

# The Brass Key

For The Police Executive

## Miami's New Top Cop: John Timoney

City Manager Carlos Giménez appointed John Timoney as City of Miami Police Chief. A press conference was held Friday, December 20, 2002 at 11:00 a.m. in front of City Hall, 3500 Pan American Drive.

John Timoney, called America's Best Cop in an article published by Esquire Magazine, June 2000, is an Irish immigrant who came to the United States at the age of thirteen. He brings to our city a distinguished career in law enforcement, an extensive educational background, with both bachelors and masters degrees in Urban Planning from Hunter College and a graduate of the Police Management Institute at Columbia University, and expert managerial abilities put to the test during his tenure as Police Commissioner in such diverse and multicultural cities as New York and Philadelphia. He is also recognized as a national expert in the area of police-related shootings.

Mr. Timoney's career started as a rookie in July, 1969 and rapidly rose through the ranks of the New York Police Department obtaining promotions to the ranks of Sergeant, Lieutenant, Captain, Deputy Inspector, Inspector and Deputy Chief. In 1994, he was the youngest person in the history of New York City to hold the "four star" position of Chief of Department. He was appointed First Deputy Commissioner in 1995, the second highest rank in the New York City Police Department. Under his leadership and operational experience he reorganized N. Y. P. D. Mr. Timoney is one of three individuals in the nation credited with the origin of an innovating data tracking system called CompStat applying new techniques in law enforcement. He is the recipient of over 65 Department Medals, including the prestigious Medal of Valor.

On March, 1998 he was appointed Philadelphia Police Commissioner by Mayor Edward G. Rendell. There he commanded a diverse police force of approximately 7,000 officers and 900 civilians in the fifth largest metropolitan area in the country. Among his achievements are the revitalization of the Philadelphia Police Department. Again, his knowledge and expertise brought innovative change that bolstered professionalism, employee morale, productivity and an improved relationship with the diverse communities that make up the City of Philadelphia.

*See page two for a transcript of the speech the Chief Timoney gave at his swearing in as Miami's new Chief of Police*



## Opportunities Featured In This Issue:

- AL:** Jacksonville State Univ.
- AZ:** Clarkdale, Town of  
Kingman, City of  
Show Low, City of
- AR:** Camden, City of  
Univ. of Ark. Fayetteville
- CA:** Coalinga, City of  
Costa Mesa, City of  
Monterey, City of  
Murrieta, City of  
Sunnyvale Public Safety
- CO:** Colorado State University  
Federal Heights, City of  
Platteville, Town of
- FL:** Belleair Police Department  
Cocoa, City of  
DeLand Police Department  
Palm Beach Gardens PD  
Panama City- Bay County  
International Airport  
St. Augustine Beach PD  
Temple Terrace PD
- GA:** Fairmount Police Dept.
- IL:** Buffalo Grove, Village of  
Henry Police Dept  
Highland Park Police Dept  
Oswego, Village of
- IN:** Butler University  
North Manchester, Town of
- IA:** Fort Dodge, City of  
West Des Moines, City of
- KS:** Washburn University
- MI:** Marine City Police Dept.  
South Haven Police Dept.
- MO:** Aurora, City of
- NJ:** Keansburg, Borough of  
New Jersey State Police
- NM:** Bernalillo, Town of  
Farmington, City of
- NC:** Fuquay-Varina, Town of  
Pinehurst Police Dept.  
Walnut Cove Police Dept
- OH:** Nelsonville Police Dept.
- OK:** Broken Arrow PD.
- OR:** Salem Police Department
- PA:** Clarion, Borough of  
Susquehanna Area Regional  
Airport Authority  
York County Government
- SC:** Clemson University  
Rock Hill, City of
- TX:** Cisco, City of  
San Marcos, City of  
Seguin, City of
- VA:** Arlington Co. PD  
Portsmouth, City of  
Staunton, City of
- WA:** Medical Lake, City of  
Skokomish Tribe
- WI:** Beloit, City of  
Beloit, Town of  
Kenosha, City of  
Twin Lakes Police Dept.

## 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](http://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](mailto:sadderho@jsucc.jsu.edu).

## ARIZONA

### Police Chief Clarkdale, Town of

PO Box 308  
Clarkdale, AZ 86324  
928-9591

Population: 3,550  
Sworn Officers: 8  
Application Deadline: **2/21/03**

Starting Salary: \$3,235 - \$4,206 per month, Clarkdale, Arizona Clarkdale is seeking an experienced, community-oriented Police Chief to manage a department with eight sworn and two civilian employees and an annual operating budget of \$643,000. Clarkdale is located at the geographic center of Arizona, 100 miles north of Phoenix and 20 miles south of Sedona. Ten years in law enforcement with a minimum of five years of progressively responsible supervisory/administrative experience and the equivalent to completion of a Bachelor's degree with major study in public administration, criminal justice or related field is highly de-

sirable. A required Town of Clarkdale Employment Application accompanied by a Letter of Application and Resume' should be received by the Personnel Director by the stated application deadline. An Employment Application, including a detailed job description/list of qualifications is available through the address below or [www.clarkdale.az.us](http://www.clarkdale.az.us) Applications will not be received electronically. Personnel Director Town of Clarkdale P.O. Box 308 Clarkdale, AZ 86324 (928) 634-9591 Closing date for application: February 21, 2003, 4:30 pm MST.

### Police Chief Kingman, City of

310 N 4th Street  
Kingman, AZ 86401  
928-753-8102

Population: 20,000  
Sworn Officers: 55  
Application Deadline: **3/7/03**

Salary: \$58,324-\$71,447 Qualifications: Graduation from high school supplemented by considerable college-level course work in related fields. Must have current or previous experience in police administration with a law enforcement agency at a command level. Must possess or have ability to obtain Arizona driver's license, meet department's physical standards and basic law enforcement training certification or equivalent. Responsibilities: Oversee staff of 75, 55 sworn police department, animal control, 911 dispatch, school resource officer programs. Must be outcome based with strong leadership skills. Requires innovative, participatory and action-oriented person who cares about people. A "hands on" leader. Special Conditions: Experience using equipment, police car, radio, handguns or other weapons as required. For more information, contact: Jackie Walker or Shirley Paananen 310 N. 4th St. Kingman, AZ 86401 USA Phone: (928)753-8102 Fax: (928)753-6867 Email: [spaananen@ci.kingman.az.us](mailto:spaananen@ci.kingman.az.us) [www.ci.kingman.az.us](http://www.ci.kingman.az.us)

### Police Chief Show Low, City of

200 W Cooley  
Show Low, AZ 85901  
928-532-4000

Population: 8,500  
Sworn Officers: 26  
Application Deadline: **3/7/03**

Salary: \$58,000-\$76,000 Qualifications: Requirements include a bachelor's degree from an accredited college or university, police

## Chief Timoney's Acceptance

As John Timoney was sworn in as Miami's Police Chief he spoke these words...

