

The Brass Key

For The Police Executive



Chicago Top Cop Phil Cline

Chicago Mayor Daley Names Phil Cline New Police Superintendent

Mayor Richard M. Daley announced earlier this month that he will ask the City Council to approve his choice of Philip J. Cline as Superintendent of Chicago Police Department.

Cline, a 33-year veteran of the force, has been Chief of Detectives since 2001, First Deputy Superintendent since last April and Acting Superintendent since August 15, when Terry Hillard retired after five years as superintendent.

Cline announced his First Deputy will be Dana Starks, former commander of the Harrison District on the West Side and currently Deputy Chief in charge of Area 5.

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Opportunities Featured In This Issue:

AL: Unalaska Dept of Public Safety
Director of Public Safety

AZ: Scottsdale Police Dept
Deputy Police Chief

Scottsdale Police Dept
Deputy Police Chief

Tolleson, City of
Deputy Fire Chief

CO: Ouray Police Dept
Chief of Police

CT: Manchester, Town of
Police Chief

DC: Georgetown University
Patrol Sergeant

FL: Clearwater, City of
Assistant Chief

GA: Walton County
*Fire Chief/Emergency
Management Director*

IL: Addison, Village of
Police Chief

Collinsville Police Dept
Police Chief

Salem Police Dept
Chief of Police

Washburn, Village of
Police Chief

Woodridge Police Dept
Chief of Police

IN: Schererville, Town of
Fire Chief

KS: Florence, City of
Police Chief

Garden Plain, City of
Chief of Police

LA: Housing Auth of New Orleans
Police Lieutenant

MO: Greenwood, City of
Police Chief

Hermann, City of
Police Chief

NH: Middleton, Town of
Chief of Police
Waterville Valley Police Dept
*Deputy Director of
Public Safety (Police Chief)*

NJ: Brookdale Community College
Police Captain

NM: Artesia, City of
Public Safety Director

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

NC: King, City of
Detective Sergeant

Scotland Neck, Town of
Chief of Police

OK: Guthrie Police Dept
Chief of Police

RI: Pawtucket, City of
Fire Chief

SC: Columbia, City of
Chief of Police

TN: Metro Nashville Airport Auth.
Assistant Chief

TX: Baytown, City of
Fire Chief

Mathis, City of
Chief of Police

Missouri City, City of
Assistant Police Chief

UT: Park City, City of
Police Sergeant

University of Utah
*Police Chief/
Public Safety Director*

VA: Bowling Green, Town of
Chief of Police

Kingsmill, City of
Sergeant

Norfolk, City of
Chief of Police

WI: DePere, City of
Assistant Fire Chief

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 com-

plex 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 delivery, demonstrated ability to build and maintain relationships and

Superintendent Phil Cline

(Continued from page 1)

"Phil Cline has proven himself to be a fine leader and an excellent administrator," Daley said at a City Hall news conference. "He has the respect of rank-and-file police officers in his department, as well as their supervisors. He is a man of proven integrity and he expects the same from every member of the police force."

Cline was one of three finalists selected by the Chicago Police Board, after a nationwide search. "This search process was identical to the one that gave us Terry Hillard five years ago -- and we all know what a great job he did," Daley said. "Phil Cline will be a worthy successor."

Daley said Cline "understands the value of traditional police work, and of providing our officers with the technology they need to fight crime. "He told me he will continue to make our city a leader in preventing and fighting hate crimes, domestic violence and other forms of violence that are based on sexual orientation, gender, religion or ethnicity.

"He also made it clear he wants to build on Superintendent Hillard's efforts and reach out to every community with forums where people can talk openly and directly about the relationship between the department and the community. "He made it clear that he will not condone police misconduct or racial profiling in the Chicago Police Department."

The Mayor said Cline "supports our efforts to end the easy availability of guns in our city and understands the challenges of international terrorism."

