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The Police Executive
www.thepoliceexecutive.com

The Brass Key

For The Police Executive



Dallas Police Chief Terrell Bolton was fired on August 27th...

ending a four-year tenure marked by the nation's worst big-city crime rate and a scandal over fake drugs allegedly planted on suspects. Some supporters of Bolton, the city's first black police chief, alleged that race entered into the decision, a charge city officials denied.

City Manager Ted Benavides said he fired Bolton, effective immediately, because "after four years I just thought it was time to go in a new direction." He said there was no one cause, but "an accumulation of issues."

Assistant Chief Randy Hampton was named interim chief.

Bolton's attorney, Bob Hinton, described the firing as a personality conflict between Bolton and Mayor Laura Miller, and said Bolton would not have been let go "if the chief had not been African-American." He would not elaborate.

Benavides said the firing had nothing to do with race, but Darren Reagan, chairman of the Black State Employees Association of Texas, called it a "public lynching."

"I'm not going to dare call for calm. I'm going to ask people to do what they need to do," Reagan said.

Bolton said he did not know why he had been let go, adding, "I think I've given Dallas everything that I could give Dallas within the resources that I had."

Miller, who is white, said the firing was Benavides' decision, not hers, but she supported it and was not happy with Bolton's performance.

Bolton, 45, has been with the department for 23 years and became chief in 1999. The department has 2,900 officers.

City Council member John Loza said the council was notified about the firing that morning. He said he

Opportunities Featured In This Issue:

- | | |
|---------------------------------------|---|
| AK: Unalaska Public Safety | NC: Duke University Police King, City of |
| AZ: Scottsdale Police Dept | Scotland Neck, Town of |
| CA: Pasadena, City of | ND: Napoleon, City of |
| Russian River Fire Prot Dist | OH: Huron, City of |
| San Jose Police Dept | Newburgh Heights, Village of |
| Santa Maria, City of | OK: Crescent, City of |
| Truckee Police Dept. | Guthrie Police Dept |
| CO: Chaffee Co. Fire Prot Dist | OR: Gold Beach Police Dept |
| FL: Clearwater, City of | TN: Metro Nashville |
| Titusville, City of | Airport Auth |
| IL: Addison, Village of | TX: Baytown, City of |
| Collinsville Police Dept | Mathis, City of |
| University of Illinois at Chicago | Missouri City, City of |
| Washburn, Village of | UT: Park City, City of |
| IN: Schererville, Town of | <i>Police Sergeant</i> |
| KS: Florence, City of | VA: Bedford, City of |
| Garden Plain, City of | <i>Police Captain</i> |
| LA: Beaurgard Fire Dist No. 1 | Newport News, City of |
| Housing Auth of New Orleans | <i>911-Center Manager</i> |
| MD: Perryville, Town of | Norfolk, City of |
| Westminster, City of | <i>Chief of Police</i> |
| MA: Southborough, Town of | WA: Benton County Fire |
| MN: Echo, City of | Protection District No. 4 |
| MO: Greenwood, City of | Clark County Fire District |
| NH: Waterville Valley | WV: Elkins, City of |
| Police Dept | WI: DePere, City of |
| NM: Artesia, City of | Fond Du Lac Police Dept |
| NY: Port Authority of NY & NJ | |

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ALASKA

Director of Public Safety Unalaska Dept of Public Safety

PO Box 610
Unalaska, AK 99685
907-581-1251

Population: 4,178
Sworn Officers: 15
Application Deadline: **not stated**

Dir of Public Safety Unalaska, AK
Director of Public Safety Min. of ten yrs. prof. law enforcement exp. including a min. of five yrs. of command level exp. as a commissioned officer in a similar size dept. At least three years of this experience must have been at the lieutenant level or higher and must have included responsibility for management of patrol and investigation functions. Possess Alaska Police Standards Council advanced level certificate or the ability to obtain at the time of hire. Min. three yrs exp. in the operation of small/contract jails, fire, EMS, and communications. Any combination of experience and/or education which provides the required expertise will be evaluated on an individual basis. Public Safety Director or Police Chief experience and Alaskan law enforcement experience preferred. Bachelor's degree in Criminal Justice, Public Administration, Business Administration, Law Enforcement, Police Science or related field preferred. Under minimal supervision from the City Manager, serves as the principle executive officer of the Unalaska Department of Public Safety and is responsible for planning, organizing, and management of Police, Corrections, Communications, and Fire-EMS. Is responsible for direct supervision of police lieutenant, DMV/IS officer, office manager, and fire chief positions. Knowledge of the principles and practices of police/law enforcement administration and employment supervision. Knowledge of police operations, fire suppression, and emergency medical response principles and practices. Knowledge of the principles and practices of emergency management and coordination. Knowledge of equipment and technology, including weapons, communications, computers, and vehicles. Skill in leading and motivating others. Skill in working with the media. Skill in planning, organizing, and directing the activities of a municipal

public safety department; and in understanding and interpreting complex statutes, ordinances, regulations, and standards. Excellent written and oral communication problem-solving; and interpersonal skills. Ability to work under pressure and maintain confidentiality. LICENSES AND SPECIAL REQUIREMENTS: Must be able to obtain membership in the Alaska Association of Chiefs of Police within 120 days of hire. Possess Valid Alaska Drivers License or ability to obtain one within 30 days of employment. Position is required to respond to and review operations of all divisions as needed. Must be able to respond to emergencies, including dangerous situations. May be necessary to work non-traditional hours. Must attend regular and special City Council meetings. Some travel is required. As a condition of employment the person selected will be required to complete psychological testing, submit to a background check, successfully complete a drug test prior to beginning work and other job related tests may be required. Apply by calling HR at 907-581-1251, or by downloading at ci.unalaska.ak.us Return completed application to Human Resources at City Hall or by one of the following methods: Mail to P.O. Box 610, Unalaska, AK 99685; e-mail to hr@ci.unalaska.ak.us; or fax to 907-581-4469

ARIZONA

Deputy Police Chief Scottsdale Police Dept

7575 E. Main Street
Scottsdale, AZ 85251
916-263-1401

Population: 219,620
Sworn Officers: 360
Application Deadline: **not stated**

Salary to \$113,090. A Bachelor's degree (Masters preferred) and over two years of recent experience at the level of Police Captain is required. Must obtain and maintain Arizona POST Certification. Executive level training at the FBI Academy, Senior Management Institute for Police, LEEDS, Southern Police Institute, or similar executive management school is desirable. The City of Scottsdale, Arizona is seeking a Deputy Police Chief who is a decisive, results-oriented leader, experienced in all aspects of professional policing. In addition, the candidate will have a proven commitment to community policing, a track record of improving service

Chief Terrell Bolton

would support a nationwide search for a new chief.

"I really do think to a certain extent that Chief Bolton maybe was a victim of circumstances beyond his control," Loza told the Dallas Morning News. "But I think there was a lot on consensus that we needed to take a new direction."

Bolton became the city's first black chief when he was promoted in 1999. He joined the force in 1980, and he was the first chief promoted from within the department since Billy Prince in 1982.

Bolton, who's been with the force 23 years, talked about reducing the per capita crime rate and raising the pay of officers during his tenure. He also says the Dallas police force increased its number of females, blacks, Hispanics and Asian officers under his leadership. Bolton ended by saying, quote: "I leave with no regrets."

The department has been embroiled in a fake drug scandal in which a decorated undercover narcotics officer used ground gypsum, a white powder which looks like cocaine, to put dozens of innocent, most Mexican immigrants, in jail.

In January 2002, the FBI began investigating how paid confidential informants set up dozens of innocent people on charges involving drugs that later turned out to be gypsum or some other legal substance.

The fake drugs were allegedly planted on the victims in investigations run by Senior Cpl. Mark Delapaz and Officer Eddie Herrera. Delapaz was fired in April after being charged with five counts of deprivation of rights under color of law and one count of making false statements to federal officials. Herrera remains on paid leave.

Drug charges against more than 80 victims were later dismissed by the Dallas County District Attorney's Office.

Bolton's leadership was questioned again when the department's internal affairs division announced last month that it would review hiring practices.

Officer Derrick C. Evans was fired by Bolton after public records showed that he twice had been the target of emergency protective orders in Alaska after judges ruled he had assaulted his wife. The

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Chief Terrell Bolton

orders were issued before he was approved as a police recruit.

The Dallas Morning News, reviewing available police files and public records, found his troubled past included failing a departmental polygraph test about his involvement in a homicide while he was still a recruit, and wounding a teenager during an off-duty confrontation.