Good morning Mr. Mayor, Mr. City Manager, City Commissioners, honored guests, family and friends. I want to begin by thanking two people for making this day possible: Mayor Manny Diaz and City Manager Carlos Gimenez. These two gentlemen have treated me with professionalism, respect and friendship from the moment I met them some weeks ago.

I also want to thank the five city commissioners who were very insightful and supportive when I met with them. I want to thank my family and friends who have traveled far to be here today. Finally, I want to thank the citizens of Miami, some of who are here today, for their expressions of support and their prayers, for I will need them.

I ask your patience and indulgence to allow me to demonstrate, through words and deeds, that I was the correct choice for police chief.

Today I begin an exciting new chapter in my police career, a career that spans thirty-five years. I began my career as a young man, actually a kid, right out of high school in 1967.

It was the height of the anti-Vietnam war protests that rocked many college campuses across America. Also, it was a period when many of our large cities were engulfed in flames from race riots.

You couldn't blame a young idealist for despairing. For feeling and believing that Armageddon was at hand. That American society was in ruin, ready to collapse, to be replaced by... who knows what?

But I was wrong. American society did not collapse. In fact, it has gotten better. It is now more just and more fair; it is now more inclusive and less segregated. There is more diversity and a greater tolerance for such diversity.

Millions of African Americans have moved from poverty into a strong and growing middle class. Millions of immigrants populate our cities and our cities are better as a result.

You will notice I said better. That our lives and our society are better. Not perfect but certainly better! Perfection is the ideal we strive for but in reality we work and pray to make things better, and we have!

American policing today, especially in the big cities, often appears to be a troubled, contentious, explosive profession. From time to time and from city to city police and citizens they service seem to be at odds. (that's putting it mildly).



executive leadership development programs, and seven years of progressively responsible law enforcement experience or an equivalent combination of education and experience. The successful applicant shall have at least three years' experience in a command-level position (captain or equivalent), and be AZPOST certified or able to obtain said certification within six months of employment. Responsibilities: City of Show Low, hub of the beautiful White Mountains in northeastern Arizona, elevation 6,400 feet, population 8,500 year-round and 16,000 seasonal, is seeking a highly skilled and innovative professional to lead, direct, and manage its police department. Previous incumbent leaves (after 20 years) a department known for its professionalism, innovation, and commitment to excellence. The new chief will be a creative leader who is willing to continue improvement of a very successful community-oriented policing philosophy and the integration of cutting-edge technology and will have highly developed communications/interpersonal skills, personal and professional integrity, and a diverse background in all aspects of law enforcement and administration. The position of police chief is appointed by the city manager and will supervise a staff of 26 certified personnel, 14 civilians, and 21 voluntary senior patrol members, with budgetary oversight of 2.4 million. For more information, contact: Administrative Services Department 200 W. Cooley Show Low, AZ 85901 USA Phone: (928) 532-4000 Email: ckakavas@ci.show-low.az.us www.ci.show-low.az.us

## ARKANSAS

### Police Chief Camden, City of

PO Box 278  
Camden, AR 71711  
870-836-5755

Population: 15,000  
Sworn Officers: 29  
Application Deadline: **3/21/03**

Camden, Arkansas Applications are now being accepted for the position of Police Chief with the City of Camden Police Department. Camden PD is a progressive department made up of 29 sworn officers and 13 civilian personnel. The current departmental operating budget is \$1,594,445.00. The City is seeking a highly qualified and highly motivated individual who will assume responsibility for planning, directing and controlling all administrative

and technical police services and activities, along with supervising and providing for the training, assignment and discipline of all departmental personnel. Camden PD enjoys a high degree of community respect and has excellent working relationships with other local, state and federal law enforcement agencies. The City offers a competitive salary, excellent fringe benefits, annual uniform allowance, 11 paid holidays annually, 15 days annual vacation leave, 20 days sick leave annually, City-paid Health and Life, and a state-operated retirement system. Applicants must have successfully completed training at a certified state or national law enforcement training academy; completed college with specialization either in criminology, police science, personnel management, or public or business administration. Applicants must also have extensive experience as a law-enforcement officer in a police department or comparable police agency involving positions of progressive responsibility and demonstrated ability, with a minimum of two years of paid full-time employment as a Police Captain or higher. Applicants may have any combination of the above training, education and experience that will provide the required knowledge, skills and abilities to perform the job. Applicants may submit their resume along with one to three page essay outlining their philosophy and plans for the Police Department, including why they want to be Police Chief, to the following address: Police Chief Search Committee, City of Camden, P.O. Box 278, Camden, AR 71711.

### Police Captain University of Arkansas Fayetteville

155 S Razorback Rd  
Fayetteville, AR 72701  
479-575-3145

Population: 15,000  
Sworn Officers: 27  
Application Deadline: **not stated**

Salary: \$50,000. The University of Arkansas at Fayetteville seeks a Captain, who will report to the Associate Director to help establish policy and procedure standards and administer their implementation, and oversee operations of either the police or support services. This position is charged with the responsibility of helping to set goals for the department, staying abreast of legal procedures, and commitment to diversity, service, and excellence. UAPD is accredited through the Commission on Accreditation for Law Enforcement Agencies. Minimal qualifications: Formal education

## Speech... (continued from page two)

Charges and countercharges fly. "Police brutality", "corruption", "incompetence", "insensitivity", "callous" are just some of the terms used to describe this or that police department.

While some of the charges may be true from time to time, from city to city, what I can tell you is that the police profession is better now than it was thirty five years ago when I signed on.

Police departments are less brutal than they were three and four decades ago. They are less corrupt and more professional. Significantly, they are more diverse and more closely reflect the populations they serve than they ever did thirty and forty years ago. But they are not perfect. Far from it!

Every now and again police departments bring shame and embarrassment on their city. Their negative actions reflect negatively on the city. They bring unwanted national and international attention. This unwanted attention can be decisive when a person chooses where to live or work. Businesses will make location decisions based upon among other things, the reputation of a city and its police force. This policing business is pretty important and it's important that it's done right!

The job of doing it right falls squarely on the shoulders of the police chief. He or she must develop and institute solid, progressive policies that minimize and mitigate notorious incidents. The chief must be committed to the professional development of everyone in the department, police officers and supervisors, uniform and civilian. He must be committed to training his officer to deliver the police service in a professional and humane manner. Likewise, he must train and support police officers to deal more effectively with crime and quality of life issues.

It is critically important that a police chief support his officers when they are doing the right thing but make a mistake. In this profession mistakes happen all the time. Sometimes discipline will be required to address a mistake but the discipline should be judicious and purposeful with an eye toward correction and redemption. However, when an officer commits a wrongful act with "mens rea"-evil intent- there must be no safe harbor for such an individual. He or she must be rooted out of the profession.

I am committed to do all of the above and more!

