



The Brass Key

For The Police & Fire Executive

Once a Rarity Are Women Ready to Take The Lead in America's Police Departments?

In 1985 Penny Harrington became the first woman police chief in a major metropolitan police department when she was appointed to lead the Portland (Oregon) Police Bureau. Although she broke the glass ceiling almost 20 years ago, no real trend has followed. According to Margaret Moore, director of the National Center for Women and Policing, there are about 150 female police chiefs in the 18,000 departments nationwide, representing less than one percent of the positions available.

Things might be ready to change though, particularly in the Midwest. November was a big month for women in law enforcement. The City of Milwaukee, the nation's 19th largest city and Detroit, the 10th largest, both named women to the top post in their police departments.

With Nan Hegerty taking the top job in Milwaukee and Ella Bully-Cummings in Detroit, a Midwest trend may be developing. Read more on these two women beginning on the next page.

Opportunities Featured In This Issue:

ARIZONA

Kearny, Town of
Police Chief
Peoria Police Dept
Police Lieutenant

CALIFORNIA

Grover Beach, City of
Police Lieutenant

FLORIDA

Winter Haven, City of
Police Chief

GEORGIA

Glynn County
Board of Commissioners
Fire Chief

IDAHO

Jerome, City of
Chief of Police

ILLINOIS

Carbondale, City of
Chief of Police
Salem Police Dept
Chief of Police
Southeast Emergency
Communication
Executive Director
Taylorville, City of
Fire Chief

MARYLAND

District Heights Police Dept
Chief of Police

MASSACHUSETTS

Boston Police Dept
Police Commissioner
Norwood, Town of
Fire Chief
Sterling, Town of
Chief of Police

MISSOURI

Gower, City of
Police Chief
Randolph, City of
Police Chief

NORTH CAROLINA

Belmont, City of
Chief of Police
Dobson, Town of
Chief of Police

NORTH DAKOTA

Linton, City of
Police Chief

OHIO

Miami University
Police Chief

OREGON

Baker City, City of
Chief of Police
Burns, City Of
Chief of Police

PENNSYLVANIA

Pittsburgh Housing Authority
Deputy Chief of Police

SOUTH CAROLINA

Columbia, City of
Chief of Police
Conway, City of
Fire Chief

TEXAS

Brady, City of
Police Chief

VIRGINIA

Norfolk, City of
Chief of Police

WASHINGTON

Tieton, City of
Police Chief

WISCONSIN

Port Washington, City of
Fire Chief
Stevens Point, City of
Chief of Police

ARIZONA

Police Chief
Kearny, Town of
 PO Box 639
 Kearny, AZ 85237
 520-363-5566

Population: 2,250
 Sworn Officers: 18
 Application Deadline: **12/19/03**

Town of Kearny is recruiting for the position of Chief of Police. Kearny is a mountain community of 2,250 located in the beautiful Gila River Valley at the center of a large mining complex. Requires an individual committed to community policing, team management strategic planning with excellent oral and written skills who will work closely with neighborhood watch groups, other organizations the community. The position is responsible for police patrol, 24/7 dispatching emergency ambulance service that covers a multi-jurisdictional area, 18 FTE authorized positions, \$720,000 annual budget. BA degree, in criminal justice studies or closely related field preferred, 5 years progressive experience in law enforcement at command level. Arizona POST certification or eligible for certification within six months. Submit resume letter of interest to: Town Manager, Town of Kearny, PO Box 639, Kearny, AZ 85237, FAX 520-363-7527 by December 19, 2003

Police Lieutenant
Peoria Police Dept
 8351 West Cinnabar
 Peoria, AZ 85345
 623-773-8311

Population: 120,000
 Sworn Officers: 128
 Application Deadline: **not stated**

\$67,071 - \$92,222 Minimum of two years of successful experience at the level of municipal Police Sergeant, and a total of five years of municipal Police experience. A Bachelor's degree from an accredited college or university with major course work in law enforcement or a related field. Possession of, or ability to obtain, appropriate Police certification issued by the Arizona Peace Officers Standards and Training Board. At this time, the primary duties of the position will be to plan, coordinate, organize and supervise the activities of an assigned Bureau within the Police Department; conduct studies of the organi-

zation and analyze and review procedures of the Department; analyze data; make procedural recommendations; act as Manager over the assigned shifts; direct the scheduling of personnel; supervise operational and support activities; conduct, supervise, and coordinate initial investigations of criminal acts; instruct officers in investigative procedures; measure efforts of all assigned Department personnel; review all investigation reports and make recommendations and suggestions to officers. We use an Assessment Center process. Finalists will undergo an extensive background investigation, polygraph, psychological and medical examination. Send Cover Letter and Resume to: Peoria Police Department, 8351 West Cinnabar, Peoria, Arizona 85345 - ATTN: Lt. Lynn Parkin

CALIFORNIA

Police Lieutenant
Grover Beach, City of
 154 South 8th Street, P. O. Box 365
 Grover Bch, CA 93433
 805-473-4564

