory experience as Chief, an Assistant Chief, or as a Chief Deputy. Must have current P.O.S.T. Certification, pass a background investigation, a credit check, and possess valid driver's license with an acceptable driving record. This is a working position and the successful candidate will be expected to reside in the City of Fairmount in accommodations provided by the City. Applicants are asked to send cover letter, resume, copies of current certifications, and the names, addresses, and phone numbers of 3 references to the above address.

ILLINOIS

Chief of Police Buffalo Grove, Village of

50 Raupp Blvd
Buffalo Grove, IL 60089
847-459-2549

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

The Village of Buffalo Grove, located 30 miles northwest of Chicago and 15 miles from O'Hare International Airport, is seeking an experienced, innovative, proactive leader for the position of chief of police for its CALEA-accredited, award-winning police department. One person has held position since 1982. The chief is appointed by and reports to a professional village manager and works closely with elected and appointed officials, community representatives and administrative staff members. The department has an \$8 million budget (fiscal year 2002-03), 89 full-time employees (76 sworn) and 24 part-time employees (one sworn). The Village encompasses 9.25 square miles and is home to 13 schools, more than 400 acres of open/park land, nine industrial parks, two office centers and approximately 16,166 housing units (8,497 single-family detached). Department services and staff are headquartered in a modern facility completed in 1989. Salary Information: Current salary range \$88,000 – \$107,000. Starting salary is negotiable, depending upon qualifications and experience. Educational Requirements: Must possess a bachelors degree in criminal justice, public administration, public policy, business administration, or related field. A masters degree in a related field is preferred. Completion of advanced police leadership training programs such as FBI National Academy, Northwestern Center for Public Safety School of Staff and Command, or similar programs preferred. Other Requirements: Must have a minimum of seven years of increasingly responsible leadership and command-level experience, including significant field supervisory experience, in a high-quality suburban law enforcement agency. Experience in a department serving a population of 20,000 to 80,000 residents with a council-manager government desirable. Must possess outstanding leadership abilities, interpersonal skills, and a customer-service orientation. Must have

proven experience in modern public safety planning, organizational development, information technology, and human resource management. Must be a strong advocate for community policing, community / business relations, and crime prevention. Superior administrative, financial, budgeting, operational and employee relation skills are required. Residency in Buffalo Grove is preferred but not required. Additional Information: A recruitment profile for this position will be available January 3, 2003, at . Apply at once, in confidence, with letter of interest, current resume detailing salary history, work experience, education, and training, and five professional references to Director of Human Resources, Address: Village of Buffalo Grove 50 Raupp Boulevard, Buffalo Grove, IL 60089 Phone: 847-459-2549. No fax or email submittals will be accepted. The Village of Buffalo Grove is an equal opportunity employer.

Chief of Police Greenfield Police Committee

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

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

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

Supervisor of Public Safety Illinois Central College

1 College Dr
East Peoria, IL 61635
309-694-5346

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

Illinois Central College invites applications for the position of Supervisor of Public Safety to supervise safe and efficient Public Safety operations and assist in the monitoring of communications and alarm systems. The Supervisor of Public Safety reports directly to the Vice President of Administration and Finance. Responsibilities include, but are not limited to: developing and implementing procedures to ensure the safety and security of College personnel and property; developing,