That investigation came on the heels of a federal crime report that showed Dallas would have the highest crime rate among the nation's largest cities for the sixth year in a row if projections held true through the end of the year.

After the report, Mayor Laura Miller said she planned to begin weekly accountability meetings with police officials and council members to address crime problems and share ideas on how to combat them.

Benavides said the search for Bolton's replacement would begin right away but could take at least six months.

Police Chief

San Jose Police Department San Jose, California

Fax: 310-475-8007

e-mail: searchla@maximus.com

website: www.maximus.com/recruit

Salary: Open DOQ

Population: 925,000

Sworn Officers: 1,379

Application Deadline: **11/7/03** City of San Jose, CA is currently accepting applications for
POLICE CHIEF

San Jose is the nation's 11th largest city and the third largest in California, with a diverse population of nearly 925,000 and a land area of approximately 177 square miles. Position reports to the City Manager and currently oversees 1,379 sworn officers, 483 civilian positions, and a FY 2003-04 Department budget of \$218 million.

Requires a combination of training and experience equivalent to successful completion of two years of relevant post-graduate coursework, plus five years as a supervising law enforcement officer at the level of Captain or above. Also desire P.O.S.T. executive level certification (or equivalent from another state).

See our website at www.maximus.com/recruit. Send resumes by 11/7/03 to MAXIMUS, Attn: Norman Roberts, 10474 Santa Monica Blvd., #208, Los Angeles, CA 90025, FAX to (310) 475-8007, or e-mail to searchla@maximus.com. EEO/ADA. Female and Minority Candidates are Encouraged to Apply.

delivery, demonstrated ability to build and maintain relationships and a history of valuing diversity and working in a culturally diverse environment. The new Deputy Chief must have the ability to work collaboratively within the City and with other community agencies in resolving community problems. This will require the ability to be dynamic, open to new ideas, and able to initiate change. Special Conditions: Starting salary up to 113,090, including an attractive compensation and benefits package How to Apply Qualified public or private sector legal professionals are invited to apply by submitting a resume, current salary and three references to: John Shannon Shannon Executive Search 241 Lathrop Way Sacramento, CA 95815 or by e-mail to resumes@cps.ca.gov. Additional information regarding this outstanding opportunity may be obtained by calling (916) 263-1401. Resumes will periodically be screened in relation to the criteria outlined. Candidates with relevant qualifications will be given preliminary interviews by the consultants. Candidates deemed qualified will be reported to the city. A final interview process will be scheduled for selected candidates.

CALIFORNIA

Fire Chief Pasadena, City of 707-785-3083

Population: 136,000

Sworn Officers: 161

Application Deadline: **10/10/03**

Salary to \$152,408 d.o.q. plus bonus opportunity. Resume Deadline: October 10, 2003 Pasadena (136,000 pop.), world renowned for the Rose Bowl Tournament of Roses, Cal Tech/JPL, multiple Super Bowls, the Norton-Simon Museum, and other landmarks and institutions, is seeking a new fire executive to succeed the retiring Chief. The new Chief will administer a \$25.8 million budget and provide leadership to 176 staff (161 sworn) spread over the City's seven fire stations. In addition to suppression, the major functions of the Department are EMS, Fire Prevention, Public Education, Environmental Control, Safety and Training, and Special Event Planning. As well as providing leadership for the on-going operations, the Chief will be involved with a number

of projects such as planning and funding the rebuilding of an existing fire station and incorporating the administration function to make that station the Department's headquarters. This is an opportunity to become part of the executive management team of a true world class city. If you are interested in this outstanding career opportunity and would like further information or to submit a resume, please contact: Hughes, Perry & Associates PO Box 384 35590 Verdant View Street The Sea Ranch, California 95497 info@hughesperry.com voice: 707. 785. 3083 fax: 707. 785. 3086

Fire Chief Russian River Fire Protection District

800-757-3724

Population: 10,000

Sworn Officers: 9

Application Deadline: **10/16/03**

The Russian River Fire Protection District, in Guerneville, California is currently recruiting to fill the Fire Chief position. This position reports directly to the Board of Directors. Located in Sonoma County, northwest of Santa Rosa, the department serves a population of 10,000 that fluctuates to around 25,000, and covers 16 square miles. With a budget of near \$1.8M, the district provides suppression, rescue, emergency medical and prevention services from 1 station. The agency is comprised of 9 career personnel, 10 volunteer personnel, 4 interns, and an administrative staff that includes the fire chief, and an administrative assistant. Qualifications for the successful applicant include: An Associate's degree in fire science, business, or related field with a Bachelor's degree highly preferred. Fifteen years of progressively responsible, full-time, paid experience in the fire service, at least 5 of which is in a command-level position - Battalion Chief or higher. Successful completion or enrolled in upper-level management/supervision courses. Experience in the development, management and delivery of training programs. Or, an equivalent combination of education, experience and training that clearly demonstrates the applicant's qualifications to perform the essential duties of this position. Experience in EMS program delivery and management at the ALS level. Experience in working

with volunteer/part-paid firefighters Must hold, or be able to obtain, a California Class B driver's license Must pass the district's medical requirements and a thorough background investigation The applicant must have demonstrated experience and skills which include: A proven, proactive, innovative leader and manager of personnel and programs; emergency communications technology and practices; emergency/disaster planning and response; incident command; fire prevention and public education; computer literacy; budget preparation and administration; the use of modern firefighting/EMS equipment and techniques; equipment/facility maintenance; planning and goal setting; success in working with a council or board, community groups and individuals, employees, and other departments and governmental and private entities; knowledge of current laws, codes, regulations and mandates; a high level of motivation and leadership ability which includes conflict resolution, decision-making, teambuilding, forming and nurturing internal and external partnerships, delegation, officer development and interpersonal relations; a high level of written and oral communications skills; knowledge of and experience in personnel rules and practices which includes labor contract management, labor relations, hiring, discipline, etc.; a proven high level of integrity and dedication; and knowledge of consolidation/merger processes. Salary Range: \$80,000 - \$90,000 DOQ. Generous benefits package. Retirement plan. All materials available for download at www.esci.us. For additional information contact: Emergency Services Consulting inc. at 800-757-3724 or fax 503-570-0522. Email: escikatie@aol.com. Application Deadline: 4:00 p.m. Thursday, October 16, 2003

Fire Battalion Chief Santa Maria, City of

HR Division, 110 E. Cook St., Rm 1
Santa Maria, CA
805-925-0951

Population: 70,086
Sworn Officers:
Application Deadline: **10/10/03**

FIRE BATTALION CHIEF City of Santa Maria, CA - SALARY: \$6,083 - \$7,395/mo. + CalPERS retirement; 2% @ 50 single highest year formula (effective 12/04, 3% at 55). All applicants are required to complete an official City of Santa Maria employment application, and

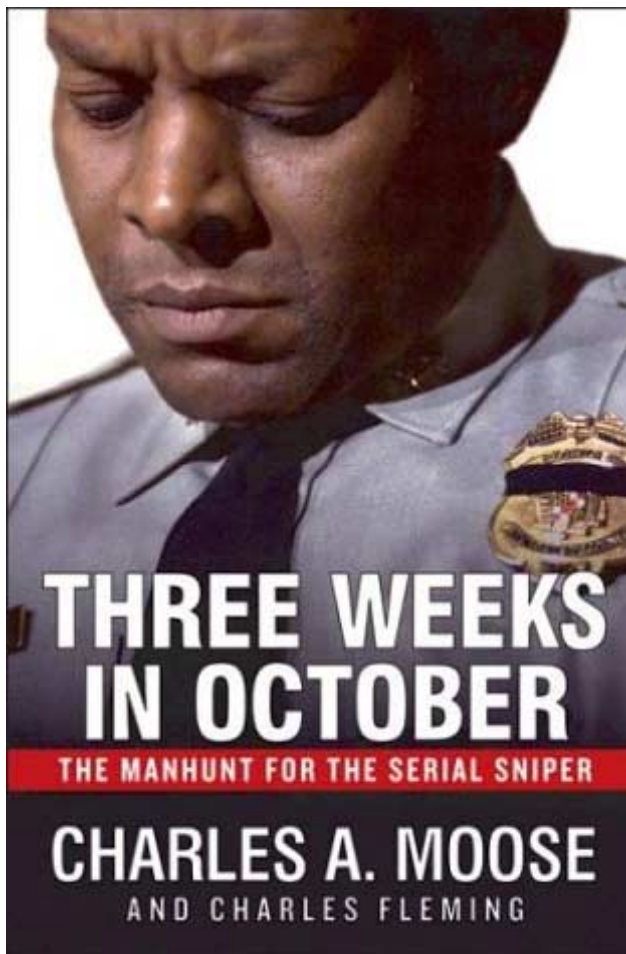
provide a cover letter and resume. Applications/flyers are available on our website located at www.ci.santa-maria.ca.us, the Human Resources Division at City Hall, 110 East Cook Street, Room 1, or by calling (805) 925-0951, ext. 203. Applications will be screened to determine the most qualified candidates to participate in an examination process. Applications must be received by Friday, October 10, 2003, 5:00 pm.