Population: 12,464
 Sworn Officers: 19
 Application Deadline: **12/15/03**

\$5,137-\$6,245/month plus excellent benefits package including PERS 2%@55 and fully-paid insurance for employee + dependents. Enhance your management, leadership and analytical skills! Serve as second-in-command, manage Operations Division. Retirees from non-PERS agencies encouraged to apply. Grover Beach is located halfway between Los Angeles & San Francisco on the beautiful Central Coast, with an ethnically diverse population of 13,000+ in 2.2 square miles. Requires 5 years increasingly responsible law enforcement experience including 2 years supervisory experience; BA/BS in criminal justice, public administration or related field; and POST Supervisory certificate. An additional year of supervisory experience plus 90 units may be substituted for the BA/BS. POST Management certificate and Bilingual abilities highly desirable. Required City application & detailed job flyer available from www.grover.org Human Resources Grover Beach City Hall 154 S. 8th Street Grover Beach, CA 93433 (805) 473-4564 email mbarrett@grover.org Please include proof of current standing with resume and application.



Detroit's New Chief
Ella Bully-Cummings

Bully-Cummings Becomes First Female Chief of the Detroit Police Department

Mayor Kwame M. Kilpatrick named Assistant Chief Ella Bully-Cummings as Interim Chief of the Detroit Police Department (DPD). She replaces former DPD Chief Jerry Oliver, who stepped down

from the position on Friday. "This is a change in leadership, not direction," said Mayor Kilpatrick. "I am convinced Interim Chief Bully-Cummings can move this department forward on the path of reform, right now."

In more than 20 years with DPD, Bully-Cummings has held every rank – and in 2002 was appointed by Mayor Kilpatrick as the Department's first female Assistant Chief.

Her DPD career includes:

- 2002, Assistant Chief
- 1998, Commander
- 1995, Inspector
- 1993, Lieutenant
- 1987, Sergeant
- 1977, Officer

Bully-Cummings joined DPD in 1977 as a 19-year-old officer assigned to the 11th Precinct. She was promoted to Sergeant 10 years later. As a Sergeant, her assignments included the Communications Operations Section, Office of the Chief Investigator, Crime Prevention Section, and the Chief's Staff Division.

Bully-Cummings was promoted to Lieutenant in 1993 and was subsequently assigned to the Third Precinct and served as Commanding Officer of the precinct's Investigative Operations Unit. In 1995, Bully-Cummings became the Commanding Officer of the Crime Prevention Section and was soon appointed to the rank of Inspector. In 1996, she became the Commanding Officer of both the Public Information Section and the Crime Prevention Section.

As Inspector, she enhanced both the Public Information and Crime Prevention Sections creating several new programs such as Senior Appreciation Day, Merrill Plaisance Halloween Task Force Volunteer Command Post, Chief's Crime Prevention Advisory Council, Chief's Senior Advisory Program, Chief's Youth Advisory

(Continued on page 3)

Chief Bully-Cummings

(Continued from page 2)

Committee, the first DARE Golf Outing Fundraiser and the preparation of a Departmental Accomplishments Report for 1994 to 1996.

More importantly, she maintained a focused agenda to address the concerns of the citizens—giving special consideration to seniors and children.

In 1997, Bully-Cummings was assigned as the Commanding Officer of the Administrative Services Bureau where she was instrumental in increasing the professionalism of the staff in the Office of the Chief of Police.

In 1998, Bully-Cummings was appointed to the rank of Commander and assigned as the Commanding Officer of the Eighth Precinct. A few months later was assigned as the Acting Deputy Chief of the Western Operations Bureau. She was subsequently assigned to the Metropolitan Division where she commanded the department's Special Response Team, Tactical Services Section, Housing Section, and the Traffic Enforcement, Mounted, and Aviation units.

As she moved through the DPD ranks, she also pursued her education, receiving a Bachelor of Arts with honors in Public Administration from Madonna University in 1993 and a Juris Doctor Cum Laude from Detroit College of Law at Michigan State University in 1998. She was sworn into the State Bar of Michigan in 1998.

Bully-Cummings retired from the Detroit Police Department in July 1999 and pursued the practice of law. As an associate at Miller, Canfield, Paddock and Stone, PLC and Foley & Lardner, Bully-Cummings represented and counseled management in labor and employment discrimination matters involving federal and state discrimination laws.

In 2002, Bully-Cummings returned to DPD as Assistant Chief commanding the Administrative Portfolio comprised of Management Services, Training, Personnel, Science & Technology, and Risk Management bureaus.

Bully-Cummings is a member of the State Bar of Michigan, National Bar Association, Wolverine Bar Association, International Association of Chiefs of Police, the National Organization of Black Law Enforcement Executives and Michigan Association of Chiefs of Police.

Bully-Cummings resides in the city of Detroit with her husband, William Cummings.