implementing and training Public Safety staff; conferring with faculty, staff and administrative personnel regarding procedures for preventing or resolving disciplinary, safety and security problems; preparing reports, relating to Student Right-to-Know and Campus Security Act of 1990; working with the Traffic Committee to develop, implement and monitor compliance with campus vehicle traffic and parking regulations; preparing work schedules and duty assignments to provide daily 24-hour staffing; maintaining liaison with law enforcement and fire prevention agencies and resources; submitting Public Safety reports and operational reports as requested and reports of accidents, traffic violation and other safety-related matters; preparing the budget and monitoring expenditures; participating on College committees dealing with health, safety and communications; assisting in establishing emergency and disaster procedures; assisting in providing emergency first aid services; developing procedural manuals and instructional materials for assigned staff; serving as the College liaison with local and state agencies and contractors working on campus regarding safety compliance, and with East Peoria and Peoria Fire Departments for fire prevention and chemical emergencies; coordinating required periodic testing of campus fire protection systems and safety equipment. Educational Requirements: Bachelors degree in a related area or the equivalent education and experience, three to five years of direct experience; one to three years experience as supervisor or management. Other Requirements: A valid Driver's License and ability to satisfy requirements for insurability in operating College vehicles required. Qualified individuals must submit a completed ICC application, a letter of application, current resume and transcripts to: Illinois Central College. Applications may be downloaded from the college website, otherwise an application packet will be mailed in response to inquiries when Human Resource office reopens 01/02/03. Starting Salary: Open. Contact: ICC Human Resources Address: One College Drive East Peoria, IL 61635-0001 Phone: 309-694-5346 Fax: 309-694-5789 E-Mail: DWOIF@ICC.EDU ICC Web Site: www.icc.edu/hr/ application Closing Date for Applications: Initial screening begins January 8, 2003, and will continue until a successful candidate is selected.

Chief of University Police Northwestern University

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

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

(Evanston & Chicago, Illinois) Qualifications: Minimum of a bachelor's degree, and the ability to meet the law enforcement training academy standards acceptable to the State of Illinois Police Training Board. Graduate of the FBI National Academy, Northwestern's Center for Public Safety School of Police Staff and Command, or other nationally recognized training program preferred; minimum of five years of prior managerial experience in a police department in an urban setting; excellent oral and written communication skills; basic computer application skills necessary. Prior parking administration experience a plus. Responsibilities: The chief is responsible for all police department operations on the Evanston and Chicago campuses, and for the parking function on the Evanston Campus; reports to the Senior Vice President for Business and Finance; supervises 41 sworn police officers with arrest powers on and off-campus, and 13 civilian employees. University police officers have the same full law enforcement powers as municipal police officers and county sheriffs, and must successfully complete a state-approved police academy and firearms training; principal liaison between the university police department and surrounding municipal police departments, and state and federal enforcement agencies; screens, selects and ensures that training is provided to new officers; has final authority in all department disciplinary cases; performs annual performance reviews for all staff; and acts as the chief criminal justice advisor to the university. Directs the community policing effort including crime investigations, and court case preparations. Interacts frequently with internal and external media, serves on campus-wide committees, and works closely with students, staff and faculty, and student affairs staff in particular, on safety and security issues. Contact: Janie Savage Senior VP Bus/Fin, Northwestern 633 Clark Street, Rm. 2-217 Evanston, IL 60208 Phone: (847)491-5534 Fax: (847)467-5424 Email: jsavage@northwestern.edu Applications should be received by February 14, 2003, and should be

sent to: The Office of the Senior Vice President for Business and Finance, Northwestern University, 633 Clark Street, Room 2-217, Evanston, IL 60208. Northwestern is an affirmative action, equal opportunity educator and employer.