As I said before, this policing business is very important and it is important that it be done right for the city and for its citizens, but also for the free, open democratic society we cherish. In the process we must strive to regain and maintain public trust and confidence so that the average citizen can point to the Miami Police and proclaim proudly "these are our police officers, this is our police department". Thank you and good day.

equivalent to a bachelors degree (a master s degree is preferred); six years of progressively more responsible experience in law enforcement or related area, including three years in a supervisory capacity. Interested persons are requested to forward resume via mail or email (larrys@uark.edu) to Lawrence Slams, Director of University Police, 155 S. Razorback Road, Fayetteville, AR 72701 by Feb 10, 2003.

## 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](http://www.coalinga.com) or e-mail: [cgruver@coalinga.com](mailto:cgruver@coalinga.com)

### Chief of Police Costa Mesa, City of

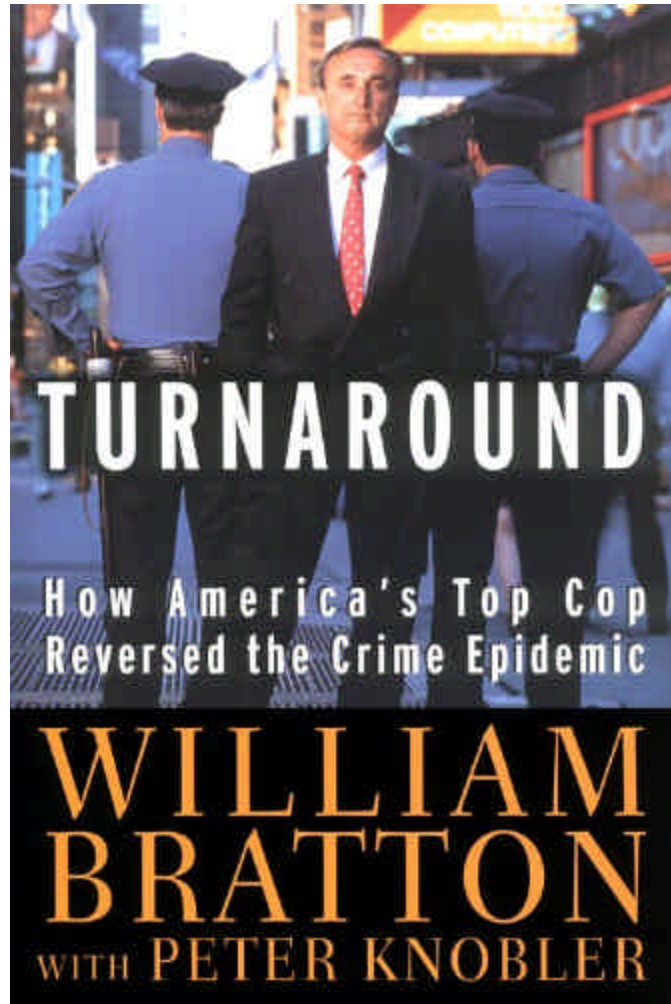
77 Fair Drive  
Costa Mesa, CA 92626  
714-754-5350

Population: 110,000  
Sworn Officers: 160  
Application Deadline: 2/21/03

Salary: \$103,416 to \$138,588. This excellent opportunity is the result of the retirement of Police Chief David Snowden. Chief Snowden was only the third Police Chief in the 50 years of Costa Mesa's incorporation. The City of Costa Mesa is seeking a dynamic professional for the position of Police Chief. This top executive directs the activities of the Police Department that is comprised of four Divisions: Administration, Administrative Services, Patrol Services, and Operations Services. An incumbent will be responsible for leading 234 employees, including 160 sworn positions, and an annual budget of \$28,698,000. The new Police Chief must have a strong commitment to community oriented policing; and will have demonstrated professional leadership in effectively managing and maintaining accountability throughout the Police Department, obtaining collaborative results and possessing a participative, inclusive management style. \* He/she can conceptualize about the future, is flexible in terms of looking

at various options and is a receptive listener to the views of individuals within the Department and City organization. \* He/she knows how to effectively delegate where appropriate and how to give staff freedom in carrying out their assignments while ensuring that schedules and commitments are adhered to. \* The Police Chief must be a good mentor who is committed to developing the professional and managerial skills of staff. \* The Police Chief is an at-will executive appointed by the City Manager.

Qualifications Guidelines: The ideal candidate will have a strong customer service orientation; sensitive to community and social issues; demonstrated leadership in effectively obtaining system-wide, collaborative results; well-developed communication skills; and a participative, inclusive management style. At least five years of increasingly responsible police administrative managerial experience; a Bachelor's degree in Police Science, Criminal Justice, Public Administration or related field. Possession of the Management and Executive California P.O.S.T Certificates are desirable. Spanish bilingual skills are desirable. Out of state candidates must qualify for the California Basic P.O.S.T. Certificate during the first year of employment. Physical Tasks and Environmental Conditions: Ability to sit, stand, walk, reach, operate a computer keyboard, read, bend, turn, twist, grasp, push, pull, carry and lift files and reports from desk tops or file drawers; and safely operate a motor vehicle. Exposure to vibration, pitch, and glare from a computer. Please mention you learned of this employment opportunity on the Careers In Government website. Selection Procedure In addition to an official City application form, submit a detailed resume, including specific employment duties, salary history, and a list of three professional references. All application materials should be submitted to the Personnel Division, City of Costa Mesa, P.O. Box 1200, Costa Mesa, CA 92628-1200. The final filing date is February 21, 2003. Postmarks and facsimiles will not be accepted. To request a detailed brochure and/or application materials, please call (714) 754-5350, TDD (714) 754-5244. For an online application, please visit [www.ci.costa-mesa.ca.us](http://www.ci.costa-mesa.ca.us). The City of Costa Mesa is an Equal Opportunity Employer. References will not be checked without prior permission.



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

by William Bratton and Peter Knobler

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

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

## Deputy Police Chief Monterey, City of

399 Madison Street  
Monterey, CA 93940  
831-646-3765

Population: 33,000  
Sworn Officers: 64  
Application Deadline: **4/4/03**

Salary: \$96,130 to \$116,870  
Qualifications: A bachelor's degree from an accredited college or university is required, along with five years' responsible supervisory experience in a municipal police or sheriffs department, including two years as a police captain, police lieutenant or similar mid-management position and possession of a POST Advanced Certificate or equivalent. Responsibilities: The chief of police seeks a deputy police chief with exceptional leadership and administrative abilities, as well as a strong police and command background. The selected deputy police chief will provide support and management to the administrative support or patrol division of the police department. Candidates should have an ability to effectively balance and coordinate administrative, management and law enforcement activities along with community participation. Special Conditions: The deputy police chief is compensated at 96,130 to 116,870 annually (including management compensation) plus benefits. For more information, contact: Laine Figueroa or Debbie Jones 399 Madison Street Monterey, CA 93940 USA Phone: (831)646-3765 Fax: (831)646-3726 Email: [figueroa@ci.monterey.ca.us](mailto:figueroa@ci.monterey.ca.us) [www.monterey.org](http://www.monterey.org)

## Police Support Services Supervisor Murrieta, City of

26442 Beckman Court  
Murrieta, CA 92562  
909-461-6020

Population: 62,000  
Sworn Officers: 46  
Application Deadline: **2/21/03**

\$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.