FLORIDA

Police Chief Winter Haven, City of

HR Office, P.O. Box 2277
Winter Haven, FL 33883-2277
863-291-5600

Population: 25,500
Sworn Officers: 82
Application Deadline: **12/8/03**

\$70,000-\$98,000 The City of Winter Haven seeks an innovative, highly motivated and respected individual with excellent interpersonal skills and financial management competency to successfully and professionally administer its' police department. Conveniently located between Tampa and Orlando, the Winter Haven Police Department is a progressive, national and state accredited law enforcement agency with an annual operating budget of 7.3 million. There are 81 sworn officers and 37 civilian employees located in a new state-of-the-art lakeview facility. The successful candidate must have a bachelor's degree in police administration, criminal justice, or related field. A master's degree is preferred. Must be certified by the State of Florida as a police officer, have 10 years progressive law enforcement experience with at least 5 years at the administrative level. Must possess a valid State of Florida Class E driver's license, and satisfactorily undergo a background investigation with a post-offer physical examination and drug screen. The candidate of choice must have vast knowledge of all facets of modern law enforcement administration, to include budget development and accreditation processes, be a skilled leader, team player, effective negotiator, sound judgment and decision maker, change/progress agent, and possess the ability and willingness to interact in an open, positive, participatory manner incorporating the interests of all, while remaining visible and active in the community. Resumes and application materials, subject to public records law, may be forwarded to the City of Winter Haven Human Resources Office, P. O. Box 2277, Winter Haven, FL 33883-2277, by December 8, 2003. Inquires may be referred to 863-291-5600, 863-291-5617 (Fax), or the City's web site address www.mywinterhaven.com. An Equal Opportunity Employer

GEORGIA

Fire Chief Glynn County Board of Commissioners

HR Dept, 1725 Reynolds Street,
Suite 302
Brunswick, GA 31520
912-554-7170

Population: 67,000
Sworn Officers: 123
Application Deadline: **12/5/03**

Salary negotiable within approved salary range of \$47,797 - \$87,475 depending upon qualifications and experience. Glynn County Board of Commissioners Brunswick, Georgia The Glynn County Board of Commissioners (Brunswick, GA) seeks applicants for Fire Chief. This position reports to the County Administrator and is covered by the Glynn County Personnel Policy. The Fire Chief oversees an operational budget of \$7.7m and supervises 123 full-time fire personnel, 4 full-time civilian personnel, and 40 volunteer personnel. The department provides Emergency Medical ACLS and transport services in addition to Fire Suppression and Education and Prevention Services from 8 stations for approximately 67,000 citizens over 423 square miles. The department's current ISO rating is 4/9. The position requires a Bachelor's degree in Fire Science, Fire Administration, or a closely related field; Master's preferred; supplemented by training in firefighting and basic emergency medical care and ten years previous experience that includes management of a similar sized fire/EMS department, progressively responsible fire administration, fire company management, fire fighting, fire truck/equipment operation, hazardous materials incident response, emergency medical services, fire investigation, and budget administration and management; or any equivalent combination of education, training and experience which provides the requisite knowledge, skills and abilities for this job. Must maintain a valid Georgia Certified Fire Fighter Certification and a valid driver's license. In addition to a competitive salary, Glynn County offers employees an excellent benefit package, which includes health, life, prescription drug card, and long-term disability coverage at a low cost to employees and dependents. Supplemental coverage is available through a flex benefits program. Pension is funded through a defined benefit plan and deferred compensation is offered. A generous tuition reimbursement plan is available.

IDAHO

Chief of Police Jerome, City of

124 S Lincoln St
Jerome, ID 83338
208-324-8189

Population: 9,000
Sworn Officers: 16
Application Deadline: **11/26/03**

Jerome, ID The city of Jerome is seeking a Chief of Police. Salary range for position \$51,800 to \$56,350 annually, depending upon experience, plus a competitive benefit package. Interested applicants should contact City Administrator (208) 324-8189. The last day to submit a completed application packet November 26, 2003.

ILLINOIS

Chief of Police Carbondale, City of

200 S. Illinois Ave
Carbondale, IL 62902
618-549-5302

Population: 27,005
Sworn Officers: 60
Application Deadline: **12/12/03**

The City of Carbondale, Illinois, a progressive, diverse, university community seeks qualified applicants for the position of Chief of Police to lead its CALEA-certified Police Department. The department's current budget is 6 million with 60 full time sworn personnel and 22 support personnel. The Chief is appointed by and reports to the City Manager. Salary range - \$67,449 to \$80,906 plus attractive benefits. Bachelor's degree in criminal justice, law enforcement or related field, advanced leadership/command training and broad experience in a municipal law enforcement agency with a proven track record of accomplishment in a position of command required. Strong skills/experience with CALEA program, community policing, labor relations and grant administration. Outstanding leadership and administrative skills. Ability to maintain progressive policing programs and to establish and maintain relations within a diverse community. Physical and psychological examinations, drug test, and background investigation required before appointment. Residency within Carbondale corporate limits required within 6 months of appointment.

ment. Salary Range \$67,499 - \$80,906. Detailed job description available on the City's Internet Site at www.ci.carbondale.il.us. Submit a cover letter and resume marked "Confidential - Police Chief Application" to the City Manager City of Carbondale 200 S. Illinois Ave. P.O. Box 2047 Carbondale, IL 62902-2047 by December 12, 2003. Include 3 work related references.