Chief of Police Truckee Police Dept.

10183 Truckee Airport Road
Truckee, CA 96161
530-582-7700

Population: 14,825
Sworn Officers: n/a
Application Deadline: **10/10/03**

Chief of Police Truckee, CA Town of Truckee, CA (population 15,500) Salary: \$7,202 - \$9,723 per month plus comprehensive benefit package including 3% at 50 retirement and no Social Security deduction. Truckee's first Police Chief is retiring and the Town is seeking an experienced police executive to continue the community based policing philosophy created when the Department began its first watch on September 1, 2001. Truckee is a growing resort-oriented community in the High Sierras located just north of Lake Tahoe. The town has a population of 15,500. Fifty percent of the residences are second homes. Weekend and major tourist seasons will see the population double and triple. Requirements include three years of executive level community police experience that is broad in scope. Strong leadership and interpersonal skills demonstrating the ability to continue to build an effective, committed organization and a high level of community interaction are required. Bachelors degree required. Applications and resumes must be received by 5pm October 10, 2003. Applications are available on the town website @ www.townoftruckee.com For additional information, contact Administrative Services Director, David Heath at 530-582-7700.



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COLORADO

Fire Chief Chaffee County Fire Protection District

PO Box 1202
Buena Vista, CO 81211
719-395-6545

Population: 18,000
Sworn Officers: 60
Application Deadline: **10/1/03**

Fire Chief Chaffee County FPD, CO Fire Chief, Salary: \$48,000 to \$53,000; Chaffee County Fire Protection District; Buena Vista, Colorado Qualifications include a degree in Fire Science or equivalent with strong administrative skills. Candidates will have a minimum of 5 years of supervisory experience. Must possess minimum certification as a Colorado FF I and EMT Basic or equivalent with ability to obtain Colorado certification within one year. Good driving record with a

valid driver's license and the ability to obtain a Colorado license upon hire. The Chaffee County Fire Protection District located in the heart of Colorado is seeking a qualified full-time Fire Chief. Chaffee County is a tourist destination with activities such as white water rafting, snowmobiling, hiking, fishing, hunting, and cross country skiing to name a few. CCFPD is a volunteer department of 60+ firefighters with 5 additional paid staff. We currently operate four stations. There are three municipalities within our district one of which we serve. Our district covers 1000 square miles ranging in elevation from 7,000 to 11,000 feet. The total population of the county is 18,000 with 8550 residing in our district. Our average annual call volume is 300. Chaffee County Fire Protection District, Attn: Chief Selection Committee, PO Box 1202, Buena Vista, CO 81211 719-395-6545 * FAX: 719-395-0294

FLORIDA

Assistant Chief Clearwater, City of

HR Dept., 100 S. Myrtle Ave
Clearwater, FL 33756

Population: 268
Sworn Officers: n/a
Application Deadline: **10/3/03**

Fire Asst Chief/Prevention Clearwater, FL City of Clearwater. Target Entry \$48 - \$55k Seeking a fire service professional responsible for assisting in the management of all aspects of emergency management, permitting and code enforcement. Candidate will be responsible for formulating and implementing strategy to achieve a comprehensive emergency management program and other fire prevention and education goals and objectives. Work is performed under the direction of the Fire Marshal. Requirements: Bachelor's Degree and 5 years of experience in the fire service and/or emergency management field. Candidate should possess valid State of Florida Firefighter certificate and Class "D" driver license with "E" endorsement, or have the ability to obtain within first year of hire. Applications accepted until 10/3/03 in the Human Resources Department, 100 South Myrtle Avenue, Clearwater, FL 33756, or on-line at www.clearwater-fl.com.

Police Chief Titusville, City of

PO Box 2806
Titusville, FL 32781-2806
321-383-5731

Population: 42,000
Sworn Officers: 83
Application Deadline: **10/15/03**

The salary range is \$61,797 - \$92,706; Titusville, Florida GATEWAY TO KENNEDY SPACE CENTER Seeking qualified candidate to lead and command a progressive police department with 138 employees and a \$7.7 million dollar budget. Candidates must demonstrate excellent leadership and interpersonal skills; possess a Bachelor's Degree in a related field, with special consideration given to candidates that graduated from the FBI National Academy, Southern Police Institute or possess a Master's Degree. Candidate must have police chief ex-

perience or served in a command position. Send resume to address below or call (321) 383-5731 for additional information. People Support Services, City of Titusville, P.O. Box 2806, Titusville, FL 32781-2806

ILLINOIS

Police Chief Addison, Village of

One Friendship Plz
Addison, IL 60101
630-543-3080

Population: 32,500
Sworn Officers: 64
Application Deadline: **9/30/03**

Addison's police department seeks candidates to lead its CALEA-certified agency, which consists of 115 employees, and has a budget of \$8.9 million. Reports to village manager. REQUIREMENTS: Must have graduated from FBI National Academy or have, at a minimum, a bachelor's degree in police science, criminal justice, public administration, or a related field. Master's degree preferred. At least 7-10 years of experience as a chief or deputy chief in a unionized law enforcement environment of equivalent or larger size is desired. Candidates should possess strong skills and experience in areas such as the CALEA program, community policing, labor relations, grant administration, customer service, community organizations, and working with the state and county law enforcement agencies. CLOSING DATE: 9-30-03 CONTACT: Donald Pinson, Director, Personnel/Risk Management, One Friendship Plaza, Addison, IL 60101 dpinson@addison-il.org or in person at Rm. 2100, Village Hall

Police Chief Collinsville Police Dept

200 W Clay St
Collinsville, IL 62234
217-523-3765

Population: 24,707
Sworn Officers: 39
Application Deadline: **10/31/03**

The city of Collinsville is seeking candidate for position of Police Chief. Collinsville is a growing community in the St. Louis metropolitan area. The Police Department has 39 sworn officers and 16 civilian per-

sonnel. The Chief reports directly to the City Manager. Requirements: City seeks experienced law enforcement professional with skills in planning, supervision, and staff development who is committed to community service, with outstanding leadership and administrative skills. Exceptional interpersonal and communication skills are considered important. Education Requirements: Bachelors degree required; advanced degree preferred. Additional specialized training programs such as FBI National Academy, Southern Police Institute, or Northwestern Center for Public Safety School of Staff and Command is highly desirable. Other Requirements: The candidate must possess the ability to develop a good working relationship with other area law enforcement agencies, and have a minimum of 10 years progressively responsible law enforcement experience, including 5 years of supervisory and/or management experience. Residency required within one year. Salary Information: Salary range \$61,650 to \$75,350 depending on qualifications and experience. Excellent benefit package. Contact: Interested and qualified candidates should apply/inquire at once, with resume, salary history and five references, in confidence to the City's Executive Search Consultant: Mr. Laimutis "Limey" Nargelenas Illinois Association of Chiefs of Police 426 South Fifth Street, Suite 200 Springfield, IL 62701 Phone: (217) 523-3765 Closing Date for Applications: Anticipated closing date is October 31, 2003.