He said Cline is "committed to community policing, which has neighborhood residents working with every department of City government in a partnership against guns, gangs and drugs. And he's committed to building a police force that looks like Chicago."

Cline joined the Chicago Police Department in 1970 and was promoted to detective in 1972, to sergeant in 1977, to lieutenant in 1985 and to commander of

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Superintendent Phil Cline

(Continued from page 2)

the Area 5 Detective Division in 1994. He later became Commander of the Narcotics Section and was named Deputy Chief of the Organized Crime Division in 2000. Since he became Chief of Detectives in 2001, the number of crimes solved has increased by 12 percent.

In recent months, Cline has instituted a number of successful crime-fighting programs, including: The Targeted Response Unit, which sends large numbers of officers into area that have experienced an upsurge in criminal activity.

Operation Disruption, which increases the police presence in high-crime areas through the use of surveillance cameras.

And Operation Double Play, in which police arrest drug dealers in the morning; send out undercover

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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.

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.

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**

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 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. 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. Starting salary up to \$113,090, including an attractive compensation and benefits package.

Deputy Fire Chief Tolleson, City of

9555 W Van Buren St
Tolleson, AZ 85353
623-936-7111

Population: 5,000

Sworn Officers: 17

Application Deadline: **11/21/03**

The City of Tolleson, is seeking an experienced leader for Deputy Fire Chief. Minimum qualifications: Fire-fighter II Certification, Associates Degree in Fire Science, 8 years supervisory firefighting experience, at least 3 years at the Chief Officer Level in a paid Fire Department. Extensive knowledge of a regional area automatic aid system, Volume II, fire code enforcement and all other adopted standard operating procedures. Salary: DOQ. Application filing deadline is: 5:00 PM, Arizona time, November 21, 2003. For application packet contact: City of Tolleson, Human Resources, 9555 W. Van Buren, Tolleson, Arizona 85353. Phone: 623-936-7111.

COLORADO

Chief of Police Ouray Police Dept

320 6th Ave
Ouray, CO 81427
970-325-4225

Population: 800

Sworn Officers: 4

Application Deadline: **10/31/03**

Salary: \$42,000-\$52,000 DOQ. Excellent Benefits. City of Ouray City of Ouray, Colorado Under minimal supervision of the City Administrator, plans, budgets, organizes, directs and evaluates the City's Police Department, whose mission is to protect life and property in the community through law enforcement and crime prevention activities. In addition, to perform patrol, investigative, service and enforcement functions. Ensures incorporation of modern, efficient law enforcement technologies into the department's procedures, equipment and methods, and to perform related duties

as required. Graduation from a college or university with a bachelor's degree in police science, law enforcement, criminal justice, public administration or a closely related field, and seven (7) years of experience in police work, three years of which must have been equivalent to police sergeant or higher, or an equivalent combination of education and experience. Extensive knowledge of the criminal justice system at the municipal, state, and federal levels. Thorough knowledge of all aspects of police work, including modern crime prevention, investigation techniques, criminal identification, apprehension, detention, rules of evidence, traffic control and safety, and record keeping. Demonstrated knowledge of budgeting systems and techniques (e.g., cost benefit analysis). Skill in effective, clear and persuasive oral and written communications to individuals and groups. Ability to lead people by influencing their behavior to perform to high standards of accepted police performance. Ability to negotiate and administer contracts with outside vendors and service providers. Ability to provide leadership, counsel, motivation and constructive performance reviews to department personnel at all levels, securing their respective commitments to the department's goals. Skill in resolving conflicts and gaining cooperation among competing interest groups. Skill in identifying, implementing, and refining the department's organizational structure to generate desired results as efficiently as possible. Ability to identify the department's future direction in response to changing community needs, and to develop, implement, and monitor appropriate plans, schedules, and action steps. Ability to develop and maintain productive relationships with elected officials, business leaders, advisory boards, the news media, and the general public. Understanding the City's political environment and sensitivities; ability to function effectively within that environment. Stable work history. Must be able to work a flexible schedule, to include emergency call back, shift work, nights, holidays and weekends to accommodate City needs. Colorado Peace Officer Certification. Valid driver's license and acceptable driving record. Call for complete job description and requirements contact: Michael Penny City of Ouray PO Box 468 Ouray, CO 81427 970-325-7211 * FAX: 970-325-7212 wurstc@ci.ouray.co.us Closing date for application: October 31, 2003