Chief of Police Salem Police Dept

201 S Rotan St
Salem, IL 62881
618-548-2232

Population: 7,909
Sworn Officers: 14
Application Deadline: **11/24/03**

Salary \$57,000 +/- dependent upon qualifications and experience TO APPLY: Apply by November 24, 2003 with complete résumé to: The PAR Group - Paul A. Reaume, Ltd., 100 N. Waukegan Road, Suite 211, Lake Bluff, Illinois 60044. TEL: 847/234-0005; FAX 847/234-8309; email:

resume@pargroupltd.com. The City of Salem, IL, an independent, full-service City located in south-central Illinois (65 miles from St. Louis) seeks proven municipal law enforcement professional to lead Police Department with 13 sworn and 6 civilian FT, unionized employees. \$1 million budget. Strong leadership, communication, and organizational skills required. Progressive and significant supervisory and command experience required. Experience in all aspects of municipal law enforcement and community oriented policing/service required. B.A. desirable. Residency after appointment required.

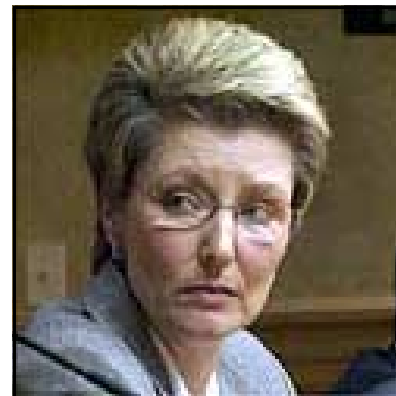
Executive Director Southeast Emergency Communication

847-234-0005

Application Deadline: **12/15/03**

Outstanding opportunity to serve as first Executive Director for joint telecommunications agency in McHenry County, Illinois. Located in a high growth area northwest of Chicago, IL, SEECOM has been founded by the communities of Algonquin, Cary and Crystal Lake, a combined service population of approximately 76,000 residents. The SEECOM Board is seeking a progressive, innovative and energetic Chief Executive Officer who will be responsible

Nan Hegerty Becomes First Female Chief of the Milwaukee Police Department



**Milwaukee Top Cop
Nan Hegerty**

Milwaukee was poised to become the largest U.S. city with a female police chief with the retirement of Chief Arthur Jones and the swearing in of Nan Hegerty on November 18th. Hegerty will still become Milwaukee's top cop, but the distinction of being the largest city with a woman in charge was taken by Detroit's appointment of Ella Bully-Cummings on November 3rd.

Nannette H. Hegerty was appointed to the Milwaukee Police Department on October 11, 1976. Throughout her career, Hegerty has worked in Districts Two, Three and Five, the Vice Control Division, the Detective Bureau, the Juvenile Division, the Metropolitan Division, the Internal Affairs Division, the Training Bureau, the Sensitive Crimes Division and the Criminal Investigation Bureau.

She was promoted to sergeant in 1987 and lieutenant in 1990. She became Milwaukee's first female captain in 1991.

Hegerty left the department in 1994, when President Clinton appointed her to run the state's Eastern District office of the U.S. Marshals Service.

She returned to the police department in May 2002 to lead the sensitive crimes division.

Bradley DeBraska, president of the Milwaukee Police Association, said Hegerty's work with the U.S. Marshals would be invaluable to the department.

"It gives her a great amount of insight into what is needed from another institution, and that's very important," DeBraska said.

Hegerty has earned a Bachelor of Science Degree from the University of Wisconsin and a Master of Science Degree in Management. She is a graduate of Northwestern University's School of Police Staff and Command, and a graduate of the FBI National Academy.

for the development of the physical plant, financial plan, policies, procedures, rules, regulations and staffing necessary for the operation of the agency. Salary Information: Starting range is \$70,000-80,000; starting salary negotiable, DOQ Educational Requirements: Qualified individuals will be expected to have a Bachelors degree in public administration, telecommunications or related field. Other Requirements: Seven to ten years increasingly responsible experience in public safety communications including at least three years in a supervisory or command capacity. Candidates must possess excellent interpersonal communication, problem solving, and leadership/management skills including the ability to conduct effective public presentations, and interact positively with the general public, elected and appointed officials, state agencies/boards, professional organizations, media, co-workers, staff and personnel in Emergency Service Agencies. Human resource management skills including recruitment and selection of personnel, development of job descriptions, training and evaluation of personnel, and proven ability to manage personnel effectively in high stress environments extremely important. Strong written communication skills a must. Candidates shall also possess considerable knowledge of radio communications systems and related technology in the public safety arena. Knowledge of the geographic area of McHenry County a plus. Residency within 30 miles of the SEECOM Center required. Candidates should send resume, salary history and five references to: Heidi Voorhees, Vice-President The PAR Group
100 N. Waukegan Road, Suite 211
Lake Bluff, IL 60044
Tel: 847/234-0005
Fax: 847/234-8309

Fire Chief Taylorville, City of

Fire Chief Advisory Committee c/o Mayor's Office 115 N. Main Taylorville, IL 62568 217-824-3386

