

The Brass Key

For The Police Executive

Montgomery County Chief Charles Moose resigns amid book controversy and the search for a replacement begins

Charles Moose, who became a national figure during last October's Washington D.C. area sniper shootings resigned his position as Montgomery County Police Chief effective June 28th after criticism of his plans to write a book about the murder spree. Moose has been on leave since March when he was called to active duty by his District of Columbia Air National Guard unit.

Moose reached a deal with publisher E.P. Dutton to write a book entitled "Three Weeks in October," with a reported advance of \$170,000 for Moose.



Chief Charles Moose

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The book is scheduled for release in September but Montgomery County's ethics panel ruled the publishing deal violated a local code of ethics that preempts government officials from exploiting their office for personal gain. Moose then filed a federal lawsuit that the commission's decision violated his First Amendment right to free speech.

The matter was not resolved by Moose's departure because the county ethics commission maintained that Moose could not write his book - even if he had resigned - saying he would be unfairly profiting from his office. However, it appears that an agreement has been reached that will allow Moose to proceed with a book and movie deal. An agreement announced on July 8th includes a clause stipulating Moose would not disclose any confidential information, he would give the county \$4,250 he has already been paid for the movie rights (he has yet to receive any of his \$170K book advance) and drop his federal lawsuit.

So the book and the movie are back on track...but Montgomery County is looking for a police chief, so who will replace Chief Moose?

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ARIZONA

Police Chief

Clifton Police Dept

210 N Coronado Blvd
Clifton, AZ 85533
520-865-4566

Population: 2,840
Sworn Officers: 7
Application Deadline: **not stated**

AZ post certified. Administrative & Supervisory experience required. Will also perform some other regular duties. \$30,000 per year. Send resume to: Town Manager P.O. Box 1415 Clifton, AZ 85533 or email armstrong@townofclifton.com or call 928-865-4146.

ARKANSAS

Fire Chief

Little Rock, City of

700 W Markham St
Little Rock, AR 72201

Population: 181,157
Sworn Officers: 571
Application Deadline: **7/18/03**

Fire Chief Salary: \$71,513 - \$107,270 per year. Plans and directs activities related to fire suppression, fire prevention, and emergency medical response. The department has 390 authorized positions, 20 stations, and a budget of \$22.8 million. The department operates the following companies: 20 pumper, 8 ladder, 1 FEMA USR, 3 Airport, and 1 Haz Mat. Three (3) rescue units, 1 bomb unit, and 1 water rescue unit are staffed by other companies. A Bachelor's Degree in Fire Technology, Public Administration, or a related area and four years of experience in fire suppression and prevention at a supervisory/administrative level is required. An equivalent combination of experience and training will be considered. Significant fire service management experience in a department similar in size to Little Rock is preferred. Exceptional, comprehensive benefits package including medical, dental, life and vision insurance, long-term disability, flexible spending plan, deferred compensation plan, participation in Arkansas Fire Pension Plan, city vehicle and generous personal leave. Curt Dawson, Employment Services Manager Little Rock Human Resources. employment@littlerock.state.ar.us www.accesslittlerock.org/HumanResources.

CALIFORNIA

Police Chief

Carlsbad, City of

HR Dept., 1635 Faraday Ave
Carlsbad, CA 92008
916-784-9080

Population: 82,000
Sworn Officers: 105
Application Deadline: **7/15/03**

Qualifications: A bachelor's degree in criminal justice, public administration, or a related field is required. The following is highly desirable: A master's degree in criminal justice, public administration, business administration or a related field; successful completion of the POST Command College Program. Responsibilities: Known as the Village by the Sea, the City of Carlsbad, California, is a growing residential community which is approximately 40 square miles in size. Carlsbad is strategically located on the Pacific Coast between two of California's largest metropolitan areas: Los Angeles, 70 miles to the north, and San Diego, 35 miles to the south. The city is searching for a new chief of police to oversee a progressive growing department consisting of 102 sworn officers and 48 civilian personnel. The department consists of uniformed patrol, detectives, K-9, off-road enforcement, motorcycles, beach patrol, traffic, vice and narcotics, business liaison, and Project DARE. They operate under a budget of 17 million. The city seeks someone who is service-oriented, proactive, innovative, honest and responsive to serve as their next chief of police. The ideal candidate will be a leader, a role model, a team player and a problem solver who exemplifies the department's core values. The new chief must be committed to community-oriented policing while maintaining the department's effective enforcement profile. The ideal candidate will have comprehensive knowledge of police operations, personnel management techniques, budgeting principles and excellent interpersonal skills. For more information, contact: Bob Murray
735 Sunrise Ave. Suite 145
Roseville, CA 95661
Phone: (916)784-9080
Fax: (916)784-1985
Email: apply@bobmurrayassoc.com
Website: www.bobmurrayassoc.com