## Assistant Director of Public Safety Sunnyvale Public Safety

700 All America Way  
Sunnyvale, CA 94086  
425-451-3938

Population: 126,000  
Sworn Officers: 212  
Application Deadline: **3/31/03**

Position requirements include a minimum of a bachelor's degree in police science, criminal justice, public administration, fire administration/sciences, law enforcement or similar fields and 10 years of progressively responsible experience at the senior command level. At least five years' administrative or management experience is needed, with a minimum three years at the rank of captain is required. A master's degree is preferred, as is advanced schooling at the FBI National Academy, LEEDS, PERF, Southern Police Institute or similar executive management schools. Responsibilities: The Sunnyvale Department of Public Safety (SDPS) is a fully integrated law enforcement and fire protection services agency whose public safety officers (PSOs) are cross-trained to provide services in both police and fire activities. SDPS has 212 sworn/uniformed personnel and 113 full-time civilian personnel (325 total); an additional 40 part-time employees also serve SDPS, which operates with a 43 million budget. The department provides full-service public safety functions to include crime prevention education; emergency response; community policing; evidence collection and transmittal; investigation of crimes; patrol; traffic investigation and enforcement; neighborhood and school resources and communications; fire prevention and suppression; fire inspection; hazardous materials response and emergency preparedness. The assistant director will serve as primary support to the director/chief and be focused on improving organizational communications, day-to-day operations and developing plans for ongoing training, professional development and employee certification programs. For more information, contact: Jerrold Oldani 188 106th Avenue NE Suite 420 Bellevue, WA 98004 Phone: (425) 451-3938 Fax: (425) 453-6786 Email: [resume@theoldanigroup.com](mailto:resume@theoldanigroup.com) Website: <http://www.theoldanigroup.com> How To Apply: Interested parties should submit resume and current salary history NO LATER THAN March 31, 2003 to The Oldani Group, Inc.

## COLORADO

### Chief of Police Colorado State University

309 Administration Building  
Fort Collins, CO 80523-6001  
970-491-5257

Population: 24,000  
Sworn Officers: 21  
Application Deadline: **2/28/03**

Colorado State University (CSU), a land-grant, doctoral-extensive Research University of more than 24,000 students, and approximately \$600 million in annual expenditures, is seeking a Chief of University Police. Education and Experience: Required: Bachelor's Degree in Criminal Justice, Public Administration or related field. Must be a certified police officer in Colorado; or, be certified in another state and able to obtain Colorado Certification; have at least five years of significant management, supervisory, and administrative experience. In addition, the successful candidate should exemplify the characteristics of leadership, including: honesty and integrity; be acquainted with the aims and support service requirements of a land-grant/research university; have experience in developing plans, objectives, and budgets, and translating these into strategies and implementing actions; demonstrate a commitment to customer satisfaction, teamwork, and staff diversity as key guiding principles; have experience in developing productive relationships with all clients, both internal and external to the University community; ability to communicate effectively both orally and in writing; and have familiarity and experience with computer usage in a modern management environment. Effectiveness in the position will require an extensive background in law enforcement, sound judgment and good working relationships, as well as a thorough knowledge of rules and regulations, methods, and procedures governing state commissioned officers. In addition one must have had meaningful experience in providing police services to a college community. Advanced degree, higher education experience, and/or a track record of successfully managing an organization similar to the University Police Department desired. Compensation/Benefits: Salary will be commensurate with candidate's credentials and experience. Application Deadline: February 28, 2003 How to Apply: Applications must include a letter summarizing the candidate's interest in the position, highlighting that they meet

all position requirements; resume; and names, addresses and phone numbers of at least three references. Applications will be received and accepted until the position is filled, but for full consideration applicants should submit all their material by February 28, 2003. Candidates who desire confidentiality should indicate such at the time of submission of the application materials. Colorado State University is located in Fort Collins, Colorado, an appealing city of 126,000 located in Northern Colorado at the western edge of the Great Plains and the base of the Rocky Mountains. Nominations and applications should be sent to: Earlie Thomas, Chair Chief of University Police Search Committee Colorado State University 309 Administration Building, Fort Collins, CO 80523-6001 Phone: 970-491-5257 Fax: 970-491-2254 For a more detailed position descriptions, contact Ri Romero, (970) 491-5258 or e-mail: Send your Resume via Web or E-Mail Code required on e-mail subject line: 48231 Colorado State University is an equal opportunity/affirmative action employer Please visit our web site at: [www.colostate.edu](http://www.colostate.edu)

### Fire Chief Federal Heights, City of

2380 W 90th Ave  
Federal Heights, CO 80260  
303-428-3526

Population: 12,065  
Application Deadline: **2/28/03**

Salary: \$59,856 - \$78,000. Comprehensive benefits plan. The City of Federal Heights is currently accepting applications for the position of Fire Chief. The department handles a high percentage of EMS calls (approx 78%) in a small area of 1.8 square miles. This position provides the leadership and general management direction for a progressive department with both paid and volunteer firefighters and paramedics. The Chief is responsible for the management and supervision of all operational and staff units including overall Operations, Suppression, Fire Prevention, Public Education, Public Relations, Emergency Medical Services (EMS), Training, the Training Academy, and Administration. The Fire Chief represents the department and the City in meetings with outside agencies, other Fire and Rescue departments, neighboring jurisdictions and the public and reports to the City Manager. We are seeking a candidate with excellent communication and leadership abilities. Any combination of the following qualifications will be considered: Associates or greater degree in Fire Sciences, Fire

Administration, Business/Public Administration or related field, Emergency Medical Response (EMS) background, firefighter certification, Knowledge of Incident Command and a minimum of 5 years supervisory experience at Captain level or higher. To apply, submit cover letter, resume and current salary history (applications without salary history will not be considered). Sandi Wagner, Human Resources City of Federal Heights 2380 W. 90th Avenue Federal Heights, CO 80260 303-428-3526 \* FAX: 303-428-3298 swagner@ci.federal-heights.co.us Closing date for application: February 28, 2003. Equal Opportunity Employer

### Police Chief Platteville, Town of

400 Grand Ave  
Platteville, CO 80651  
970-785-2245

Population: 2,500  
Sworn Officers: 4  
Application Deadline: **not stated**

Apply to: Town Administrator  
TOWN OF PLATTEVILLE 400 Grand Ave. Platteville, CO 80651 For more information, call 970-785-2245

## 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 necessity. 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, City of