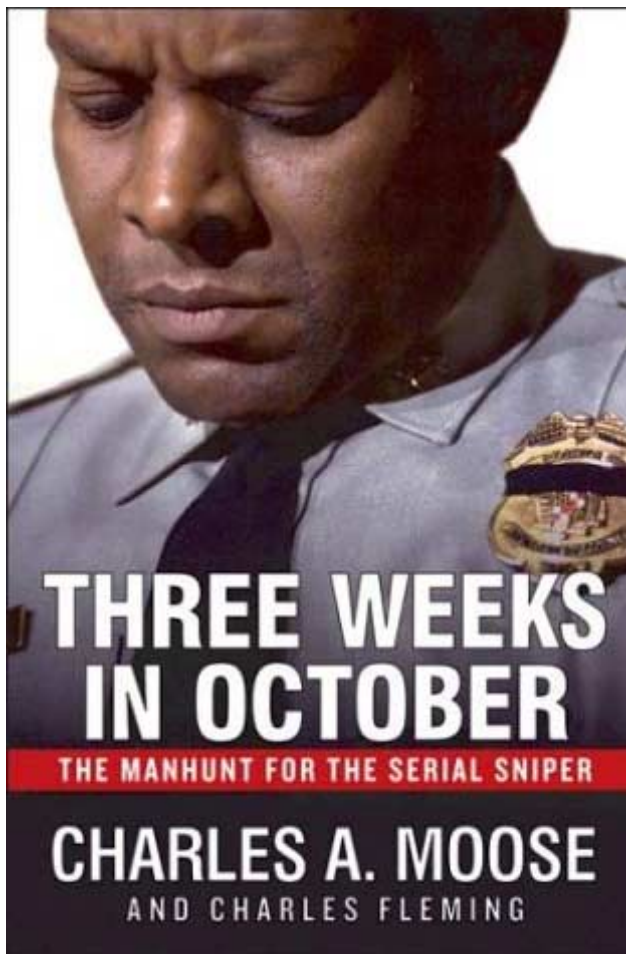
CONNECTICUT

Police Chief Manchester, Town of

239 E Middle Turnpike
Manchester, CT 6045
860-647-3170

Population: 54,740
Sworn Officers: 119
Application Deadline: **10/31/03**

The Town of Manchester, Connecticut, is seeking candidates who possess a strong commitment to professionalism and contemporary police administration and practices to direct its police department. The Chief manages an annual operating budget of \$13.4 million. The department is a progressive, internationally accredited law enforcement agency with 122 sworn officers and 32.5 civilians working in a variety of areas. Manchester is a thriving, culturally diverse, full service small city, located in central Connecticut, 10 miles east of Hartford, the state capital. The Town's 27 square miles encompass a variety of historical and new residential neighborhoods, a super regional shopping and service center, two interstate highways, and a large mixed industrial/commercial economy. Manchester operates under a council/manager form of government. The Police Chief reports directly to the General Manager. Bachelor's degree from an accredited college or university required, supplemented by courses in police science and administration, plus 10 years of increasingly responsible experience in police work, including four years at or above lieutenant rank or equivalent. Master's degree in Public Administration, Business Administration or related discipline preferred. Experience with and record of success in community oriented policing, professional development, innovative management, and a diverse community and police force is desired. Must be a strong communicator, a leader, and willing to engage with all segments of the community and town government in a collaborative manner. Manchester residency during tenure required by Town Charter. Salary range is \$74,749 - \$112,473. If interested in this outstanding career opportunity, please submit your resume to Town of Manchester, Human Resources Department, 41 Center Street, Manchester, CT 06040; For additional information, call our Recruitment Hotline 860-674-3170 or visit our website at www.hr.ci.manchester.ct.us Resumes must be received or post-marked by October 31, 2003.