Fire Chief Rock Island, City of

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

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

The City of Rock Island is recruiting for an experienced Fire Chief to supervise and manage the Fire Department. Rock Island has a population of 39,684 residents and is located in western Illinois along the Mississippi River. Rock Island, Moline, and East Moline in Illinois and Davenport and Bettendorf, Iowa make up the metro area called the Quad Cities with a population of 350,861. The area boasts a low cost of living including affordable housing, excellent schools and many large city amenities such as museums, art galleries and theaters. The Rock Island Fire Department has a history of providing excellent emergency services, prevention programs and paramedic services to citizens. The department has 63 full-time employees which consists of 62 firefighters/command officers and 1 civilian employee. Employees are stationed within four facilities. All employees are unionized with the exception of the Chief and Assistant Chief. The department presently has an ISO rating of 4. In 2001, the department responded to 1,073 fire calls (which included 84 structure fires) and 3,230 medical calls. The Fire Chief administers a \$5.1 million dollar budget. Fire operations are separated into four major areas: administration, emergency/disaster services, fire prevention and ambulance. The telecommunications center dispatches all public safety calls and is provided by the Police Department. This is highly responsible professional, administrative and managerial work in planning, organizing, and directing all activities of the Rock Island Fire Department. Includes responsibility for the efficient operation of the department including the establishment of all policies, procedures, and regulations. Supervision is exercised directly or through subordinates over all employees in the department. Work is performed under the direction of the City Manager. The ideal candidate will possess strong leadership skills and be effective in maintaining program services to better protect the community from peril. Intergovernmental planning and cooperation, strong communication, organizational, budget, and management skills are also required. Preferred candidates will possess a bachelors degree with major course work in fire science, public or business administration or other related fields. The position requires a minimum of five to seven years of progressively responsible management/supervisory experience. A comprehensive knowledge of all aspects of the operation of an urban fire department, including fire prevention, fire suppression, hazardous materials, emergency and disaster planning, and emergency medical service is required. Rock Island has enjoyed a stable administration. The current chief will be retiring with over 27 years of service and the City Manager has held the position for 15 years. The salary range is \$52,863 - \$82,006. The City offers an excellent fringe benefit package which includes pension, major medical, paid leave, use of a city vehicle, tuition reimbursement and also contributes 5 percent of salary to ICMA's 457-deferred compensation plan. Residency must be established within Rock Island within one year of employment. Applications (including resumes and cover letters) will be accepted in the Personnel Department, Rock Island City Hall, 1528 3rd Avenue, Rock Island, IL 61201. To request an application by mail call (309) 732-2050 Applicant confidentiality will be protected through the recruitment process. A City of Rock Island application must be completed to be considered and are available on our website at www.rigov.org. Applications will be accepted through February 1, 2003. Successful candidates will be required to participate in assessment center exercises on 3/11/03.

Application Deadline: **not stated**

Bachelors degree in Criminal Justice, Public Administration, or related field required, Masters degree and/or graduation from the FBI National Academy preferred. Ten (10) years related experience in public safety or law enforcement in a comparable organization, with five (5) years managerial experience required, experience in a public higher education institution desirable. Strong organizational and communication skills to interact effectively and collaboratively with a diverse body of University leaders as well as to be sensitive to the unique needs of the campus community. Must be a certified Kansas Law Enforcement Officer. Submit a letter of application, resume, transcript(s), names and phone numbers of three professional references to the Human Resources Office, address above. Review of resumes will begin upon receipt and will continue until a suitable qualified candidate is selected. www.washburn.edu/admin/human-resources.

IOWA

Police Chief Riceville, City of

PO Box 256
Riceville, IA 50466
641-985-2367

Application Deadline: 1/31/03

The City of Riceville is taking applications for the position of city police chief. ILEA certification preferred. Salary based on experience. Contact city clerk at: 641-985-2367 for application forms Send completed application and resume to: PO Box 256, Riceville, IA 50466

KANSAS

Director of University Police University Police at Washburn University

135 Morgan Hall
Topeka, KS 66621
785-231-1153

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

Bachelors degree in Criminal Justice, Public Administration, or related field required, Masters degree and/or graduation from the FBI National Academy preferred. Ten (10) years related experience in public safety or law enforcement in a comparable organization, with five (5) years managerial experience required, experience in a public higher education institution desirable. Strong organizational and communication skills to interact effectively and collaboratively with a diverse body of University leaders as well as to be sensitive to the unique needs of the campus community. Must be a certified Kansas Law Enforcement Officer. Submit a letter of application, resume, transcript(s), names and phone numbers of three professional references to the Human Resources Office, address above. Review of resumes will begin upon receipt and will continue until a suitable qualified candidate is selected. www.washburn.edu/admin/human-resources.