603 Brevard Ave  
Cocoa, FL 32922  
321-639-7585

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

Salary: \$65,000 to \$71,000 annually. The City of Cocoa offers an excellent benefits package to include retirement, health, dental, vision, and life insurance benefits and paid vacation and sick leave. City of Cocoa Cocoa, Florida The City is seeking a candidate who is a strong advocate for community policing, community/business relations and crime prevention. Superior administrative, financial, budgeting, operation and employee relation skills are required. Must have proven experience in modern public safety planning, organizational development, customer service, labor relations/negotiations and community interaction skills. A bachelor's degree in criminal justice, public administration, public policy, business, or related field required; MPA or similar advance degree a plus; completion of advanced police leadership training programs, such as FBI Academy, Southern Police Institute, or similar programs required. The successful candidate must have fifteen (15) years of progressively responsible police experience, with a minimum of five (5) years in management as a senior law enforcement officer in a complex municipal setting, or an equivalent combination of training and experience. Candidates 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 (12) months of appointment. Must live within City limits as a condition of employment. The City of Cocoa, a diverse coastal community in central Brevard County, with a population of 16,500 is seeking an innovative and energetic leader to become the next Police Chief of Cocoa. The Department, consisting of 96 staff, has 71 sworn police officers. The budget for the Police Department is \$6.5 million dollars. Lori Jones/Human Resources Division City of Cocoa 603 Brevard Ave Cocoa, FL 32922 321-639-7585 \* FAX: 321-639-7595 ljones@cocoafl.org www.cocoafl.org

### 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 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. 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 administrative/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 qualifi-

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 Dept.

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. 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 Henry Police Dept

218 Railroad Ave  
Henry, IL 61537  
309-364-3933

Population: 2,600  
Sworn Officers: 9  
Application Deadline: **2/21/03**

The City of Henry, Illinois is accepting applications from qualified individuals for the position of Police Chief. Salary for the position is \$35-\$45,000 depending on qualifica-

tions and experience. The Police Department, including the Chief, consists of 3 full-time sworn officers, several part-time sworn officers and one secretary/matron. The candidates should have a minimum of 10 years of progressively responsible law enforcement experience, including responsible command-level positions in a comparable department. A bachelor's degree with course work in police administration, public administration or related field is preferred. Comparable combinations of training, experience and education will be considered. Submit resume of experience and qualifications and a letter of interest, with personal and professional references, to David Rys, Alderman, 426 East Park Row, Henry, Illinois 61537, by February 21, 2003. Equal Opportunity Employer, Residency required.

### Chief of Police Highland Park Police Dept

1677 Old Deerfield Rd  
Highland Park, IL 60035  
847-234-0005

Population: 31,373  
Sworn Officers: 82  
Application Deadline: **4/15/03**

Salary: \$100,000+/- Qualifications: Bachelor's degree in criminal justice, public administration, or related fields required; MPA or similar degree preferred with 7-10 years of significant/increasingly responsible law enforcement management experience as a chief officer, deputy chief officer or similar rank in a complex municipal setting necessary; equivalent combination of training and experience will be considered. Experience/record of success in police service planning, management, community policing, training and organizational development ideal. Strong/innovative administrative, financial, operational and organizational skills important with solid public relations/community policing exposure. Superior leadership, interpersonal communication and social sensitivity skills essential. Responsibilities: Seasoned law enforcement/police executive to manage critical public safety programs and police services. 7.1 million capital and operating budget, 82 full-time employees (60 sworn) or 1.8 sworn officers per 1,000 population. Department will move to a planned/new 50,000 sq. ft. state-of-the-art public safety center scheduled to be opened in 2004. Special Conditions: Appointed by and works under the direction of the city manager, works closely with community groups and other department heads. Dynamic, affluent/high quality community on Chicago's "northshore" with a strong retail,

commercial, and residential base. For more information, contact: Gregory T. Kuhn The PAR Group 100 N. Waukegan Road, Suite 211 Lake Bluff, IL 60044 USA Phone: (847) 234-0005 Fax: (847)234-8309 Email: resume@pargroupltd.com www.pargroupltd.com

### Chief of Police Oswego, Village of

113 Main Street  
Oswego, IL 60543  
630-554-3287

Population: 17,500  
Sworn Officers: 37  
Application Deadline: **2/28/03**

Salary: \$80,000-\$100,000 Qualifications: A candidate for this position should have a bachelor's degree in criminal justice or related field with a master's degree preferred; 10 years of law enforcement experience with 5 years at a supervisory level; or an equivalent combination of education or experience. Position requires certification as a police officer from the Illinois Law Enforcement Training and Standards Board. Completion of leadership training programs such as FBI National Academy or similar programs preferred. Responsibilities: The Village of Oswego, IL, is a rapidly growing suburban community located 50 southwest of Chicago. With a population of 13,326 in 2000, the village estimates its current population at approximately 17,500, with growth projections of 28,000 by 2010. Incorporated in 1852, the village strives to maintain its small-town character while dealing with the tremendous growth of the past decade. The village is governed by a village president and 6 village trustees. The appointed village administrator is responsible for the day-to-day administration of government and coordinates the functions of all departments with the exception of the police department. The chief of police is appointed by the village president with the consent of the trustees, and reports directly to the village president. The village's current retiring chief has served the department for 29 years, the last 20 years as chief. The police department consists of 37 sworn officers and 3 administrative assistants. While not unionized, the patrol officers and sergeants are represented by a local association, and are in the first year of a 3-year employment agreement. Special Conditions: A candidate must possess outstanding leadership abilities and interpersonal skills. Must have proven experience in modern public safety techniques and planning, organizational development, information technology, and human resource management. Must be a strong advocate for community

policing, community relations and crime prevention. Superior administrative, financial, budgeting, operational and employee relation skills are required. For more information, contact: Carrie Hansen, Village Administrator Village of Oswego 113 Main Street Oswego, IL 60543 USA Phone: (630) 554-3287 Fax: (630) 554-3306

Email: [chansen@oswegoil.org](mailto:chansen@oswegoil.org)  
www.oswegoil.org How To Apply: Interested and qualified candidates should apply at once, in confidence, with a letter of interest, current resume detailing work experience, education and training, salary history and 5 professional references to: Carrie Hansen, Village Administrator 113 Main Street Oswego, IL 60543 No fax or e-mail submittals will be accepted. The Village of Oswego is an equal-opportunity employer.

## INDIANA

### Police Sergeant Butler University

4600 Sunset Ave  
Indianapolis, IN 46208  
317-940-9982

Population: 4,000  
Sworn Officers: 16  
Application Deadline: **not stated**

Butler University We seek a professional to serve the campus community by providing leadership and training to shift personnel who are responsible to provide a safe environment that is conducive to learning. The sergeant is required to perform all duties of a patrol officer such as patrolling the campus and neighboring community, preventing criminal activity, securing university owned property, attending court and campus judicial hearings to present testimony, conducting training programs and public presentations, and collaborating with other police agencies in resolving problems and enhancing community relations. Additional responsibilities include the development and implementation of an investigation policy and procedure, management and coordination of all investigations, staff development, and coordination of overtime needs for shifts. Requirements include associate's degree or equivalent combination of police experience and education and a minimum of 3 years in law enforcement, campus policing is desired; excellent verbal and written communication skills and leadership skills/experience; experience in managing and conducting all types of investigations; flexibility to work various hours and shifts and ability to successfully complete background

check and physical fitness and agility testing. ILEA certification required. Respond by mail to Organizational Development #252S, 4600 Sunset Avenue, Indianapolis, IN 46208.