Population: 11,500
Sworn Officers: 22
Application Deadline: **12/15/03**

Salary: \$43,613.00 - \$63,438.00 (Negotiable with experience). Excellent benefit package. City of Taylorville Taylorville, Illinois Executive officer of the Fire Department, subject to the order and direction of the Mayor and City Council. Minimum

Qualifications: • Excellent leadership and people skills. • Advanced knowledge of fire science. • Fire Officer II and EMT - I certification. Questions may be directed to Mr. Kevin Stich, FCAC Chairman at 217-824-9658; Monday - Friday 9 a. m. - 5 p.m. or Ms. Elizabeth Schaefer, HR Manager at 217-824-3386; Monday - Friday 8 a.m. - 4:30 p.m. Fire Chief Advisory Committee C/O Mayor's Office 115 N. Main Taylorville, Illinois 62568 217-824-3386 * FAX: 217-824-7279 hrtaylorville@ctitech.com www.taylorville.net Closing date for application: December 15, 2003

MARYLAND

Chief of Police District Heights Police Dept

2002 Marbury Dr
District Hts, MD 20747
301-336-1400

Population: 7,000
Sworn Officers: 8
Application Deadline: **1/5/04**

Chief of Police District Heights, MD Chief of Police low/mid \$50's Requirements include State/County Certification and a bachelor's degree in criminal justice, public administration or a related field. A minimum of ten years of law enforcement management experience with extensive knowledge of principles, practices and techniques of police administration and operations; criminal justice systems; and local government organization is required. An advanced police management/leadership training certificate is preferred. The successful candidate will demonstrate a solid record of implementing a community policing focus to police operations and improving organizational performance. The police department's authorized strength of eight sworn and three civilian personnel provide a wide range of law enforcement services, with full policing services being made available through mutual arrangements with the Prince George's County Police Department. The department has a budget of 541,000. Code Enforcement responsibilities also fall within the police department. To apply, send a letter summarizing your interest and qualifications along with your resume and a list of five professional references by January 5, 2004 to: Police Executive Research Forum Attention: District Heights Search 1120 Connecticut Ave., NW, Ste 930 Washington, DC 20036

MASSACHUSETTS

Police Commissioner Boston Police Dept

1 Schroeder Plz
Boston, MA 02120

Population: 589,141
Sworn Officers: 2,050
Application Deadline: **12/29/03**

The City of Boston seeks an innovative and seasoned law enforcement executive to lead one of the nation's top police departments as its new Commissioner. As the powerful head of the Boston Police Department, the Commissioner is responsible for managing a department that employs 3,000 people (including over 2,000 sworn officers), has a \$210 million operating budget, and delivers essential police services to a diverse resident population of 589,141, which swells to over one million during the day. The Department has primary jurisdiction over Boston's twenty, dynamic neighborhoods covering 48 square miles, and it responds to approximately 600,000 service calls each year. The ideal candidate will have deep experience and a strong track record of accomplishment in: neighborhood/community policing in a complex, urban environment; the effective implementation of modern management practices such as strategic planning and goal setting, budgeting, and the analysis and evaluation of program/staff performance; labor management and union relations; and public relations and communications. S/he will be knowledgeable about cutting-edge strategies to prevent and fight crime; will have worked continuously to improve his/her department's training and methodologies, and will have achieved impressive reductions in crime in his/her community. The next Commissioner will be expected to build on the department's considerable success in neighborhood policing, in increasing public accountability and responsiveness, in fostering collaborative partnerships with community groups to achieve common goals, and in working cooperatively with elected officials and appointees at the local, state, and national levels. S/he will also be expected to promote community order and enhance the City's overall security, manage in an era of budget and personnel constraints, meet the demands of the City's changing demographics, and manage the public safety issues stemming from the upcoming Democratic National Convention meeting.

Fire Chief Norwood, Town of

HR Director, 566 Washington St.
Norwood, MA 02062

Population: 29,000
Sworn Officers: 61
Application Deadline: **12/1/03**

The Town of Norwood, population 29,000 over 10.4 square miles, located 14 miles from Boston, is seeking candidates of vision and leadership for the position of Fire Chief. The Chief reports to the Board of Selectmen in accordance with M.G.L. Ch. 48 s. 42, but the Town is considering a change in law and charter which would place the Chief under the administrative direction of the General Manager. This progressive department, located in a state of the art facility, has a budget of \$4 million and consists of 59 full time members dedicated to fire, rescue and emergency services. The job posting is based on the pending retirement of the current chief. Candidates must have proven management skills, including budgetary experience and strong interpersonal and communication skills. We are seeking a candidate with sound leadership qualities, thorough knowledge of fire service administration and Massachusetts Civil Service Law, and ability to perform and command fire, rescue and emergency services in the field as required. Candidate must at a minimum possess a bachelor's degree in fire science or related field and 10 years progressively responsible experience in fire, rescue, emergency medical services, including five in a supervisory capacity. A master's degree or graduate or enrollee of the Executive Fire Officer Program through the National Fire Academy is preferred. Must relocate to within 10 miles of Norwood within one year of appointment. Complete job description available in Human Resources. Salary range \$79,705 to \$92,393 depending on experience. Interested and qualified candidates submit resume and letter of interest and five work related references to Fire Chief Search Committee, c/o Human Resources Director, Town of Norwood, 566 Washington Street, Norwood, MA 02062 by 3 P.M. Monday, December 1.