KENTUCKY

Police Chief University of Kentucky

HR Dept, 112 Scovell Hall,
Lexington, KY 40506-0064
859-257-9555

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

Salary: \$55,723-\$91,894 Minimum requirements are a B.A. plus 8 years' related experience; however, a master's and 10 years' experience are preferred. The university is an equal-opportunity employer and encourages applications from minorities and females. This position is responsible for the planning, directing, and administration of the university's police operations. Administrative responsibilities include formulation and observation of departmental policies and regulations,

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

MICHIGAN

Chief of Police Marine City Police Dept.

300 Broadway
Marine City, MI 48039
810-765-8830

Population: 4,800
Sworn Officers: 8
Application Deadline: 3/1/03

Required qualifications include: MCOLES certification, Bachelors degree or higher in criminal justice or related field, and 7-10 years of responsible law enforcement experience, including command rank experience; strong leadership ability with solid background in operations and finance. FBI Academy/Staff and Command training a plus. Successful applicant must pass physical exam, drug screen test, criminal and background checks. Salary commensurate with experience/qualifications; full benefits package. City Manager style of government. Submit resume, 3 references, cover letter to: City Manager, Michael Nagy, address above.

Deputy Chief**South Haven Police Dept.**

539 Phoenix St
South Haven, MI 49090
616-637-5151

Population: 6,100
Sworn Officers: 21
Application Deadline: **2/17/03**

Bachelors Degree or equivalent experience in criminal justice or related field; ten (10) years progressive experience with at least three (3) years in a supervisory role; demonstrated investigatory background; background in internal investigations, policy and procedure development; MCOLES certified or certifiable. Selected candidates will be required to participate in an assessment center, successfully complete a background investigation, psychological evaluation, and physical examination. Candidates should possess the ability to work in a culturally diverse/resort atmosphere. This position reports directly to the Chief of Police. Pay range: \$48,000 to \$52,000 per year. If interested, send resume and cover letter to: Chief of Police, Attn: Dep. Chief process, at the above address.

Police Chief**Whitehall Police Dept.**

405 E Colby St.
Whitehall, MI 49461-1101
231-894-2317

Population: 3,017
Sworn Officers: 8
Application Deadline: **1/31/03**

Salary: \$42,700-\$57,300 per year. Associate's degree required, bachelor preferred. Six years' progressively more responsible experience as a police officer with 3 years in a command role. Prefer experience in police disciplines including LEIN, drug prevention, crime prevention and EMT. Excellence in communication and relations with community, peers, department personnel and other law enforcement agencies required. Knowledge of council-manager government and White Lake area preferred.

MINNESOTA**Chief of Police
Long Prairie Police Dept.**

615 Lake St S
Long Prairie, MN 56347
320-732-2167

Population: 3,040
Sworn Officers: 6
Application Deadline: **2/10/03**

Applicants must be MN POST Board license or eligible to be licensed. Resume and employee application are required.

MISSOURI**Police Chief
Jackson Police Dept.**

101 Court St.
Jackson, MO 63755

Population: 12,000
Sworn Officers: 26
Application Deadline: **1/31/03**

Salary range is \$34,375 - \$53,988 per year. The City is seeking an individual who has strong management and communication skills, as well as being a leader in the community. A bachelors degree in criminal justice or related field and ten years minimum law enforcement experience is preferred. Qualified persons should submit a resume, letter of interest and professional references to: City of Jackson; Attn: Chief of Police Search Committee.

NEW JERSEY**Police Director
Keansburg, Borough of**

179 Carr Ave
Keansburg, NJ 07734
732-787-0600

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

Police Director Deadline: February 24, 2003 Borough of Keansburg, NJ USA Salary: \$80,000 to \$98,000 Must have a bachelor's degree in the criminal justice and/or public administration curricula or their equivalent. Graduate degree preferred. Population 11,000; 30 sworn police employees plus civilian support staff; Experience to include direct responsibility for not less than 30 personnel for a period of ten years. Submit resumes no later than February 24, 2003 to Gary F. Stowell, Esquire at 111 White Horse

Pike, Haddon Heights, New Jersey 08035, Attn: Police Director Position. [Note: an extension of the filing deadline may be granted by Mr. Stowell upon request and with written confirmation.