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DISTRICT OF COLUMBIA

Patrol Sergeant Georgetown University

Village C 37th & O St
Washington, DC 20057
202-687-4343

Population: 10,000
Sworn Officers: 80
Application Deadline: **not stated**

Salary: \$28863 to \$37522 per year Location: Washington, DC Contact E-Mail: Not Listed Contact Information: Department of Human Resources, 37th & O Streets, NW Washington, DC 20057 This position is accountable for ensuring compliance of special orders and all security, police and safety matters oc-

curing on Georgetown University Law Center property. Additionally, the incumbent will direct the work activities of direct reports assigned to tour of duty and will consult with the Director of Public Safety. The minimum requirements for this position include a High School diploma plus five years of general police or security experience; three years of specialized or supervisory experience or an equivalent combination of education and experience above the High School level. Must also qualify for and possess a Special Police Officer's Commission and a valid driver's license. Good knowledge of criminal and civil law and of police practices and procedures. Must have strong ability to supervise, evaluate, manage and motivate subordinate personnel.

Superintendent Phil Cline

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officers to act as drug dealers in the afternoon; and then arrest the customers. Since August 21, police have made more than 1,400 arrests and seized more than 500 vehicles as part of this operation.

Starks is a 26-year veteran of the Chicago Police Department. A South Side resident, he has served in several districts on the South and West sides. He became a lieutenant in the Harrison district in 1998 and was promoted to District Commander in 2000 and to Deputy Chief for Area 5 earlier this year.

Cline said Harrison "is the toughest district in the city, and I was impressed by the way Dana was able to win the respect of both his fellow officers and the members of the community. He was someone you would find on the streets at all hours, day and night, and he is deeply committed to community policing.

"I want to make sure everyone in the community is participating in the war on guns, gangs and drugs - residents, business people, ministers, educators and everyone else with an interest in making our communities safe," Starks said.

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 online at www.clearwater-fl.com.

GEORGIA

Fire Chief/Emergency Management Director Walton County

Personnel Dept., 133 Midland Ave
Monroe, GA 30655

Population: 65,000
Sworn Officers: 94
Application Deadline: **not stated**

\$41,558.40 - \$64,771.20 The Board of Commissioners of Walton County is accepting applications for Fire Chief/Emergency Management Director. This position serves as the department head is responsible for the department's overall operation and policy. The ideal candidate must be a proven manager with exceptional leadership and interpersonal skills. Essential qualifications include a degree in Fire Science or closely related field and ten years of management or Senior Officer experience. Salary is negotiable, based on qualifications and experience. Open until filled. Apply at the Personnel Department, 133 Midland Ave, Monroe, Ga. 30655 or fax resume to (770) 267-1415.

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 organiza-

tions, 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 personnel. 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 Salem Police Dept

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

Population: 7,500
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
100 N. Waukegan Road, Suite 211
Lake Bluff, Illinois 60044.
TEL: 847/234-0005;
FAX 847/234-8309;
email: resume@pargroupltd.com.
DESCRIPTION: The City of Salem, IL (pop. 7,909), 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.