**Chief of Police
Sterling, Town of**
1 Park Street
Sterling, MA 01564

Population: 7,000
Sworn Officers: 15
Application Deadline: **11/26/03**

The Town of Sterling seeks qualified candidates for the position of Police Chief. The Police Chief reports to the Board of Selectmen & supervises police officers & an administrative assistant. The Police Chief may also supervise a police/fire emergency communications center. Primary responsibilities include, but are not limited to: supervision of the police department's personnel, collective bargaining preparation with the Negotiation Team, establishment of training programs, maintenance of related records of departmental activity. Great emphasis will be placed on formulation of departmental policies, rules, regulations and procedures, and preparation and presentation of departmental budget. Candidates should have a Bachelor's Degree in Criminal Justice or equivalent combination of training and experience. Desirable candidates will have some command experience and a Master's Degree in Criminal Justice or related field. Please send resume and cover letter by Wednesday, November 26, 2003 to: Timothy P. Bragan, Executive Secretary, Town of Sterling, 1 Park St., Sterling, MA 01564, Or fax, (978)422-0289 Or e-mail tbragan@town.sterling.ma.us.

MISSOURI

**Police Chief
Gower, City of**
PO Box 408
Gower, MO 64454
816-424-6617

Population: 1,400
Sworn Officers: 7
Application Deadline: **not stated**

Send resume to: City of Gower, P.O. Box 408, Gower, MO. 64454 or call 816-424-6617.

**Police Chief
Randolph, City of**
PO Box 3488
North Kansas City, MO 64116
816-455-9323

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

Part-time Chief for the City of Randolph, Send resume to Mayor, PO Box 3488, NKC MO 64116.

NORTH CAROLINA

**Chief of Police
Belmont, City of**
Police Chief Search, c/o City Clerk,
PO Box 431
Belmont, NC 28012
704-825-3792

Population: 8,794
Sworn Officers: 30
Application Deadline: **11/30/03**

Position available w/ city located between Charlotte & Gastonia. 35-person dept., w/ 30 sworn officers. Current budget of \$1,948,195 not incl. capital project for construction of new police station. Performs variety of complex admin., superv. & prof. work in planning, coordinating & directing activities of police dept.; superv. & coordinates preparation & presentation of annual budget & CIP; directs dev. & maintenance of systems, records & documents. Req's bachelors deg. in criminal justice, successful completion of law enforcement training academy & min. of 5 yrs. of exp. as police chief or higher level police admin. or equiv. comb. of edu. & exp. Advanced law enforcement cert. awarded by the N.C. Criminal Justice Edu. & Standards Commission is desirable. Works under superv. of city mgr. Resume, cover letter, salary history & 5 prof. ref. to: Police Chief Search, c/o City Clerk, PO Box 431, Belmont 28012. Closing date is 11/30/03.

**Chief of Police
Dobson, Town of**
PO Box 351
Dobson, NC 27017
336-386-8161

Population: 1,468
Sworn Officers: 18
Application Deadline: **until filled**

Located in geographic center of Surry Co. & in foothills of Blue Ridge mountains in northwestern NC. Seeking highly qualified police chief to plan & direct activities of police dept. in small, close-knit community. Must possess progressively responsible local gov. police exp. & have completed reqs. established by N.C. Criminal Justice Standards Div. for cert. law enforcement officers. Salary DOQ & exp. Send cover letter (hand-written), resume, & salary requirements to: Town Manager, PO Box 351, Dobson 27017. Position open until filled.



Triumph of Spirit

An Autobiography By Chief Penny Harrington

Penny Harrington is the first woman in America to break through the bullet-proof glass ceiling, and achieve the rank of Chief of a major metropolitan police force. She is regarded by some as a maverick who challenged the system, and by others as a celebrity. She faced discrimination and harassment, personal tragedies and triumphs as she battled a system that is still male-dominated. In this revealing story, Harrington describes with great candor her 23 years in law enforcement, up to and including her promotion to Chief of the Portland Police Bureau in Oregon, and why she left her hard-won position following a scandal and rumors that rocked Portland and were covered in newspapers around the country.

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

NORTH DAKOTA

**Police Chief
Linton, City of**
PO Box 57
Linton, ND 58552
701-254-4539

Population: 1,321
Sworn Officers: 2
Application Deadline: **11/28/03**

The city of Linton is hiring a certified law enforcement officer, wages negotiable, health insurance and retirement benefits. Send resume to: City of Linton, PO Box 57, Linton, ND 58552-0057. Deadline for applications Fri., Nov. 28, 2003, 4:30 p.m.