**Superintendent
New Jersey State Police**

PERF, 1120 Connecticut Ave., NW
Ste 930
Washington, DC 20036

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

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

NEW MEXICO**Police Chief
Bernalillo, Town of**

829 Camino Del Pueblo
Bernalillo, NM 87004
505-867-2304

Population: 7,000
Sworn Officers: 13
Application Deadline: **not stated**

The Town of Bernalillo is accepting applications for Chief of Police. Applicants must meet the following qualifications: 1. Must be NM Law Enforcement Certified or eligible by waiver 2. Must have no felony convictions 3. Must pass a thorough background investigation & polygraph 4. Current valid drivers license 5. Must go through a pre-employment drug screen Application forms are available at Town Hall, 829 Camino Del Pueblo. Applications will be accepted until positions are filled.

**NORTH
CAROLINA****Police Captain
Pinehurst
Police Department**

395 Magnolia Rd.
Pinehurst, NC 28374
910-295-3781

Population: 10,000
Sworn Officers: 23
Application Deadline: **not stated**

Salary range \$40,409 to \$61,373 per year. The captain leads & performs all dept. investigations, w/ asst. of one investigator & provides additional support to the chief of police. AA deg. in police science or equiv. & 8 yrs. of related exp. incl. superv. police personnel. Valid NCDL, DCI comm. cert. & all NC police officer mandated cert. Email: resumes@villageofpinehurst.org.

**Police Sergeant
Walnut Cove Police Dept**

P.O.Box 130
Walnut Cove, NC 27052
336-591-7121

Population: 1,250
Sworn Officers: 8
Application Deadline: **not stated**

This position will report directly to the Chief of Police. Candidates should have 5 or more years of patrol experience. Supervisory experience and work experience in this region is also preferred. Salary Range from \$25,300 to \$37,900. Excellent benefits. Position open until filled. Please submit applications on the form provided by the Walnut Cove Police Department to Chief Barry Conaway, P.O.Box 130, Walnut, N.C. 27052.

NORTH DAKOTA

Police Chief
Grafton Police Dept.
 PO Box 578
 Grafton, ND 58237
 701-352-1561

Population: 5,000
 Sworn Officers: 10
 Application Deadline: **2/1/03**

Requires a minimum of five (5) years experience as a police officer, at least three (3) years in a supervisory capacity. Send a resume and cover letter, salary requirement and three (3) references to "City Administrator" at the above address.

OHIO

Chief of Police
Nelsonville Police Dept.
 211 Lake Hope Drive
 Nelsonville, Ohio
 740-753-1314

Population: 6,000
 Sworn Officers: 8
 Application Deadline: **2/27/03**

The written examination for this position will be given on Tuesday, March 4, 2003, at 6:00pm. Salary: \$39,000 per year.

OKLAHOMA

Police Chief
Broken Arrow Police Dept.
 PO Box 610
 Broken Arrow, OK 74013
 918-259-8342

Population: 80,000
 Sworn Officers: 99
 Application Deadline: **3/21/03**

Salary: \$76,707 to \$89,792 per year. Must possess an undergraduate degree in criminal justice, police science, public administration or related field and six or more years of progressively responsible experience in managing a municipal police department or a division within a department. A master's degree is preferred. Candidates must have or be able to obtain Oklahoma CLEET certification. For more information, contact: Melinda Stringer at the above address. email: mstringer@city.broken-arrow.ok.us.