Chief of Police University of Illinois at Chicago

1140 S. Paulina St.
Chicago, IL 60612-7217

Population: 37,000
Sworn Officers: 63
Application Deadline: **10/6/03**

University of Illinois at Chicago The University of Illinois at Chicago is the largest institution of higher learning in the Chicago area and is located just west of Chicago's Loop. The university has 108 buildings including a major medical center on an urban campus covering approximately 241 acres. The University of Illinois at Chicago is seeking candidates for Chief of Police. As administrative head of the campus police department, the Chief of Police re-

ports to the Vice Chancellor for Administration and is responsible for formulating and overseeing the implementation of policies for delivering police and security services to the campus community. There is a population of over 37,000 faculty, staff and students at the university. It is ranked as the most diverse major university in the Midwest. The campus police department has 63 sworn officers and 55 civilian staff. The campus law enforcement program includes: crime prevention, investigations, facility security, emergency preparedness, and violence in the workplace. The Chief of Police acts as a liaison with external law enforcement agencies and community organizations, oversees a departmental budget of \$6M and provides guidance to campus administrators. Qualifications: Baccalaureate degree in law enforcement, criminal justice or related field required. Masters degree preferred. Ten or more years experience in senior law enforcement management. Demonstrated sensitivity to policing in a complex urban environment, including higher education functions and related activities. Community and media relations, change management and cultural diversity experience a must. Review of applications will begin immediately. For strongest consideration, applications should be received by October 6, 2003. Submit a letter of application, resume, and the names, addresses and telephone numbers of three references to: Ms. Karen Scherman, Search Coordinator UIC Police Chief Search Committee University of Illinois at Chicago 1140 S. Palina St. M/C 106 Chicago, IL 60612-7217

Police Chief Washburn, Village of

PO Box 414
Washburn, IL 61570
309-248-7351

Population: 1,200
Sworn Officers: 7
Application Deadline: **not stated**

The Village of Washburn is accepting applications for the position of Police Chief to manage our police department. The successful candidate must possess strong interpersonal community relations and managerial skills in addition to technical competence. Qualifications: Illinois Police certified training. Supervisory training and experience is desired. Send resume to: Bill Strauch P.O. Box 414 Washburn, IL 61570

INDIANA

Fire Chief Schererville, Town of

219-322-5000

Population: 24,850
Sworn Officers:
Application Deadline: **11/21/03**

Salary: \$48,000 - \$52,000. Excellent benefit package. Town of Schererville Schererville, Indiana Opportunity for an innovative problem solver to facilitate and direct the Schererville Fire/EMS Department. The individual must possess demonstrated leadership, interpersonal, supervisory and budgetary skills together with a strong background in the Fire Service, especially with a combination department. Bachelor's degree preferred with a min of 5 yrs demonstrated management experience. Additional requirements include certification as a Fire Officer I (or ability to obtain within designated timeframe). Apply with cover letter and complete resume, references and salary history. The Town of Schererville, IN, a progressive residential community (pop 24,850) in Lake County, within 2 hours of Chicago. McGrath Consulting Group, Inc. P.O. Box 190 Wonder Lake, IL 60097
tim@mcgrathconsulting.com www.mcgrathconsulting.com Closing date for application: November 21, 2003.

KANSAS

Police Chief Florence, City of

511 Main
Florence, KS 66851
620-878-4296

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

Police Chief Florence, KS The City of Florence is accepting applications for a full-time police chief. Applicant must be motivated, innovative, skilled in communications, decision-making and able to work in a small community. KLETG certification and a valid KS driver's license required. Drug/alcohol pre screening required. Successful applicant will be required to live within city limits of

Florence. Send resume including references, work and salary history to: City Clerk at City of Florence 511 Main, Florence, KS 66851 or call 620-878-4296

Chief of Police Garden Plain, City of

PO Box 336
Garden Plain, KS 67050
316-531-2321

Population: 797
Sworn Officers: 4
Application Deadline: **not stated**

The city of Garden Plain is currently accepting applications for this position. Call the City Clerk at 316-531-2321, mail or fax resume to PO Box 336, Garden Plain, KS 67050, fax: 316-535-2207

LOUISIANA

District Fire Chief Beauregard Fire District No. 1

PO Box 547
Merryville, LA 70653
337-825-6309

Population: n/a
Sworn Officers: n/a
Application Deadline: **10/9/03**

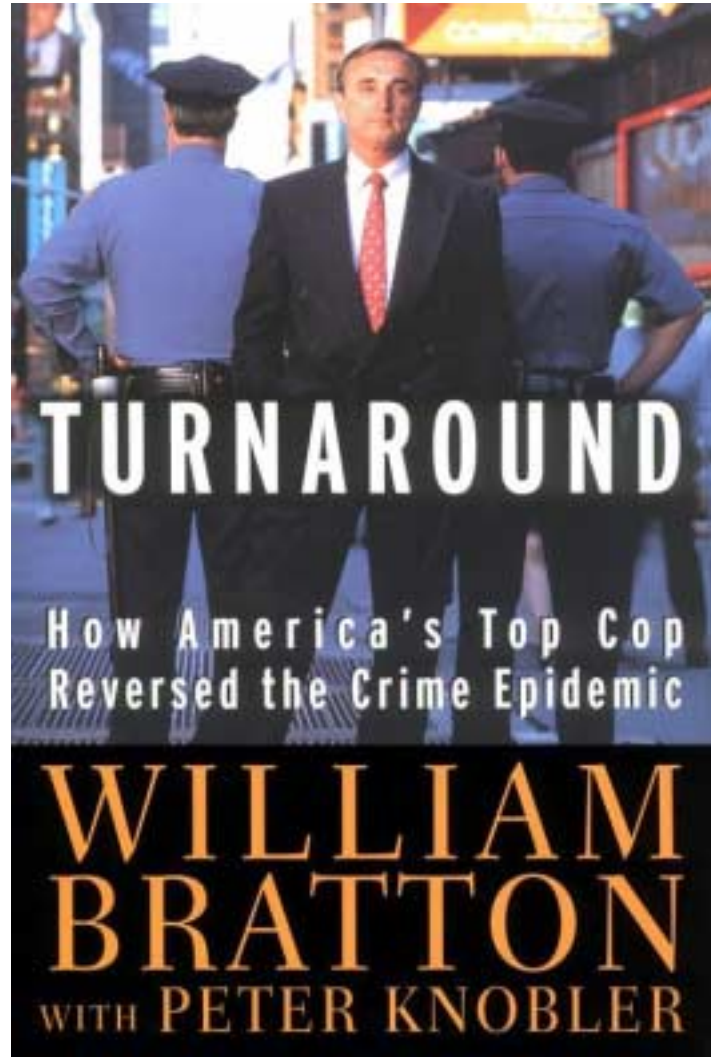
Beauregard Fire District NO. 1 will accept resumes for the position of District Fire Chief. Job description is available by calling Carolyn Rhodes at: 337-825-6309. Resumes will not be accepted after October 9, 2003. Mail resume to: Beauregard Fire District NO. 1, P.O. Box 547, Merryville, LA. 70653

Police Lieutenant Housing Authority of New Orleans

Dept of Civil Service P. O. Box 94111
Baton Rouge, LA 70804-9111

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

The Housing Authority of New Orleans (HANO) is seeking applicants for the positions of: Police Officer HANO/Capitol (PS 106) MINIMUM QUALIFICATIONS : One (1) year exp in law enforcement work. NEC-



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](#)

NECESSARY SPECIAL REQUIREMENT: Must have attained eighteenth birthday at time of application. A score of at least 80 on the Law Enforcement & Protective Services (LEAPS 5000 11) test is required to qualify for the position. Police Sergeant HANO/Capitol (PS 109) MINIMUM QUALIFICATIONS :Three (3) years of exp in law enforcement work. SUBSTITUTIONS :College training may be substituted for a maximum of two years of the required experience on the basis of thirty semester hours for one year of experience. **NECESSARY SPECIAL REQUIREMENT :** Must have attained eighteenth birthday at time of application. A score of 90 on the Law Enforcement & Protective Services (LEAPS 5000 29) test is required to qualify for the position. Police Lieutenant HANO/Capitol (PS 111) MINIMUM QUALIFICATIONS : Three (3) years of experience in law enforcement work. One (1) year of this experience must have been at or above the journeyman level. SUBSTITUTIONS : College training may be substituted for a maximum of two years of the required general experience on the basis of thirty semester hours for one year of exp. **NECESSARY SPECIAL REQUIREMENT :** Must have attained eighteenth birthday at time of application. A passing score on the Law Enforcement Supervisor (1700 09) test is required. This test is used primarily for promotion of permanent State employees to Police Lieutenant positions. To perform routine law enforcement, investigative, and protective security duties at the Housing Authority of New Orleans and properties under its jurisdiction. An applicant who has been convicted of a felony or who is under indictment on a felony charge will be disqualified until relief from the disabilities imposed by State and Federal law is granted. Must possess a valid Louisiana driver's license at time of appointment. NOTE : Examples of experience accepted as law enforcement are police officers commissioned with the power to arrest, military police, and deputy sheriffs. Examples of experience not accepted as law enforcement are correctional officers and private security guards. **HOW TO APPLY :** Application must be made on the official form (SF 10), which may be accessed online at www.dscs.state.la.us or at HANO's Central Office, located at 4100 Touro Street, and submitted to: Department of State Civil Service P. O. Box 94111 Baton Rouge, LA 70804-9111 These positions are open for continuous application.