### Chief of Police North Manchester, Town of

103 E Main Street  
North Manchester, IN 46962  
260-982-9800

Population: 7,100  
Sworn Officers: 11  
Application Deadline: **3/9/03**

Salary: \$36,000 to \$48,000 Qualifications: The successful candidate will have a minimum of 10 years of progressively responsible police experience. At least five years should have been at the rank of sergeant or higher. A bachelor's degree in law enforcement, police administration, management, or a related field is desirable. A master's degree is highly desirable. The ideal candidate will have experience in a community policing environment and knowledge of the accreditation program or recognition programs offered by the Commission on Accreditation of Law Enforcement Agencies, Inc. (CALEA). Responsibilities: The Town of North Manchester, Indiana, is seeking a high-quality leader with vision to guide its police department into the 21st century. The chief of police reports to the town manager for day-to-day operations. Additionally, the chief of police will report to the town council on budgetary issues, policy development, and matters of discipline of agency personnel. The successful candidate will be appointed by the town council and serves at their pleasure pursuant to Indiana Code. The chief of police will oversee an agency that serves a population of 7,100 people residing in approximately six square miles. The current agency budget is 1 million. The North Manchester Police Department has 11 police officers, four dispatchers and six reserve officers. Special Conditions: Certification by the Indiana Law Enforcement Training Board and completion of the police chief's administrative course must be accomplished within one year of appointment. Residency within the city limits is required within six months of appointment. For more information, contact: Mr. Dan Hamaford, Town Manager Town of North Manchester 103 East Main Street North Manchester, IN 46962 USA Phone: (260)982-9800 [www.nmanchester.org](http://www.nmanchester.org)

## IOWA

### Police Chief Fort Dodge, City of

819 First Ave. South  
Fort Dodge, IA 50501  
515-576-4551

Population: 29,000  
Sworn Officers: 43  
Application Deadline: **3/17/03**

The City of Fort Dodge is accepting applications for the position of Police Chief. Applicant shall have had a minimum of 5 years full-time experience in a public law enforcement agency with at least 3 years command/supervisory responsibility or its equivalent. Salary range \$55,000-\$65,000, plus full benefits. Send resume to: City Clerk 819 1st Ave South Fort Dodge, IA 50501 (515)576-4551 Application deadline is 5:00 p.m. March 17th, 2003. Civil service test date is April 4, 2003. The City of Fort Dodge is an equal opportunity employer.

### Dispatch Center Manager West Des Moines, City of

250 G M Mills Civic Pkwy  
West Des Moines, IA 50265  
505-466-9500

Population: 49,000  
Sworn Officers: 58  
Application Deadline: **3/21/03**

\$61,000 to \$92,000 The Westcom Dispatch Center, which is a consolidated public safety dispatch facility serving the Cities of Clive, Urbandale, and West Des Moines has an outstanding opportunity for a committed, team oriented and highly motivated public safety professional to join our team as the new Westcom Manager. Westcom receives public safety related calls and dispatches police, fire, and EMS resources for each City. The Cities of Clive, Urbandale, and West Des Moines are part of the vibrant, progressive, growing western suburbs of Des Moines, Iowa, each offering a high quality of life. This position is under the general direction of the Westcom Management Committee. This is a tremendous opportunity to provide leadership, management and oversight to a highly important growing and evolving organization. Salary negotiable depending upon experience and qualifications, excellent fringe benefit program. Request Recruitment Brochure from The Mercer Group. Confidential resumes should be sent by close of business March 21, 2003, to: James L. Mercer, President The Mercer Group, Inc. 551 W. Cordova Road, #726 Santa Fe, NM 87505 Phone: 505-

## 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](http://www.washburn.edu/admin/human-resources).

## 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

**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.

**MISSOURI****Police Chief****Aurora, City of**

PO Box 30  
Aurora, MO 65605  
417-678-5121

Population: 7,000  
Sworn Officers: 16  
Application Deadline: **3/15/03**

Salary: \$30,000-\$40,000 Qualifications: Extensive law enforcement experience. B.A. in criminal justice or related field and minimum of five years' supervisory experience desired. Responsibilities: Direction of City of Aurora Police Department. City population of 7,000 in SW Missouri. Special Conditions: Requires Missouri POST certification. Position open until filled. Resume review will start March 15, 2003. For more information, contact: City Manager P.O. Box 30 Aurora, MO 65605 USA Phone: (417) 678-5121 Fax: (417) 678-6599

**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.

**Chief of Police  
Farmington, City of**

800 Municipal Dr  
Farmington, NM 87401  
505-599-1133

Population: 40,000  
Sworn Officers: 102  
Application Deadline: **3/13/03**

The City of Farmington is accepting applications for a Police Chief to lead its department of 104 certified officers and 44 civilian employees. Farmington's nationally accredited (CALEA) department operates with an annual budget in excess of \$10 million. The Police Chief reports directly to the City Manager and works closely with other administrative staff members. While a bachelor's degree is preferred, an equivalent combination of training and experience will also be considered. Twelve (12) years of experience in police work as a certified officer with a minimum of five (5) years of supervisory experience at a lieutenant or higher level within a similar or larger-sized department. Preference will be given to those candidates having completed ongoing law enforcement or related training either within an established college degree program or through law enforcement training schools, such as the FBI National Academy (FBINA), the Southern Police Institute (SPI), or the Northwestern University Center for Public Safety. The completion of the basic New Mexico law enforcement training academy or ability to receive New Mexico certification within one year of hire is also a requirement. Recreational opportunities are abundant in and around Farmington. The moderate sunny climate makes it the ideal home for outdoor enthusiasts. Hiking, camping, biking and snow skiing are just some of the activities that are within easy reach -- not to mention world class fly fishing and our nationally acclaimed golf course. Farmington is a culturally diverse community of approximately 39,000 and serves as a major retail trade area for the entire Four Corners area ([www.farmingtonnm.org](http://www.farmingtonnm.org)). Hiring range is \$71,981.31 to \$85,292.90, dependent upon experience and qualifications of candidate selected. Closing date is March 13, 2003. Qualified candidates are encouraged to inquire or apply with a City of Farmington application, resume, and list of three references to: City of Farmington Personnel Division Attn: Human Resources Director 800 Municipal Drive Farmington, New Mexico 87401 (505) 599-1133 e-mail: [dbrooks@fntn.org](mailto:dbrooks@fntn.org) A complete job description and application may be obtained at: <http://www.fntn.org/depts/humanresources/personnel/jobs/joblist.html>

## NORTH CAROLINA

### Assistant Police Chief Fuquay-Varina, Town of

401 Old Honeycutt Rd  
Fuquay-Varina, NC 27526  
919-567-3908

Population: 6,600  
Sworn Officers: 18  
Application Deadline: **2/28/03**

The Town of Fuquay-Varina, NC Police Dept. is seeking a qualified individual for the position of Assistant Police Chief. Position will assist Police Chief and carry out assigned special administrative and supervisory work and conduct investigations for the department as well as perform all duties as required of the Assistant Police Chief. A two-year degree in Criminal Justice, or equivalent, supplemented with considerable experience in law enforcement and experience in a supervisory law enforcement role is preferred. Completion of BLET is required. Salary is based on qualifications. Applications may be obtained in the Human Resources Office at Town Hall, at [www.fuquay-varina.org](http://www.fuquay-varina.org), or by calling (919) 567-3908. Closing date is February 28, 2003 or until filled.