OREGON

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

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

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

Deputy Police Chief
Salem Police Department
 555 Liberty St. SE
 Salem, OR 97301
 503-588-6162

Population: 140,000
 Sworn Officers: 175
 Application Deadline: **2/28/03**

Salary: \$84,000 per year. Applicants must have considerable progressively responsible police experience, including three years of professional police management experience at the lieutenant rank or above. Applicants should be currently employed by a law enforcement organization and have a history of accomplishments and responsibilities that include the supervision of special units, task forces, or special agency programs. A bachelor's degree in a police related field is preferred. Selected applicants will be interviewed during April 2003. www.cityofsalem.net.

PENNSYLVANIA

Airport Police Lieutenant
Susquehanna Area Regional Airport Authority
 208 Airport Drive
 Middletown, PA 17057
 717-948-3501

Population:
 Sworn Officers: 14
 Application Deadline: **not stated**

The successful candidate is required to enforce all applicable statutes and regulations (including Federal Aviation Regulations) as they pertain to civil aviation, in addition to managerial & administration tasks. Applicants must have current Pennsylvania Act 120 Certification from MPOETC. Must be able to obtain a Pennsylvania Drivers License within 30 days of hire. BA degree in Police

Science or related field plus 4 years of supervisory experience or 8 years experience in law enforcement, with most recent 4 years in a supervisory capacity or equivalent combination of experience and training. Demonstrated ability to lead and direct personnel and the activities of the department. Able to assist in implementing department policy, including, but not limited to, personnel. Excellent written, oral and computer skills along with strong leadership skills are essential.

Director
Temple University

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

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

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

SOUTH CAROLINA

Police Chief
Barnwell, City of
 PO Box 776, 124 Burr St
 Barnwell, SC 29812
 803-259-1838

Population: 9,000
 Sworn Officers: 12
 Application Deadline: **2/14/03**

The City of Barnwell, South Carolina is accepting applications for the position of Chief of Police. The candidates should be currently Certified by the South Carolina Police Academy. Duties will include supervision of all Police Dept. operations and have a working knowledge of standard Administrative and Investigative policies and procedures. Qualified candidates should obtain an application or forward a resume to: Thomas R.Higgs

Chief of Police
Rock Hill, City of
 HR Dept., PO Box 11706
 Rock Hill, SC 29731
 803-329-7225

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

Salary Range is \$64,430 - \$99,856 depending on qualifications. City of Rock Hill - Population 50,289 Rock Hill, South Carolina An award-winning city located in the center of the Carolinas, 25 miles south of the Charlotte, North Carolina metropolitan area. Police Department is nationally accredited by the Commission on Accreditation for Law Enforcement Agencies (C.A.L.E.A.). Council-manager form of government. Qualifications: Personal integrity and record of achievement in community policing, crime prevention and detection, and neighborhood involvement. Strong administrative and employee relations skills. Willingness to be visible and accessible to all citizens and to build positive relationship with various community groups. Reports to City Manager. Oversees \$8 million dollar budget and 150 employees. Bachelor's in criminal justice or public administration or related field and 10 years progressively responsible experience, most recently at the senior level. To apply, submit resume to Human Resources Department

Police Chief & Police Officer Whitmire Police Dept.

211 N Main St.
Whitmire, SC 29178
803-694-2121

Population: 1,710
Sworn Officers: 5
Application Deadline: **2/14/03**

Chief salary range \$35,000-\$40,000. Officer range \$23,500-\$28,000, based on experience. Certified officer preferred. Send resume/application in confidence to Mayor Tim Carroll at above address.