OHIO

**Police Chief
Miami University**
www.muohio.edu/police

513-529-2222
Application Deadline: **not stated**

Plan, direct and review the activities and operations of the Miami University Police Department, which includes law enforcement, crime suppression and prevention, dispatch, and administrative support services. Requires a bachelor's degree, preferably in criminal justice, law enforcement, public administration or a related field, and supplemented by formal training in law enforcement methods and practices; ten (10) years of law enforcement experience, five (5) of which must have been management/supervisory experience; or an equivalent combination of education and experience; ability to communicate effectively to various constituencies; knowledge of principles of advanced law enforcement; public administration; supervision, and budget preparation; police officer certification by the State of Ohio, or certification from another state agency with the ability to obtain certification by the State of Ohio within one year; and a valid driver's license. Desire master's degree in public administration, law enforcement or a related field; law enforcement experience in a university setting; and graduate of FBI National Academy, Northwestern School of Police Staff and Command, or Southern Police Institute. Send letter of application, resume, and a list of three references to William Knisely, Executive Assistant to Vice President for Finance &

Business Services, 218 Roudebush Hall, Miami University, Oxford, Ohio 45056. A full description of this position may be viewed at www.muohio.edu/jobs EQUAL OPPORTUNITY IN EDUCATION AND EMPLOYMENT Miami University's report, Campus Crime and Safety, is available at www.muohio.edu/righttoknow A hard copy may be obtained by contacting the Personnel Office.

OREGON

**Chief of Police
Baker City, City of**
PO Box 65-
Baker City, OR 97814
541-524-2038

Population: 9,870
Sworn Officers: 12
Application Deadline: **12/8/03**

Chief of Police Baker City, OR Chief of Police \$4,653-\$5,234/month Broad knowledge of law enforcement activities, investigative methods, laws, firearm use and personnel practices. Equivalent to a four year college education in law enforcement, criminal justice or related field and over seven years of law enforcement experience with at least three years in a supervisory position. These requirements are in addition to minimum requirements of a Police Officer. Desirable Requirements: Command School graduate. Special Requirements/licenses: Possession of DPSST Management Certificate and also DPSST Executive Certificate or ability to obtain within two years of appointment. Possession of valid Oregon driver's license. This is a Department Head position under the supervision of the City Manager, which plans, organizes and directs the operation and activities of the Police Department in law enforcement and the prevention of crime. Contact Personnel Office for application, supplemental application, job description or information, City of Baker City, PO Box 650, Baker City, Oregon 97814 (541) 524-2038. Closing Date: December 8, 2003.

**Chief of Police
Burns, City Of**
242 S Broadway Ave
Burns, OR 9772
541-573-5255

Application Deadline: **11/28/03**

Chief of Police Burns, Contact the City Manager's Office

PENNSYLVANIA

**Deputy Chief of Police
Pittsburgh Housing
Authority**

200 Ross St., 1st Floor
Pittsburgh, PA 15219
412-456-5000

Application Deadline: **not stated**

Assist in establishing effective and efficient operation of the Police Dept. Responsible for day to day operations of the administration and patrol components of the dept. Assist in budget preparations. Perform the duties and responsibilities on behalf of the Chief when necessary. Prior admin. police exp. essential. Min. of 10 yrs service as a sworn law enforcement officer with a min. of 5 yrs command exp. as a Police Chief, Deputy Chief, or station administrator. Bachelor's degree related to police work or equivalent exp. preferred. Must be or become Pa Act 120 certified or its equivalent. Strong background in cultural diversity and philosophy of community oriented policing preferred. Valid PA driver's license required. Employment requires city of Pittsburgh residency. Apps avail at 200 Ross St. 1st fl., Pgh, PA 15219 or email resumes to Johnsona@hacp.org.

SOUTH CAROLINA

**Chief of Police
Columbia, City of**

HR Director, 1737 Main Street, PO Box 147
Columbia, SC 29217-0147
803-545-3010

Population: 126,925
Sworn Officers: 312
Application Deadline: **12/15/03**

Salary: Negotiable - Depending on Qualifications. Excellent City Benefits. City of Columbia Columbia, South Carolina Highly professional, managerial & administrative work in planning, organizing & directing the activities of the City's Police Department. Must have enthusiasm, self-reliance & a self-starting approach to job responsibilities & accountabilities & have a clear & comprehensive understanding of the principles of effective leadership & how such principles are to be applied in law enforcement. Graduation from an accredited college or university with a degree, preferably in Public or Business Administration with major course work in criminal justice, police science, or closely related field & 10 years of progressively responsible command experience as a Captain or above in a large law en-

forcement agency or medium to large police department. Selected applicant must reside within City limits when hired or within a reasonable period of time. See the City's web page for more detailed information. The application period for this position will expire no later than December 15, 2003, however, the City reserves the right to close this position at any time. Submit a letter of interest, resume, salary history and salary requirements, at least three work-related references along with a completed City Application available on line at www.columbiasc.net click on City Jobs, an outline of professional development seminars, workshops and training programs and a list of professional development activities and professional organizations in which you are actively involved to: Deputy Human Resources Director City of Columbia 1737 Main Street, PO Box 147 Columbia, SC 29217-0147 803-545-3010 * FAX: 803-255-8116 lmartin@columbiasc.net www.columbiasc.net Closing date for application: No Later Than 12-15-03