MARYLAND

**Police Chief
Perryville, Town of**
PO Box 773
Perryville, MD 21903

Population: 4,200
Sworn Officers:
Application Deadline: **9/30/03**

Accepting application for Police Chief. Community is approximately 4200 persons. Responsibility includes establishing new Municipal Police Department. Qualifications: Maryland Police Training Commission Certification; ten year's law enforcement with previous administrative experience. Community policing and skill in use of prescribed weapons required. Send resume and salary requirements to: Town of Perryville, P.O. Box 773, Perryville, Md, 21903. Attn: Town Administrator or Fax 410-642-6391, Deadline for application 9/30/03

**Chief of Police
Westminster, City of**
56 W. Main St
Westminster, MD 21157
410-848-6043

Population: 14,500
Sworn Officers: 43
Application Deadline: **10/13/03**

The City of Westminster is seeking and innovative and experienced law enforcement professional to serve as the Chief of Police. Westminster is a thriving and diverse community of 17,000 citizens and is the county seat of Carroll County, Maryland. The Chief of Police is an appointed leadership position that manages a Police Department comprised of 43 sworn officers and 13 civilian personnel. The Chief exercises full and final accountability for all matters associated with the Police Department operating under general policy and direction from the Mayor and Common Council. The ideal candidate will have the ability to adapt to the needs of the City through flexible leadership, creativity and a focus on community policing. The Chief formulates, administers, coordinates and supervises all police procedures and functions. Requirements: Bachelors Degree in Criminal Justice or Police Administration or equivalent professional training in the fields of criminal justice administration, police science, public

administration or related fields. Minimum of 10 years of progressively responsible law enforcement management experience, with at least 3-5 years experience in a senior-level command position and extensive knowledge of: modern principles, practices and techniques of police administration, organization and operations; criminal justice system; technical and management phases of law enforcement and crime prevention; local government organization and administration. A superior record of performance as a law enforcement officer with progressively responsible experience in all phases of law enforcement, including considerable supervisory and administrative responsibilities and a broad background in the criminal justice field. Strong background in community relations, customer/citizen satisfaction and community service. Working knowledge and demonstrated ability in the areas of labor relations, budget preparation and resource management. Salary commensurate with experience and qualification (Mid-Level: \$77,685 to Maximum \$94,163); excellent benefits including health, dental, vision, life insurance and LEOPS retirement plan. All interested candidates are required to submit a City of Westminster Employment Application Form and a resume Applications can be requested; by email to personnel@westgov.com; by calling 410-848-6043 or 410-876-1313, Ext. 6043, or in person at the Human Resources Office in the City of Westminster Finance Department, 56 W. Main St., Westminster, MD 21157. Complete application and resume must be received by the Human Resources Office by 4:30 PM on October 13, 2003.

MASSACHUSETTS

**Chief of Police
Southborough, Town of**
17 Commons Street
Southborough, MA 01772
508-485-2121

Population: 9,100
Sworn Officers: 24
Application Deadline: **10/3/03**

Chief of Police Southborough, MA Chief of Police TOWN OF SOUTHBOROUGH Reports to the Board of Selectmen in accordance with MGL, Ch. 41, s. 97A. This progressive dept. consists of 15 sworn officers, 5 sworn dispatchers, and

28 reserve officers, with a budget of \$1.34 million, 2 unions and includes a central dispatch system. Must value accountability, diversity & high ethical standards. Must have thorough knowledge of police administration; proven communication & management skills; strong leadership qualities & ability to perform law enforcement activities in the field as required. Must possess a Bachelors degree in Criminal Justice or related field from an accredited college or university; Master's Degree in Police/Public Administration, Criminal Justice or a related field is pref; and a min. of 15 yrs. of progressively responsible exp. in law enforcement/public safety, including 5 yrs. in a law enforcement supervisory capacity. Computer skills essential (MS Office pref.). Residency is req. Sal. commensurate with qualifications. Submit 5 copies of resume & 5 work-related refs. to: Police Chief Search Committee, 17 Common St., Southborough, MA 01772 by 3:00 p.m. on Friday, October 3, 2003.

MINNESOTA

**Chief of Police
Echo, City of**
PO Box 215
Echo, MN 56237
507-925-4190

Population: n/a
Sworn Officers: n/a
Application Deadline: **9/30/03**

Applicant must be MN POST Board license or eligible to be licensed at the time of appointment. Applicant must be willing to reside in the community. Completed city application with mandatory resume; must be received or postmarked by September 30, 2003. City of Echo 507-925-4190 P.O. Box 215 Echo, MN 56237

MISSOURI

Police Chief Greenwood, City of

709 W. Main St
Greenwood, MO 64034
816-537-5020

Population: 5,000
Sworn Officers: 9
Application Deadline: **not stated**

Police Chief Greenwood, MO Police Chief The City of Greenwood Mo. is accepting applications for the position of Police Chief. For further information please contact Capt. Bill Poe @ 816-537-5020, or Greenwood Police Dept. 709 W. Main St. Greenwood Mo.

NEW HAMPSHIRE

Deputy Director of Public Safety (Police Chief) Waterville Valley Police Dept

PO Box 500
Waterville Valley, NH 3215
603-236-4730

Population: 260
Sworn Officers: 5
Application Deadline: **not stated**

Town paid Family Health, Dental, Life and Disability Insurance. Paid Vacation and Holidays. Town of Waterville Valley - Under the supervision of the Director of Public Safety, this position is responsible for the direction and daily operations of a department of 5 full-time and 6 part-time sworn police officers. Serves as Assistant Fire Chief and Acting Director of Public Safety as required. Associates Degree and five years experience in law enforcement or an equivalent combination of education and experience. Full-time New Hampshire police certification required upon assuming duties. Level 1 Firefighter and EMT-Basic certifications as well as experience with IMC software preferred. The Town of Waterville Valley is a four-season resort community located in the White Mountains of New Hampshire. Year round population is 260 with a seasonal population of 3,000 to 4,000. Mark F. Decoteau, Town Manager Town of Waterville Valley PO Box 500

Waterville Valley, NH 03215 (603) 236-4730 * FAX: (603) 236-2056
wmanager@ttlc.net www.watervillevalley.org Apply Immediately

NEW MEXICO

Public Safety Director Artesia, City of

P.O. Box 1310
Artesia, NM 88211
505-746-2122

Population: 10,500
Sworn Officers: 26
Application Deadline: **not stated**

The City of Artesia NM seeks a Public Safety Director. Manages all operations of Police and Fire departments. Criminal Justice degree or ten years police administrative experience. Certified NM Police Officer or certifiable waiver. Salary DOQ. Send resume, salary history, and references to City of Artesia, P. O. Box 1310, Artesia, New Mexico 88211-1310. More information www.artesianm.com or call (505) 746-2122.

NEW YORK

Chief of Public Safety Port Authority of New York and New Jersey

LMM-Box 251, 71 Fifth Avenue, 7th Floor
New York, NY 10003

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

This Office leads a comprehensive public safety program for an agency which operates multiple modes of transportation and regional corporate and commercial facilities. Develops and implements an integrated comprehensive Homeland Security program including law enforcement, emergency management, security and life safety. Specific responsibilities include: exercising full executive managerial authority over the Public Safety Department and Office of Emergency Management; serving as senior policy advisor to the Port Authority Board of Commissioners and the Executive Director on matters re-

lated to public safety; ensuring implementation of requirements of national homeland security policies as set forth in legislation; serving as point of contact for Federal Public Safety grants; coordinating agency public safety activities with external city and state agencies, local police, fire and EMS agencies and the U.S. Department of Homeland Security. Requires a public policy-oriented or managerial Bachelor's Degree from an accredited college or university; however, demonstrable professional public safety experience deemed equal to academic qualifications may suffice in lieu of formal education; ten years' management experience in public safety, emergency management, EMS, law enforcement, military, fire service or a related discipline; working knowledge of current emerging homeland security and emergency management plans and policies; and demonstrable working knowledge of federal and state legislative programs. We offer competitive compensation and benefits. Please send resume and cover letter, including salary history and indicating the job code: CPS/LEJ, to: LMM-Box 251, 71 Fifth Avenue, 7th Floor, New York, NY 10003, email: pa@milleraa.com Only applicants under consideration will be contacted. Visit us on the web: www.panynj.gov

NORTH CAROLINA

Police Major Duke University Police

502 Oregon Street
Durham, NC 27708
919-684-6587

Population:
Sworn Officers:
Application Deadline: **10/15/03**

Salary: \$43,724 Min. Qualifications: Minimum Requirements: Bachelor's degree in a relevant field: attainment of the rank of Police Lieutenant or above; seven years of law enforcement experience to include at least two years of supervisory / command experience; certification as a commissioned law enforcement officer by the North Carolina Criminal Justice Training & Standards Commission; or, AN EQUIVALENT COMBINATION OF RELEVANT EDUCATION AND/OR EXPERIENCE. Preferred Qualifications: A master's degree and demonstrated law en-

forcement command experience. Responsibilities: Provide overall administrative command and management of the Investigations and Community Affairs Division and serve as Department Police Information Officer. This position is a member of the department's executive command staff. Special Conditions: For information, contact: Major Sarah Minnis Email: sarah.minnis@duke.edu www.duke.edu/web/police Submit a résumé and letter of interest to the Office of the Director, Duke University Police Department, 502 Oregon Street, Durham, NC 27708.