### 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. supv. police personnel. Valid NCDL, DCI comm. cert. & all NC police officer mandated cert. Email: [resumes@villageofpinehurst.org](mailto: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

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.

## 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 6:00 pm. Salary: \$39,000 per year.

## OKLAHOMA

### Police Chief Broken Arrow Police Dept.

PO Box 610  
Broken Arrow, OK 74013  
918-259-8342

Population: 82,500  
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](mailto:mstringer@city.broken-arrow.ok.us).

## OREGON

### 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 pro-

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](http://www.cityofsalem.net).

## PENNSYLVANIA

### Police Chief Clarion, Borough of

1400 East Main Street  
Clarion, PA 16214  
814-226-9140

Population: 6,185  
Sworn Officers: 7  
Application Deadline: **4/2/03**

The Borough of Clarion, Pennsylvania seeks a Police Chief, with significant police experience to work in a diverse rural community. The successful candidate will be knowledgeable about modern police procedures, able to establish a rapport with police officers, be a strong creative leader who is able to work collaboratively with staff, elected and community officials within the area. The successful candidate will be responsible for and effectively manage 7 full-time officers and additional civilian support personnel. Position is Civil Service. Applicants must have minimum qualifications that include 10 years of police experience with a minimum of 5 years in a supervisory capacity. Applicant must possess high school diploma or GED. Post secondary course work including criminology, sociology, and public administration or related field preferred. All applicants must have completed PA Act 120 Training and all relevant certifications. Applicants seeking waivers from Act 120 Training must contact the Municipal Police Officers Education and Training Commission to secure the necessary waivers. All waiver documentation or documented proof of completed Act 120 Training must be provided to Clarion Borough, before application deadline. The applicant must have a valid Pennsylvania drivers license. A comprehensive medical examination, psychological analysis and extensive background investigation will be required prior to appointment. Competitive benefits package with a salary range of \$38,000 to \$44,000. Submit resumes by April 2, 2003, to Borough Manager, 1400 East Main Street, Clarion, Pennsylvania 16214.

### 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.

### 911 Communications Project Manager York County Government

HR Dept., 1 Marketway West  
York, PA 17401  
717-771-9719

Population: 360,000  
Sworn Officers: 52  
Application Deadline: **not stated**

This is a salaried management level position and reports to the Executive Director, Department of Emergency Services. This position requires the oversight implementation and administration of a multi/year 911 Communications Department restructuring and reorganization involving internal and external electronic communications equipment, emergency radio frequency coverage and licensure. The Project Manager shall meet with a committee of community/emergency members appointed by the York County Board of Commissioners, to provide assistance and advice regarding the direction and status of the departmental reorganization. Meet with County Police Chiefs, Fire Chiefs, and EMS personnel, to discuss and advise on 911 communications issues. Insure the recommendations of the ESECC Strategic Plan and Directives of the York County Board of Commissioners are carried out within a timely and sound fashion. The successful applicant should have prior managerial and supervisory background and experience. An in-depth understanding of the Emergency Response Communications/Industry and needs.

Ability to understand and execute provider contract agreements and budgets. Direct and insure compliance by project contractors, and staff personnel. Detail oriented, with strong communications skills, Emergency Services background, and knowledge within the area of communications. Interested applicants may submit a cover letter and resume or stop by the Human Resources Office to complete an application. Our address is: Department of Human Resources, One Marketway West, 2nd Floor, Suite 205, York, PA 17401 or visit our website at [www.york-county.org](http://www.york-county.org) to print an application.

## SOUTH CAROLINA

### Assistant Chief of Police Clemson University

Perimeter Rd., Box 345337  
Clemson, SC 29634-5337  
864-656-2222

Population: 17,666  
Sworn Officers: 32  
Application Deadline: **3/14/03**

Qualifications: Bachelor's degree in criminal justice, criminology, public administration or related field from an accredited college or university and ten (10) years of increasingly broad-based experience as a commissioned police officer with a recognized law enforcement agency, including five (5) years of management and command-level responsibility. Responsibilities: The Clemson University Police Department seeks a proven police administrator to apply for the position of major/assistant chief of police. This command position in a 32-sworn officer agency is responsible for the administration of the Community Services Division while maintaining an oversight of the Investigations and Uniform Patrol Divisions. Qualified candidates should demonstrate a career path of wide-ranging and progressively responsible command experience in law enforcement, preferably within a university environment. Qualified candidates should possess: budgetary experience; excellent communication skills (written and oral); experience in developing, reviewing, and implementing policies and procedures; the ability to work laterally and collegially with other university officials and sworn officers from other agencies; ability to interact frequently with the internal and external media, serve on campus-wide committees, and work closely with students, staff, and faculty, on safety and security related issues while developing and controlling budget expenditures; awareness of the special needs of the various cultural and ethnic constituencies within a multi-

cultural higher education community; grants administration experience. Special Conditions: Certification by the SC Criminal Justice Academy within twelve months of the hire date. For more information, contact: Clemson University Office of Human Resources Administrative Services Building - Perimeter Road Box 345337 Clemson, SC 29634-5337 Phone: (864)656-3361 Fax: (864)656-1334 Website: <http://virtual.clemson.edu/groups/humanres> How To Apply: To be considered for a position at Clemson University, application packets must be completed in full and received by Human Resources no later than 12:00 noon on March 14, 2003. Qualified candidates should send an application, a letter of interest, current resume, names/titles/organization/phone numbers of four professional references and salary history to: Clemson University Office of Human Resources Classification, Compensation & Recruitment Administrative Services Building - Perimeter Road, Box 345337 Clemson, SC 29634-5337 Phone: (864) 656-3361 Fax: (864) 656-1334 Resumes in lieu of the application will not be accepted. A downloadable application form can be found at: <http://virtual.clemson.edu/groups/HUMANRES/class.htm> Clemson University is an Affirmative Action/Equal Opportunity Employer.