Police Chief Washburn, Village of

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

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

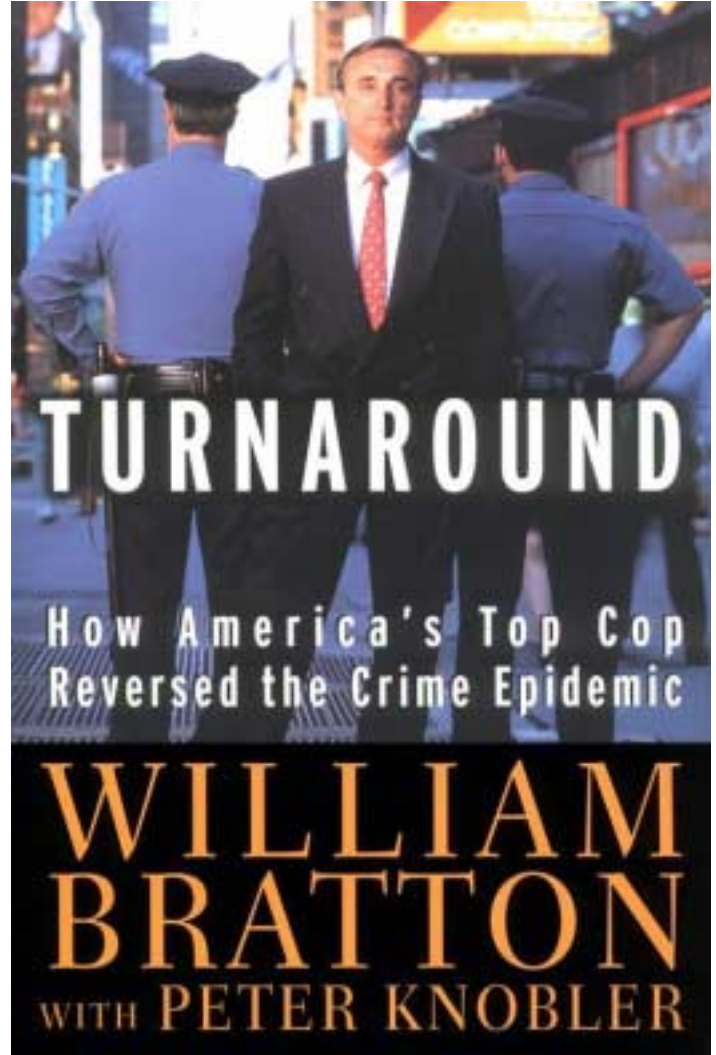
The Village of Washburn is accepting applications for the position of Police Chief to manage our police department. The successful candidate must possess strong interpersonal community relations and managerial skills in addition to technical competence. Qualifications: Illinois Police certified training.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

Chief of Police Woodridge Police Dept

1 Plaza Dr
Woodridge, IL 60517
630-719-4740

Population: 30,000
Sworn Officers: 52
Application Deadline: **not stated**

\$77,459-\$105,268 Professional, progressive municipal government seeks experienced, progressive law enforcement/police executive to lead the department of 80 employees, with 52 sworn personnel, 40 unionized patrol officers, 28 civilian employees and a budget of 6.8 Million. Located 30 miles from Chicago in South Central DuPage County, Woodridge, population 31,000, is a growing community with a rich mix of industrial, multi-family, single-family and retail establishments. A Mayor and 6 member Board of Trustees who are elected at large govern the Village. Police Chief is directly accountable to the Village Administrator. Qualified individuals will be expected to have advanced leadership/command training with a minimum seven to ten years experience as chief or deputy chief in a unionized law enforcement environment of equivalent or larger size. Bachelor's degree in criminal justice or related field desired. Candidates should possess strong skills and/or experience in community policing, neighborhood resource center programs, labor relations, grant administration, public relations, customer service, community organizations, D.A.R.E. gang prevention and crime intervention strategies, citizen police academy programs. Problem solving skills and communication/interpersonal skills needed with a team-management orientation. Must have residency within 30 miles required within 6 months 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.
E-mail: resume@pargroupltd.com.



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](#)

INDIANA

Fire Chief Scherverville, Town of

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

Salary: \$48,000 - \$52,000. Excellent benefit package. Town of Scherverville Scherverville, Indiana Opportunity for an innovative problem solver to facilitate and direct the Scherverville 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 Scherverville, 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

KANSAS

Police Chief Florence, City of

511 Main
Florence, KS 66851
620-878-4296

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. KLETC 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

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. 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. SUB-

STITUTIONS : 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.