Detective Sergeant King, City of

PO Box 835
King, NC 27021
336-983-0886

Population: 6,500
Sworn Officers: 19
Application Deadline: **10/1/03**

The City of King is seeking to fill the position of Detective Sergeant with the King Police Department. Candidates must have a valid N.C. driver's license, high school diploma or equivalent, and N.C. BLET certification. Extensive background in investigations, stakeouts, evidence collection, or conducting interviews in connection with investigations is helpful. Typical tasks include crime scene processing, taking and maintaining photos from crime scenes, and maintaining fingerprint and criminal files. Also, required to make arrests, testify incourt and prepare daily, special and periodic reports on activities. Deals with restricted and confidential information and material. Successful candidate is required to satisfactorily complete a pre-employment physical, drug screening and psychological testing. Salary range is \$28,683-\$43,618. Starting salary based on experience and qualifications. Excellent benefits package includes full family medical coverage. Send resumes to: Police Chief, City of King Police Department, PO Box 835, King, NC 27021. Resumes accepted until 5 p. m. on October 1, 2003.

Chief of Police
Scotland Neck, Town of
 PO Box 537
 Scotland Neck, NC 27874
 252-826-4112

Population: 2,339
 Sworn Officers: 7
 Application Deadline: **not stated**

Chief of Police reports directly to town administrator. Starting salary depending on exp., range \$31,570-\$45,775 w/ benefits. Seeking positive, progressive & energetic leader w/ strong admin. & interpersonal skills, capable of managing dept. budget, implementing policies, recruiting & training, working w/ community receiving & investigating complaints. Must be true community oriented person. Cert. reqs. must be met. Scotland Neck is EOE. Send resume to: Nancy Jackson, Town Administrator/ Clerk, PO Box 537, Scotland Neck 27874. Position open until filled.

NORTH DAKOTA

Chief of Police
Napoleon, City of
 PO Box 31
 Napoleon, ND 58561
 701-754-2626

Population: 910
 Sworn Officers: 2
 Application Deadline: **10/3/03**

The City of Napoleon is currently hiring a full time Chief of Police. Must be a licensed peace officer or eligible for peace officer licensing by the date of offer. Must also successfully complete a background investigation and psychological examination. Competitive pay and benefits. Please send resume to City Auditor, PO Box 31, Napoleon, ND 58561. Resume must be received by Oct. 3, 2003.

OHIO

Fire Chief
Huron, City of
 417 Main Street, P.O. Box 468
 Huron, OH 44839

Population: 8,000
 Sworn Officers: 12
 Application Deadline: **10/3/03**

The City of Huron is announcing a promotional opportunity for the position of Fire chief. The current incumbent is retiring after more than 21 years in the position. This position reports directly to the City Manager and oversees a two-station department staffed by twelve (12) career fire personnel and approximately twenty (20) paid on call employees. Person in this position performs a variety of administrative, supervisory and general safety duties including response to fire and medical emergencies, inspections, and reporting activities in accordance with the Fire Code, Ohio Revised Code, and Chapter 143 of the Codified Ordinances of the City of Huron. The ideal candidate for this position will possess a State of Ohio Full Time Firefighter Certificate; State of Ohio Fire Safety Inspector Certificate; Bachelor's degree desirable; and a minimum of seven (7) years progressively responsible experience, including that of fire safety inspector and at least three (3) of those years should include supervisory and administrative duties. A comparable combination of experience and education will be considered. Salary range for this position is \$51,478-\$66,920. A completed application will be required for this position. Interested individuals should submit a letter of interest, completed application, resume, with day and evening phone numbers, at least three (3) letters of reference and salary history to: Margaret Rudolph, Human Resources director, city of Huron, 417 Main Street, P.O. box 468, Huron, OH 44839. Applications and the complete position description can be obtained at the above address and will be sent to all who inquire. The complete position description and application can also be viewed by clicking on Employment Opportunities at www.cityofhuron.org. Application Deadline: Friday, October 3, 2003. Anticipated Appointment Date: December 2003.

Police Chief
Newburgh Heights, Village of

4071 E 49th St
 Newburgh Hts, OH 44105
 216-641-4650

Population: 2,310
 Sworn Officers: 19
 Application Deadline: **9/30/03**

Minimum of 10 years' in law enforcement with progressively increasing supervisory, training, and management experience. Contact the Mayor's office at: 216-641-4650 to receive application information. Salary range: \$40-50K.

OKLAHOMA

Chief of Police
Crescent, City of
 205 N Grand
 Crescent, OK 73028
 405-969-2538

Population: 1,236
 Sworn Officers: 5
 Application Deadline: **not stated**

Starting salary: \$27,000./yr. plus benefits. Interested candidates should contact City Manager Steve Richards at 405-969-2538. FAX: 405-969-3775 crescentpd@cji.net. Applications are available at City Hall located at 205 North Grand.

Chief of Police
Guthrie Police Dept
 PO Box 908
 Guthrie, OK 73044
 405-282-3535

Population: 10,518
 Sworn Officers: 24
 Application Deadline: **10/17/03**

This position, which reports to the Assistant City Manager of Operations, is responsible for management and supervision of the Guthrie Police Department, a department with a \$1.3 million budget, consisting of 24 sworn officers and 8 civilian employees (including Animal Control). Responsibilities include: department policy development, budget preparation, program oversight and evaluation, and personnel oversight and evaluation. Minimum qualifications: bachelors degree or equivalent, CLEET certification within one year, five years experience in su-

perisory position with a law enforcement agency, and experience in a union environment. City is seeking candidates who are: 1) committed to excellence in law enforcement, 2) understand need for continuous improvement and 3) are willing to be a member of the City's management team. Salary range: \$47,308-\$54,860, plus benefits (including vehicle) depending on qualifications. Submit application/ resume to: Haley Frazier, Human Resource Manager, above address.

OREGON

Police Chief
Gold Beach Police Dept
 29592 Ellensburg Ave
 Gold Beach, OR 97444
 541-247-6671

Population: 2,085
 Sworn Officers: 6
 Application Deadline: **not stated**

Position is open until filled. Contact Ann Jackson for additional information. Candidates must have advanced certificate or higher.

TENNESSEE

Assistant Chief
Metropolitan Nashville
Airport Authority
 1 Terminal Drive, Suite 501
 Nashville, TN 37214
 615-275-1782

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

Under direction of the Chief of the Department of Public Safety, plans, organizes, and supervises the daily law enforcement (LE), aircraft rescue firefighting (ARFF), and training operations of the Metropolitan Nashville Airport Authority's Department of Public Safety (DPS); assists with the development of departmental policy; responsible for overall employee professional development; assumes responsibilities and functions of the Chief during the incumbent's absence. Supervises inspection of all airport premises from a standpoint of safety and security; supervises the inspection of division equipment; assists with the preparation and administration of the department's budget. Performs

record keeping and statistical analysis functions. Must be available via a pager 24 hours a day in the event of an airport emergency. Must be a certified law enforcement officer by the State of Tennessee or the ability to attain certificate within one year. Must possess a valid Tennessee Driver's License; must maintain SIDA (Security Identification Display Area) and AOA (Airport Operations Area) clearance. Minimum of a bachelor's degree in criminal justice, fire science or public administration from any accredited college/university. Masters degree preferred. A minimum of three (3) years experience in a mid management capacity with a public safety agency. Demonstrated knowledge of contemporary airport safety and security programs. Thorough knowledge of local and federal laws, regulations, and procedures governing airport operations. Annually renewable contract position: \$50,000 - \$85,000 annually. Application Deadline: Open until filled Contact: Sylvester Turner (615-275-1782); sylvester_turner@nashintl.com Apply to: MNAA, 1 Terminal Drive, Suite 501, Nashville, TN 37214 or Fax: 615-275-1499 or www.flynashville.com