### 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

## TEXAS

### Police Chief Cisco, City of

500 Conrad Hilton Ave  
Cisco, TX 76437  
254-442-2111

Population: 3,813  
Sworn Officers: 8  
Application Deadline: **not stated**

The City of Cisco Police Department is accepting applications for the position of Chief of Police. Applicants must be T.C.L.E.O.S.E. certified with a license in good standing. Applicants need a minimum of five years experience. Interested applicants may pick up an application at Cisco City Hall, 500 Conrad Hilton Avenue, Cisco, Texas or call Cisco City Hall at 254-442-2111, 8:00am to 5:00 pm to have applications mailed.

### Police Chief San Marcos, City of

2300 IH 35 S  
San Marcos, TX 78666  
916-630-4900

Population: 38,611  
Sworn Officers: 65  
Application Deadline: **not stated**

City of San Marcos  
[www.ci.san-marcos.tx.us/](http://www.ci.san-marcos.tx.us/)  
Ralph Andersen & Associates are currently working to develop a customized search profile for the position. If you would like a copy of the search profile mailed to you when it becomes available, please e-mail your request to [info@ralphandersen.com](mailto:info@ralphandersen.com). Be sure to include your name, mailing address and the specific position profile you are requesting in your message.

### Director of Police Services Seguin, City of

HR Dept., PO Box 591  
Seguin, TX 78155  
830-401-2473

Population: 22,000  
Sworn Officers: 38  
Application Deadline: **not stated**

Requires a minimum of a Bachelors Degree in Criminal Justice and eight years law enforcement experience, three of which were at a command level; advanced certification by TCLEOSE; radar and radio licenses and appropriate Texas drivers license. Position open until filled. Human Resource Department P.O. Box 591 Seguin, Texas 78155 830-401-2473 [www.ci.seguin.tx.us](http://www.ci.seguin.tx.us)

## 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 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 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. 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](http://www.ci.portsmouth.va.us)

## Chief of Police Staunton, City of

HR Office, PO Box 58  
Staunton, VA 24402  
540-332-3825

Population: 24,781  
Sworn Officers: 45  
Application Deadline: **3/14/03**

Salary: \$55,856-\$91,089 Qualifications: Bachelor's degree in criminal justice, related field or equivalent amount of training and education. Master's degree preferred. Extensive experience in management position in municipal law enforcement and supervision at command level with an accredited law enforcement agency required. Demonstrated ability to provide strong leadership and direction to the organization, staff training and development and collaboration with citizens and community organizations required. Must possess outstanding leadership ability, interpersonal skills and customer service orientation. Successful experience working with elected official, schools, internal departments and other local law enforcement agencies required. Experience working with regional jail and in a Virginia law enforcement agency highly desired. Responsibilities: Leads a fully accredited department in the areas of patrol, investigations, crime prevention, critical incident response, records and dispatch. Directs a full-time staff of 65 with budget of 3.8M. For more information, contact: Nancy L. Bowman Human Resource Office P.O. Box 58 Staunton, VA 24402 USA Phone: (540)332-3825 Fax: (540)332-3807 Email: [Bowmannl@ci.staunton.va.us](mailto:Bowmannl@ci.staunton.va.us) [www.staunton.va.us](http://www.staunton.va.us)

## WASHINGTON

### Deputy Chief of Police Medical Lake, City of

124 S Lefevre St  
Medical Lake, WA 99022  
509-565-5000

Population: 4,000  
Sworn Officers: 7  
Application Deadline: **2/28/03**

The successful candidate will have a combination of education, actual experience and demonstrated skills to effectively maintain continuity of police department operations during the temporary absences of the Police Chief. The Deputy Chief is responsible to directly supervise the patrol officers, administrative assistant and any other department employees or volunteers. The current monthly, salaried, pay range is \$3,146 - \$3,824. For information, minimum qualifications and application call City Hall at (509) 565-5000 or send an email to [city@medical-lake.org](mailto:city@medical-lake.org). AA/EEO

### Chief of Police Skokomish Tribe

360-426-4232 x209

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.

## WISCONSIN

### Police Chief Beloit, City of

100 State Street  
Beloit, WI 53511  
608-364-6617

Population: 35,621  
Sworn Officers: 78  
Application Deadline: **3/28/03**

Salary: \$63,857-\$79,821 Qualifications: The successful candidate will have strong management and leadership skills; experience in an ethnically diverse environment; a bachelor's degree and considerable experience in all aspects of police service, including responsible supervisory and administrative police service experience. Successful completion of participation in the FBI National Academy and School of Police Staff and Command will receive special consideration. Responsibilities: Protection of lives and property in the City of Beloit through the supervision of all police functions. Special Conditions: Successful candidate must become a resident of the City of Beloit within six (6) months of employment. For more information, contact: Florence G. Haley 100 State Street Beloit, WI 53511 USA Phone: (608)364-6617 Fax: (608)364-6756 Email: [haleyf@ci.beloit.wi.us](mailto:haleyf@ci.beloit.wi.us) [www.ci.beloit.wi.us](http://www.ci.beloit.wi.us)

### Chief of Police Beloit, Town of

2871 South Afton Road  
Beloit, WI 53511-8666  
608-364-2980

Population: 8,000  
Sworn Officers: 11  
Application Deadline: **3/7/03**

Salary: \$55,000-\$59,000 Qualifications: Requirements include a bachelor's degree in law enforcement, criminal justice or a related field, and eight years of municipal law enforcement experience, three of which must have been in a supervisory capacity, as well as a State

of Wisconsin Law Enforcement Certificate and a Wisconsin Class D driver's license, or ability to obtain both within six months of employment. An associate's degree in a suitable field plus four years of substantive law enforcement administrative experience may substitute for the bachelor's degree. Successful completion of a job-related physical is required following an offer of employment. Responsibilities: The Town of Beloit, Wisconsin, (pop. 7,200) is seeking a police chief. 10 sworn officers, \$940,000 annual budget. For more information, contact: Town Clerk 2871 South Afton Road Beloit, WI 53511-8666 USA Phone: (608)364-2980 Fax: (608)364-2986

### Deputy Fire Chief Kenosha, City of

625 52nd Street  
Kenosha, WI 53140  
262-653-4130

Population: 145,000  
Sworn Officers: n/a  
Application Deadline: **2/21/03**

Salary: \$67,224 - \$83,304. Benefits include Holidays, Vacation, Tuition Aid, Sick Leave, Health Insurance, Pension, Life Insurance, Productivity Bonus Plan. The City of Kenosha, WI (pop. 145,000) seeks and experienced Fire/EMS executive. Responsible for the day-to-day supervision and management of the shift personnel including the supervision of firefighting and emergency operations and the evaluation of personnel. Bachelor's degree preferred in Fire Science, Business Administration, Management or related fields or holding the rank of Lieutenant or higher for 3 years. Applicants must complete an application (no resumes only). Personnel Department, City of Kenosha, WI 625 52nd Street Kenosha, WI 53140 (262) 653-4130 \* FAX: (262) 653 4127 [ptimt@kenosha.org](mailto:ptimt@kenosha.org) [www.kenosha.org](http://www.kenosha.org)

### 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.

## The Police Executive

[www.thepoliceexecutive.com](http://www.thepoliceexecutive.com)

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