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.

Police Chief Hermann, City of

207 Schiller St.
Hermann, MO 65041
573-486-5731

Population: 2,754
Sworn Officers: 6
Application Deadline: **11/15/03**

1800's Historic German Community of 2754 citizens is seeking to fill the position of Chief of Police. This individual must have a minimum of five years progressively responsible supervisory/managerial experience in a rank law enforcement position must meet P.O.S.T requirements, and be Missouri certified. The successful candidate will be skilled in directing and coordinating a team environment and provide strong leadership. Must have excellent administration skills and be computer literate. This individual also must aggressively seek new funding, be knowledgeable of grant writing and the administration of existing grants. Starting salary is based on experience and/or qualifications, excellent benefit package. The City of Hermann is an Equal Opportunity Employer. Resumes should be directed to Mayor, 207 Schiller Street, Hermann, MO 65041. E-mail: cityhermann@ktis.net. Resumes will be accepted through 5:00 p.m., November 15, 2003.

NEW HAMPSHIRE

Chief of Police Middleton, Town of

182 Kings Hwy
Middleton, NH 03887
603-473-8548

Population: n/a
Sworn Officers: n/a
Application Deadline: **11/14/03**

The Town of Middleton, New Hampshire, a growing rural residential community in northern Strafford County with a population of 1500 seeks a people-oriented leader to head its police department. Qualifications include: Minimum 8-10 yrs police experience with 3 yrs. at a supervisor or management level. Relevant college degree preferred. Certified or certifiable as a New Hampshire full-time police officer.

Must pass state physical exam and physical agility test and criminal record check. Excellent personal and communication skills. Applications must be received by November 14, 2003. Salary range \$38-\$45K. Please send resume and references to: Selectment, Town of Middleton, 182 Kings Highway, Middleton, NH 03887

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 wvmanager@tlc.net www.watervillevalley.org Apply Immediately

NEW JERSEY

Police Captain Brookdale Community College

765 Newman Springs Road
Lincroft NJ 07738
732-224.2281

Application Deadline: **10/24/03**

College Police Dept. Captain, under the direction of the Chief of Police, is in direct command of the patrol bureau, and is responsible for all patrol, traffic and criminal investigative functions of the dept., plus other related duties as assigned. Successful candidate will have a Bachelor's Degree in Criminal Justice or equivalent combination of education/experience. A total of five years experience is necessary, of which a min. of 2 years must be as a Police Sergeant or higher rank. Must have the following licenses/special training: Certification of NJ Police Training Commission is necessary; has all powers as authorized by NJ Statute 18A:6-4-5; semi-annual firearms qualification and certification; a valid NJ driver's license with a clean record; EMT certification. Position is 24 hour on call. Annual Salary is \$50,600 with full benefits (subject to BCC Police Contract settlement). Send resume attention: Human Resources, indicating Job Code 03-63, or you may complete an application in person at the Human Resources Office, 8:30am to 5:00pm, Mon-Fri., or via FAX at 732-224-2970 or via email: hrdept@brookdalecc.edu. All resumes must be received no later than October 24th. Our Job Hotline number is 732-224-2281, or visit our website at www.brookdalecc.edu

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

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 related 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 demonstra-

ble 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

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 in court 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.

OKLAHOMA

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 supervisory 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.