TEXAS

Fire Chief Baytown, City of

Baytown, TX 77521

Population: 67,634
Sworn Officers: 150
Application Deadline: **not stated**

\$71,796 - \$89,736/Year Administers the operations of the Fire Department. Develops and enforces rules and regulations for operation of the department in compliance with Texas Fire Commission Rules, Civil Service laws, the Collective Bargaining Agreement, and the City of Baytown Rules and Regulations. Attendance is an essential function of this position. The City reserves the right to require an employee to work overtime. Directly supervises full-time employees. Develops, prepares and monitors the budget for the entire department. **REQUIRED:** 1. Bachelor's degree, or equivalent, from an accredited college or university in a related field. 2. Ten years experience as a Battalion Chief, or equivalent position. 3. Intermediate Fire Fighter's Certifica-

tion from the Texas Commission of Fire Protection Personnel Standards and Education, or must obtain within one year. 4. Must have served as a paid firefighter for five years. 5. Certified Texas Emergency Medical Technician, or must obtain within one year. 6. Valid Texas driver's license with acceptable driving record. **PREFERRED:** 1. Master Fire Fighter's Certification from the Texas Commission of Fire Protection Personnel Standards and Education. 2. Completion of Executive Fire Officer Program or enrollment in the program. 3. Experience with State Civil Service or Collective Bargaining. 4. Knowledge or skilled working with fire protection issues in an industrial area. Contact: Lionel Williams, Manager, Human Resources Fax: 281-420-6586

Chief of Police Mathis, City of

HR Dept., 411 San Patricio Ave
Mathis, TX 78368
361-547-2113

Population: 6,000
Sworn Officers: 9
Application Deadline: **not stated**

The City of Mathis is seeking an experienced Law Enforcement Executive with a minimum of 10 years experience in law enforcement/criminal justice; including 3 years in management. Requires a minimum of an associate degree in criminal justice or related fields, advanced peace officers certificate (TCLEOSE) required. Salary commensurate with experience. Send resume and salary requirements to: Human Resource, 411 E San Patricio Ave. Mathis, Texas 78368. Open till filled.

Assistant Police Chief Missouri City, City of

1522 Texas Parkway
Missouri City, TX 77459
281-261-4241

Population: 58,000
Sworn Officers: 56
Application Deadline: **not stated**

The City of Missouri City, a rapidly growing progressive city with a population of approximately 58,000, located southwest of Houston, is accepting applications for the position of Assistant Police Chief in the Police Department. Job responsibilities include: * Manages the day-to-day operations of the Police Department, including Administrative, Patrol, Criminal Investigation, and

Support Services Divisions. * Develops, recommends, and enforces City and Departmental policies and procedures. * Counsels and disciplines personnel. Makes recommendations on recruitment, hiring, promotions, transfers, and terminations. * Conducts performance evaluations of the division Lieutenants and the Department Head Secretary. Reviews all other Police Department performance evaluations, except for Police Chief and Assistant Police Chief. * Assists the Police Chief with preparation of the annual department budget. Oversees the administration of all division budgets. * Assumes responsibility of the Police Department in the absence of the Police Chief, as directed. Certified law enforcement officer in the State of Texas. A minimum of an Advanced Proficiency Certification as awarded by TCLEOSE, Masters Certification preferred. Bachelor's Degree or substantial related work experience in mid and upper police management and training. Five years of law enforcement-related work experience. Excellent communication skills, both written and verbal. Proficient in the use of firearms. Position requires driving, lifting, and working outside, a valid Texas driver's license, and a good driving record. Exposure to potentially dangerous situations necessitates observance of appropriate safety precautions. Position requires discreet handling of sensitive or confidential matters. Annual continuing education necessary to retain TCLEOSE certification. Dependability, reliability, and good attendance required. Must have initiative, independent thinking, problem solving skills, ability to perform multiple tasks simultaneously, and ability to work closely with others in a team environment. Computer experience. May deal with public in times of trauma and/or danger. Must have positive attitude, tact, and courtesy in dealing with general public. Salary based on experience and qualifications. Excellent benefits package including medical, dental and vision insurance, 20 year TMRS retirement, 5 year vesting, vacation, holidays. Send resume to, or obtain application from, Human Resource Office, 1522 Texas Parkway, Missouri City, Texas 77459, or at www.ci.mocity.tx.us. May fax resumes and applications to 281-261-4233. Applications accepted until position filled. EOE Contact: Milly Smith, 281-261-4241, or e-mail msmith@ci.mocity.tx.us for information

UTAH

Police Sergeant Park City, City of

PO Box 1480
Park City, UT 84060
435-615-5241

Population: 8,000
Sworn Officers: 25
Application Deadline: **not stated**

\$16.00 - \$24.10/hr DOQ - plus excellent benefits and performance bonus eligibility. Under general supervision from the Lieutenant, performs supervisory and technical duties in enforcing local, state, and federal laws and regulations. Supervises police officers; schedules patrol shifts, assigns officers to shift duties; reviews patrol reports, citations, and work records; coordinates procedures and assignments with community needs or specific problems within the department; assists in hiring decisions; initiates and assists in execution of disciplinary actions. This is a working Sergeant position. Required: Three years experience in a senior level Police Officer capacity. Increasingly responsible supervisory experience and/or training responsibilities. Preferred: Progressively responsible experience at a Sergeant level. Spanish speaking skills. Apply: Park City Municipal Corporation Human Resource P.O. Box 1480, Park City, UT 84060, mgusman@parkcity.org fax (435) 615-4902, phone (435) 615-5241. Open until filled.

VIRGINIA

Police Captain Bedford, City of

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

Population: 6,054
Sworn Officers: 22
Application Deadline: **9/30/03**

Salary range is \$42,423 - \$59,943. The City of Bedford, Virginia is seeking qualified applicants for the position of Captain with the Bedford Police Department. This is a high-level supervisory position that answers directly to the Chief of Police. The position of Captain is the second highest-ranking position within the department and also serves as a

Deputy Coordinator of Emergency Management. Required: a minimum of BS or BA Degree in Criminal Justice, Human Resources, or related fields. Eight years experience in law enforcement with a minimum of three years in a supervisory capacity. Must have a driver's license and be in compliance with Virginia minimum training standards or hold another state's certification and be able to obtain Virginia's certification within one year of being employed. Must have knowledge of theories, principles, practices and objectives of modern police management.

Ability to supervise personnel and capable of researching and preparing intelligible, complete and concise reports. Experience in handling critical situations and developing logical solutions to resolve the issues. Desirable: basic understanding of computer networking (wired and wireless), experience with Microsoft Office 2000, web design, and computerized records including Incident Based Reporting. Familiar with emergency management principles and experience at all levels of law enforcement including patrol, investigations, tactical response and administration. Applicant packet may be obtained from the address below between 8:30 AM and 5:00 PM, Monday - Friday. A packet may also be obtained by calling the City of Bedford Human Resources Department. City of Bedford Human Resources Department 215 E. Main Street Bedford, VA 24523 540-587-6046 Closing date for application: The completed packet must be returned to the City of Bedford Human Resources Office by 5:00 PM on September 30, 2003.

911-Center Manager Newport News, City of

Personnel, 700 Town Center Dr, Ste 200
Newport News, VA 23606
757-926-8700

Population: 184,216
Sworn Officers: 393
Application Deadline: **10/3/03**

The City of Newport News is seeking an Emergency 911-Center Manager to manage and coordinate it's emergency-911 Police, Fire and EMS communication/ dispatch functions. This position is responsible for the daily direction and administration of the center to include: strategic operating policy and procedure development, statistical and quality analyses, annual budget prepara-

tion and personnel administration. Also responsible for handling CADs, telephone, data collection technology and other systems utilized in the dispatch center. Requires any combination of education and experience equivalent to a bachelor's degree in a related field and extensive experience with communications center management or a closely related field. Please send resume and salary history by October 3, 2003 to City of Newport News, Personnel Department, 700 Town Center Drive, Suite 200, Newport News, VA 23606. See: www.nngov.com

Chief of Police Norfolk, City of

100 Brook Ave
Norfolk, VA 23510
425-451-3938

Population: 234,000
Sworn Officers: 746
Application Deadline: **1/1/04**

Requirements include seven to ten years' executive command experience as Chief, Assistant/Deputy Chief or Major Division Commander in a large urban or suburban department serving a community with a diverse population. A minimum of a bachelor's degree in criminal justice, public administration, police science or related fields is required. A master's degree is preferred with advanced schooling at the FBI National Academy, LEEDS, or PERF's Senior Management Institute highly desirable. Candidates should have backgrounds in progressive organizations which emphasize community-oriented policing and citizen service concepts. Strong oversight of advanced technology systems, establishing continuous quality improvement and outcome-based measurement efforts must be evident in background. A thorough knowledge of Homeland Security issues, emergency/disaster management response and a strong record of promoting interagency cooperation must be demonstrated. Residency in the City of Norfolk will be required. The selected individual will also be required to obtain State Certification within six-months of employment and maintain that status for the duration of service. Responsibilities: The Police Chief will assume responsibilities for a large municipal law enforcement agency with three Assistant Chiefs and 746 sworn officers plus 130 civilian personnel. The Norfolk Police Department (NPD) operates with a 47 million budget.