**Fire Chief
Conway, City of**
PO Drawer 1075
Conway, SC 29526

Population: 12,500
Sworn Officers: 33
Application Deadline: **11/28/03**

This position manages, plans, and supervises all fire suppression, fire prevention, and fire building inspection programs, water response activities, and community outreach and education for the City of Conway. Performs complex protective service activities and difficult administrative work to direct all activities of the department. This position requires strong leadership, sound financial management skills, and positive interpersonal, communication and people skills. Requires any combination of education and experience equivalent to graduation from an accredited community college with major course work in fire science or a related field and extensive experience in modern firefighting and emergency medical and rescue methods. A comprehensive knowledge in the use and operation of fire equipment, over ten years of progressive responsibility within the fire service, over five years of supervisory experience, a thorough knowledge of municipal budgeting procedures required. Employee must be able to lift, carry, pull & push weights of up to 100 pounds. Department budgeted positions include 24 regular positions and 20 volunteer firefighters with an annual budget of \$1.3 million. Send a detailed resume, salary history and references to Rose Marie Hussey at the City of Conway, PO Drawer 1075, Conway, SC 29528.

TEXAS

Police Chief Brady, City of

PO Box 351
Brady, TX 76825
915-597-2121

Population: 6,000
Sworn Officers: 8
Application Deadline: **not stated**

Responsible for the overall planning, management and operation of the City of Brady Police Department and Animal Control Department. Requires a comprehensive knowledge of municipal police administration; Associate Degree or equivalent experience in law enforcement field; minimum 5 years supervisory experience; minimum 10 years law enforcement experience; ability to effectively supervise and motivate a staff of police officers and dispatchers within the department; strong communication skills to work effectively with and provide information to City Council, city Manager, the public, the news media and other external agencies; experience in budgeting, administration of grants and knowledge of state and federal laws relating to police operations. Prefer applicants currently employed with a municipal police department. Salary DOE. Apply to City of Brady Personnel Dept., P.O. Box 351
Brady, Texas 76825
or at personnel@classicnet.net.

VIRGINIA

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 improve-

ment 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

WASHINGTON

Police Chief Tieton, City of

402 Naches Ave
Tieton, WA 98947
509-673-3162

Population: 1,152
Sworn Officers: 4
Application Deadline: **not stated**

Salary Range: \$2625. - \$4395. The Town of Tieton has an opening for the position of Police Chief. This is a combination administrative and patrol position. FT with full benefits. Applicant must have current certification through WSCJTC. For full job description and qualifications, contact Tieton City Hall at 509-673-3162 or e-mail BVTIETON@aol.com.

WISCONSIN

Fire Chief Port Washington, City of

PO Box 307
Port Washington, WI 53074

Population: 10,500
Application Deadline: **1/2/04**

Port Washington, WI Port Washington seeks full-time chief. Salaried, exempt position, with a comprehensive benefit package and competitive pay. This position reports to a

five member Police and Fire Commission. Qualifications: Bachelor's degree in Fire Science preferred, but degrees in Fire Administration, Public Administration and Business Administration will also be considered. EMT-intermediate level, working knowledge of NFPA 1, 1500, and Comm 14, Incident Command System Fire Instructor certification and fire inspection experience required. Minimum of 10 years progressively responsible management experience as a fire and EMS command officer in a similar setting required with emphasis on paid-on-call management. Deadline is January 2, 2004. Drug screen and background investigation required. Resumes must include all certifications and degrees that document the education requirements listed above. Return applications and resumes to: City, Administrator, City of Port Washington, P.O. Box 307, Port Washington, WI 53074-0307. Applications available from Human Resources, ATTN: Judy Klumb at above address or www.ci.port-washington.wi.us.

Chief of Police Stevens Point, City of

1515 Strongs Ave
Stevens Point, WI 54481
715-346-1594

Population: 25,056
Sworn Officers: 44
Application Deadline: **12/1/03**

Stevens Point seeks chief for department of 67 personnel. Salary: \$65,080 + benefits. Qualifications: BS OR BA; WI LESB certification or eligibility; fifteen years experience, six supervisory; no felony convictions; WI DL; good communications skills; ; ability to participate in labor contract admin and negotiations; budgeting skills; strategic and long range planning skills; demonstrated modern policing principles and procedures skills; ability to pass physical and psychological exams and background check. Only Stevens Point applications will be accepted. Deadline: 4:00 p.m., December 1, 2003. Only the forms and materials provided in the City of Stevens Point applicant packet will be accepted. Applications must be received or postmarked no later than 4:00 p.m. on Monday, December 1st, 2003. All applicant information must be typewritten or computer generated. Handwritten information, omissions, or a failure to satisfy basic qualifications will be cause for immediate rejection. For Applications, contact: Lisa Jakusz
Personnel Specialist
City of Stevens Point
1515 Strongs Ave.
Stevens Point, WI 54481
(715) 346-1594.

The Brass Key

www.policeexecutive.com

www.fireexecutive.com

Checkpoint Press, Inc
872 S Milwaukee Ave., #270
Libertyville, IL 60048

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Fax: 847-548-0333
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