TEXAS

Police Chief Garland Police Dept

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

Population: 220,000
Sworn Officers: 282
Application Deadline: **not stated**

Major city in the NE quadrant of the Dallas Metroplex is seeking qualified candidates for the position of Chief of Police. Present salary range \$95,825-149,489, w/excellent benefits; final salary negotiable, DOQE; 3 persons holding position since 1971. Appointed by City Manager, confirmed by Mayor and Council; works under the direction of the City Manager and works closely with community groups and other department heads. \$31.4 million capital and operating budget, 420 full-time employees, and 1.34 sworn officers per 1,000 population. Garland, established in 1891 as an agricultural business center, is now a 57 sq. mi. dynamic and diverse community with a strong retail, commercial, industrial and residential base. Police Department services and staff will be headquartered in a new 100,000 sq. ft. state-of-the-art public safety center to be opened in Aug. of 2003. Bachelor's degree in criminal justice, public administration, public policy, business or related field required; MPA or similar advanced degree preferred with 7-10 years (minimum) of significant and increasingly responsible law enforcement management experience as a Chief Officer, Deputy Chief Officer or similar command rank in a complex municipal setting; or equivalent combination of training and experience. Ability to obtain certification as a Texas law enforcement officer after appointment required. Experience and record of success in public safety/police service planning, man-

growth and development for a diverse/high service level population ideal. Strong/innovative administrative, financial, operational and organizational development skills important with solid public relations and community policing exposure. Superior leadership, interpersonal, and communication skills with community orientation essential. Residency required after appointment. Additional position information available at www.pargroupltd.com. Identity of applicants and persons selected for interview may be subject to public disclosure per Texas statutes. Apply at once, with resume, salary history and 5 work related references, to the City's Executive Search Consultants: The PAR Group 100 N. Waukegan Rd., Ste. 211 Lake Bluff, IL 60044 TEL: 847/234-0005 FAX: 847/234-8309 E-mail: resume@pargroupltd.com.

Police Chief Levelland, City of

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

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

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

Police Chief Terrell Police Dept

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

Population: 15,000
Sworn Officers: 32
Application Deadline: **not stated**

Minimum Qualifications: A BA in criminal justice, public or business administration, or related field is desired. Candidate must possess a Master Certification from the Texas Commission on Law Enforcement Standards and Education. In addition, candidates should have ten years of pertinent experience including at least five years of supervisory experience. Compensation: The compensation is open depending on the background and qualifications of the successful candidate. To Apply: Send a current resume and list of work related references with phone numbers ASAP to: C. Chris Hartung, Director of Consulting Services, The Waters Consulting Group, Inc., 2695 Villa Creek Drive, Suite 104, Dallas, TX 75234 Telephone: 877-356-2924 or Fax: 972-481-1951 e-mail: terrellpc@watersconsulting.com or for a complete profile as a MSWord document see: www.watersconsulting.com/download/Terrell%20Police%20Chief%20Profile.doc

VIRGINIA

Chief of Police Arlington County Police Dept.

2100 Clarendon Blvd., Suite 511
Arlington, VA 22201
703-228-3265

Population: 193,000
Sworn Officers: 362
Application Deadline: **not stated**

Salary negotiable to \$126,630 depending on qualifications. Requires degree(s), advanced police executive education and several years' experience at the level of Chief, Deputy Chief, Assistant Chief or Commander in a department serving an urban, multi-cultural population with a community policing philosophy. Expected personal qualities include impeccable integrity, personal commitment to justice and human rights, reputation as a progressive professional, and focus on continual learning and growth of employees. Interested candidates should submit a resume.

Police Chief Danville Police Dept

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

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

Salary: \$75,000 – \$95,000 Demonstrated knowledge of law enforcement principles, policies, and regulations in municipal or county government; to include knowledge of scientific methods of crime detection, criminal identification and radio communication. Ability to be open and visible in the community; with demonstrated knowledge of and ability to relate to cultural diversity. Education and experience equivalent to a bachelor's degree in law enforcement, police administration, criminal justice, or related field; master's degree preferred; and extensive supervisory experience in law enforcement operations at the command level. Certification from the Division of Criminal Justice Services of the Commonwealth of Virginia and completion of F.B.I. or other equivalent police institute related programs required. The position performs complex professional and difficult administrative work managing and directing all activities of the DPD. The DPD consists of 140 sworn officers, a 15-member auxiliary, community policing, crime prevention, criminal investigation/detective bureau, police records, and school crossing guards. Responsible for the department's 6 million dollar annual capital and operating budgets. The current police chief is retiring after 43 years of service, 32 years as chief. Starting salary range negotiable DOQ. Appointed by and reports to the city manager. Send resume/application to Roger M. Scott, Senior Vice President, Springsted, 1206 Laskin Road, Suite 210, Virginia Beach, VA 23451-5263 or e-mail to rscott@springsted.com by February 14, 2003. Fax: 757-422-6617 www.springsted.com