This recruitment represents a replacement for a Chief who provided outstanding service for a period of ten years before moving to a larger jurisdiction. Reporting to the City Manager, the Chief serves a highly diverse urbanized community from a Police Headquarters and two precincts. State-of-the-art automated systems are currently being installed which focus on advanced CAD/RMS, 800 MHz systems; use of wireless communications; vehicle cameras; and automated fingerprint and digitized photography components. NPD is operated under Civil Service guidelines in a non-union environment. The City has established a progressive Employee Relations Committee to facilitate positive employee-management relations. Strong commitments exist toward establishing a safe community with an emphasis on crime prevention/education, Police Assisted Community Enforcement (PACE), Norfolk's Community Oriented Policing Model and D.A.R.E. programs. Juvenile crime prevention and domestic relations programs, neighborhood and business security efforts and PAL programs are also points of emphasis for NPD. The Department is currently exploring/evaluating the potential of seeking accreditation. The Police Chief is expected to be a highly visible municipal government representative and will be actively engaged with a wide spectrum of community interests. As a result, the Chief must have the strongest commitments to public involvement and possess high-level communications skills that will enable him/her to be an effective spokesperson, one who is willing to have open dialogue and be accessible to the general public. The Chief also will have superior strategic planning, fiscal management and general operations abilities, developed from working in a large and complex environment. For more information, contact: Mr. Jerry Oldani 10900 NE 4th Street, Suite 2030 Bellevue, WA 98004 USA Phone: (425)451.3938 Fax: (425) 453.6786 Email: resume@theoldanigroup.com Website: www.theoldanigroup.com

WASHINGTON

Fire Chief Benton County Fire Protection District No. 4 BCFPD#4, P.O. Box 4248 West Richland, WA 99353 509-967-2945

Population: 15,000
Sworn Officers: n/a
Application Deadline: **9/30/03**

Benton County Fire Protection District No. 4 (BCFPD 4) located in South Central Washington (pop. 15,000) is currently recruiting for the position of Fire Chief. For Complete Job Description and Details, go to www.bcfpd4.co.benton.wa.us/ Compensation package DOQ. EOE. Apply by sending resume, cover letter and salary requirement on or before September 30, 2003, to: Commissioner A.J. Hill, Fire Chief Position, BCFPD#4, P.O. Box 4248, West Richland, WA 99353 (509) 967-2945

Fire Battalion Chief Clark County Fire District 21609 NE 72nd Ave., Battle Ground, WA 98604 800-757-3724

Population: 6,500
Sworn Officers: n/a
Application Deadline: **10/2/03**

Clark County Fire District No. 9, in Camas, Washington, is currently recruiting to fill the newly created Battalion Chief position. This position reports directly to the Fire Chief, and is a confidential management position. Located just north of Camas, the district serves a population of 6,500 and covers 37 square miles. With a budget of just over \$747K, the district provides suppression, rescue, emergency medical and prevention services from 3 stations. The agency is comprised of 1.5 career personnel, 26 volunteers, and 1.5 administrative personnel. The fire district shares a half-time Fire Chief with the adjoining Clark County Fire district No. 1, and has a three-member Board of Commissioners. Qualifications for the successful applicant include: A high school diploma or equivalent, with an Associate's or higher degree in fire command, or related field preferred. Five years of progressively respon-

sible experience, with at least two years as a Fire Officer (Lieutenant or higher or as a supervisor) in the fire service in a public, volunteer or combination fire department that provides fire suppression and EMS. Must possess Haz Mat - Operations training or obtain within 90 days of hire. Experience in the development, management and delivery of training programs-rated as Fire Service Instructor I or obtain within 90 days of hire. Experience in EMS and certification as First Responder, with EMT Basic, preferred or obtain Washington State certification within 60 days of hire. Must hold, obtain w/in 30 days of hire, a Washington driver's license and be EVAP certified. Must pass the district's medical requirements and a thorough background investigation. Must reside within thirty (30) minutes from Station 9-1 within 6 months of hire. The applicant must have demonstrated experience and skills which include: A proven, proactive, innovative supervisor of personnel and programs; training program management and instruction; hazardous materials response; emergency communications technology and practices; emergency/disaster response; incident command; fire prevention and public education; computer literacy; budget preparation and administration; the use of modern firefighting/EMS equipment and techniques; equipment/facility maintenance; planning and goal setting; success in working with a council or board, community groups and individuals, employees, and other departments and governmental and private entities; knowledge of current laws, codes, regulations and mandates; a high level of motivation and leadership ability which includes conflict resolution, teambuilding, forming and nurturing partnerships, delegation, and interpersonal relations; a high level of written and oral communications skills; knowledge of and experience in personnel rules and practices: labor relations, hiring, discipline, etc.; and a proven high level of integrity and dedication. Salary Range: \$49,000-\$56,000DOQ. Benefits package. All materials available for download at www.esci.us. For additional information contact: Emergency Services Consulting inc. at 800-757-3724 or fax 503-570-0522. Email: escikatie@aol.com. Application Deadline: 4:00 p.m. Thursday, October 2, 2003

WEST VIRGINIA

Chief of Police Elkins, City of

401 Davis Avenue
Elkins, WV 26241
304-636-1414

Population: 9,000
Sworn Officers: 10
Application Deadline: **10/7/03**

Qualifications: Graduate of West Virginia State Police Basic officer training program or its equivalent. Preference given to candidates that possess a bachelor's/associate degree in police science, criminal justice or related field and professional experience as a police chief or high ranking officer in a federal, state county or city police department, with at least 3 years experience as a command level officer, or a combination of education and experience. Responsibilities: Oversee, guide and direct a 15 member police department. 9 sworn, 6 civilian. Special Conditions: Must pass a comprehensive background investigation, psychological testing and pre-employment physical examination. For more information, contact: Mr. Phil Graziani, Jr. City Clerk, 401 Davis Avenue, Elkins, WV 26241 USA Phone: 304-636-1414 Fax: 304-636-7866 How To Apply: Submit resume and list of relevant training completed in the past five years.

WISCONSIN

Assistant Fire Chief DePere, City of

HR Dept, 335 South Broadway
De Pere, WI 54115
920-339-4045

Population: 20,777
Sworn Officers: 34
Application Deadline: **11/14/03**

Asst Fire Chief De Pere, WI De Pere seeks Assistant Fire Chief in charge of safety and training. Qualifications: Associate or Bachelor's Degree in fire science or related field, from an accredited university; Bachelor's Degree is preferred; certified as a Firefighter II; eight years' experience in fire rescue service, including five years' experience in a supervi-

sory position; ability to achieve State of Wisconsin Instructor II certification within two years. Salary: \$50,747-\$58,830. Apply with letter of application, resume and salary history by the application deadline of November 14, 2003 to: City of De Pere, Human Resources Department, 335 South Broadway, Street, De Pere, WI 54115 (920/339-4045) or send your information via e-mail: de-perehr@netnet.net.

Chief of Police Fond Du Lac Police Dept

180 S Macy St
Fond du Lac, WI 54935
920-929-3206

Population: 40,000
Sworn Officers: 65
Application Deadline: **10/1/03**

Qualifications include a Bachelor's Degree, plus advanced training (e.g. FBI National Academy, LEEDS, Southern Police Institute, Fox Valley Executive Leadership Institute). Valid driver's license and Wisconsin Training and Standards Law Enforcement Certification required. Oversee all operations of department: School Liaison, Crime Prev., Off. Friendly, SWAT, Tactical Units, E-911, MDCS, Drug Enf. Unit, Honor Guard, Mountain Bike Unit, Public Housing Officer, K-9, Chaplaincy Program and Homestead Officer Program. For more information, contact: Ed Henschel, 115 S. 84th St., Suite 400, Milwaukee, WI 53214 USA Phone: (414)777-5382 Fax: (414)777-5555 Email: ehenschel@virchowkrause.com How To Apply: Send letter of interest and resume to Ed Henschel, 115 S. 84th St., Suite 400, Milwaukee, WI 53214.

The Police Executive

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