RHODE ISLAND

Fire Chief Pawtucket, City of

137 Roosevelt Ave
Pawtucket, RI 02860

Population: 74,435
Sworn Officers: 150
Application Deadline: **10/20/03**

The City of Pawtucket is accepting applications for the position of Fire Chief Candidates to direct all functions of the fire Department including the prevention and extinguishment of fires and planning and supervision of personnel. The Fire Chief assists with the annual budget and the creation of policy and regulations. Must have a comprehensive knowledge of methods and equipment used in EMS, Command, Fire Suppression, Fire Codes and NFPA, Regional, State and Federal Standards. The Fire Chief performs under the direction of the Director of Public Safety. Applicants shall have Bachelors Degree in Fire Science, Public or Business Administration and/or equivalent experience or education. The City of Pawtucket presently offers a comprehensive benefit package including Blue Cross-Blue Shield Healthmate Coast to Coast and Delta Dental. Qualified candidates may forward a resume with a cover letter by October 20, 2003. City of Pawtucket Personnel Division 137 Roosevelt Avenue Pawtucket, RI 02860

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 enforcement 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

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 Depart-

ment 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 Certification 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 observation 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, abil-

ity 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.

Police Chief/Public Safety Director University of Utah

1735 E South Campus Dr
Salt Lake City, UT 84112
801-585-2677

Population: 50,000
Sworn Officers: 32
Application Deadline: **11/19/03**

Responsible for planning, organizing, directing, and coordinating public safety activities and operations for the University of Utah in conjunction with the Associate Vice President for Facilities Management and/or law enforcement officials in concurrent jurisdictions. Will direct the management of approximately 32 sworn police officers, 56 security officers, and 14 civilian personnel. Will oversee all aspects of human resource management, develop departmental budgets, and facilitate cooperative and collaborative community and institutional relationships with federal, state, city, and county law enforcement agencies. Will be required to be on-call 24 hours/day, 365 days/year. Requires a Bachelor's Degree in Criminology, Police Science, related field or equivalency, plus eight years of university police management operations experience, Utah State Category I Peace Officer Certification, and demonstrated human relations and communication skills. Master's Degree preferred. Administrative background in making departmental policies and decisions; a management background in hospital, police, and security operations; a working knowledge of criminal and civil law working with federal, state and local law enforcement; and demonstrated, effective leadership and interpersonal skills strongly preferred. Apply online at www.hr.utah.edu. Interested candidates must also submit a resume to: Heidi Brunner, Human Resources, 420 Wakara Way, Salt Lake City, UT 84108; Fax: (801) 581-5571; E-mail: heidi.brunner@hsc.utah.edu. Applications will be accepted until 5:00PM on November 19, 2003.

VIRGINIA

Chief of Police Bowling Green, Town of

117 Butler Street
Bowling Green, VA 22427
804-633-6212

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

Salary: DOQ plus full-benefits. Responsible for a department with one other full time officer providing law enforcement in a town of approx. 1,000 residents. Previous police administration experience preferred. Must be currently DCJS Certified as a LEO. Applications can be picked up at Town Hall, 117 Butler Street during regular business hours 9:00 A.M. - 5:00 P.M. or by calling (804)633-6212.. Mail applications to Town of Bowling Green PO Box 468 Bowling Green, VA 22427 by 10/31/2003.

Sergeant Kingsmill, City of

HR Dept., 300 McLaws Cir, Ste 100
Williamsburg, VA

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

Kingsmill Police Department is recruiting individuals for the position of Sergeant. This individual must have an orientation toward community policing, desire to work in a quality community and a Four Star resort, and have a customer service orientation. This position acts as a shift supervisor and is responsible for the daily operation of the squad, handling assignments, answering complaints, traffic control and providing access control to the Community when required. Applicant must have a high school diploma, a valid driver's license and a flexible schedule. Previous Law Enforcement experience is preferred. Individuals with current Virginia Police Officer Certification are encouraged to apply. Apply in person or mail resume to:
Kingsmill Human Resources Office
300 McLaws Circle, Suite 100
Williamsburg, VA 23185
Monday-Friday 9:00am-5:00pm
Fax (757) 253-3944
EOE M/F/D/V
www.kingsmill.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 Commu-

nity 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 www.theoldanigroup.com

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 supervisory 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: deperehr@netnet.net.

The Police Executive www.thepoliceexecutive.com

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

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Fax: 847-548-0333
Kevin@theblueline.com

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