Police Chief Portsmouth, City of

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

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

A progressive city government, implementing team-oriented management concepts focused on renewal of its community with a population

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

WASHINGTON

Chief of Police Skokomish Tribe

360-426-4232 x209

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

The Skokomish Tribe is a 5000-acre tribal jurisdiction in the beautiful Puget Sound area of Washington State and is seeking to hire a Chief of Police. The incumbent participates in patrol and investigation activities in a supervisory capacity. Knowledge of federal Indian Law, plans and polices to carry out enforcement operations. Develops, and maintains effective working relationships and networks with agencies. Salary: \$40,000-\$45,000 annually. Open until filled. For more information please contact Winona Plant, Personnel Manager at 360-426-4232 x209. Requirements Knowledge of Federal Indian Law.

WEST VIRGINIA

Police Chief Williamstown Police Dept

100 W 5th St
Williamstown, WV 26187
304-375-4935

Population: 3,000
Sworn Officers: 5
Application Deadline: **1/31/03**

The City of Williamstown is accepting resumes for the position of Chief of Police. Candidate should be a WV Certified Law Enforcement Officer, or eligible for such; experienced in all aspects of criminal investigation and prosecution. Excellent management and leadership skills. Effective oral and written communication skills required. Interested candidates should drop off or mail resume to: City of Williamstown c/o Chief of Police Position 100 W. 5th Street Williamstown, WV 26187 Resumes will only be accepted for this position from 8 am Monday, January 20, 2003 thru 4 pm Friday, January 31, 2003.

WISCONSIN

Police Chief Twin Lakes Police Dept.

108 E Main Street, P O Box 1024
Twin Lakes, WI 53181
262-877-2858

Population: 4,902
Sworn Officers: 21
Application Deadline: **3/1/03**

Anticipated starting date would be July 1, 2003 or sooner. Residency required. Salary \$48,000 and \$55,000. Bachelor's degree from an accredited college or university in police science, criminal justice or police administration is preferred; commensurate training and/or experience may be considered; at least 7 years law enforcement experience with at least five years of increasing management/administrative experience; WI LESB certification; WI DL or ability to obtain.

Fire Chief Wisconsin Rapids Fire Department

WR McGrath Consulting Group, LLC
P.O. Box 190
Wonder Lake, IL 60097
815-728-9111

Population: 19,000
Sworn Officers:
Application Deadline: **1/31/03**

\$55,755 to \$71,371 per year. Bachelor's degree in Fire Science or related field with a minimum of 12 years fire service work experience, to include five years in a command position, or equivalent combination of training and experience. Must have demonstrated leadership skills. Thorough knowledge of modern fire and emergency medical technology, management principles, employee relations, planning and fire prevention, and investigation.

WYOMING

Chief of Police Lyman, Town of

PO Box 300
Lyman, WY 82937
307-787-6595

Population: 2,000
Sworn Officers: 5
Application Deadline: **1/31/03**

The Town of Lyman, Wyoming is accepting applications for the position of Chief of Police. Successful candidate must have a degree in Police Science, Law Enforcement or related field and a minimum of 5 years experience as a Peace Officer, and be Certified by P.O.S.T. as a professional Peace Officer in the State of Wyoming or able to obtain certification within a reasonable amount of time. Will be subject to a background investigation, drug screen and a psychiatric evaluation. Salary depends upon experience. Interested parties may request an application by calling (307)787-6595 or write to Town of Lyman, Attn: Lynn, P.O. Box 300, Lyman, WY 82937.

The Police Executive www.thepoliceexecutive.com

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