Who will replace Chief Moose?

County Executive Doug Duncan, who was defender of Moose's right to write (and profit from his book) said in June that he would look within the county's police department for a possible successor - commenting that Acting Chief Bill O'Toole, who has been in the position since March, has done a great job.

But Duncan said that it is important to consider candidates from elsewhere when filling such a high-profile position. Moose was the Police Chief in Portland, Oregon prior to assuming the role in Montgomery County in August of 1999.

Duncan laughed when asked if he would consider Washington, D.C. Chief Charles Ramsey for the position, adding that he did not want to "get into a fight" with D.C. Mayor Tony Williams and expects Ramsey, who is having trouble getting a new contract approved, will be remaining where he is.

And don't worry about Charles Moose, in addition to the book and movie money, he is hitting the speaking market with a \$20,000 debut at a San Francisco security conference. He should also be able to parlay his fame and experience into a TV job, or if fame and fortune lose their appeal, he could always return to law enforcement.

As you can see by the listing in this issue, Montgomery County is conducting a nationwide search for a new police chief.

Police Sergeant

Coalinga, City of

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

Population: 15,000
Sworn Officers: 21
Application Deadline: **7/18/03**

For more information call (559) 935-1533, or visit our Website - www.coalinga.com or e-mail space@coalinga.com.

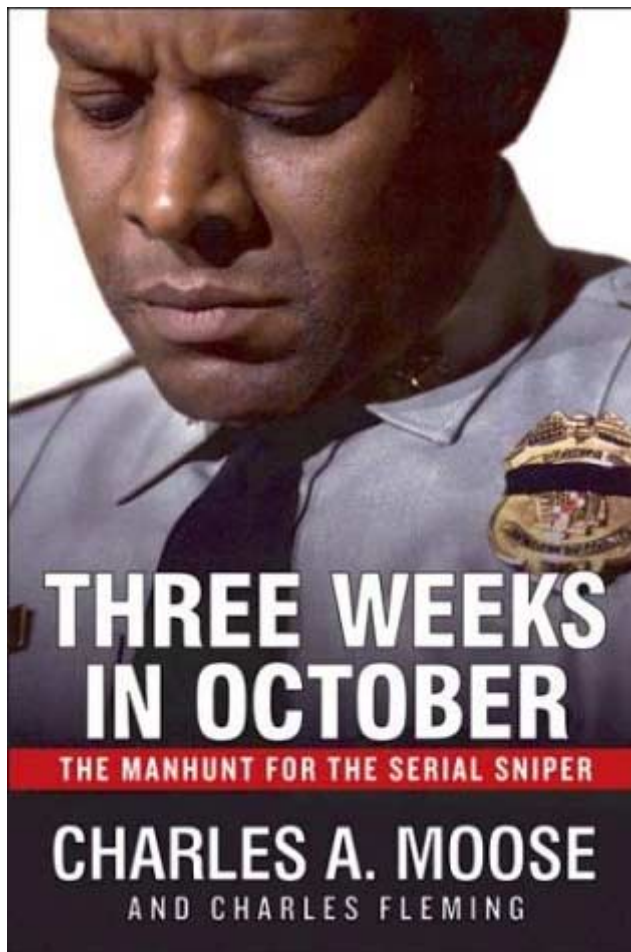
Police Chief

Hanford Police Dept

319 N Douty St.
Hanford, CA 93230
559-585-2544

Population: 44,329
Sworn Officers: 40
Application Deadline: **not stated**

The City of Hanford, California, population 44,329, invites applications for an excellent career opportunity as its next police chief. The current chief is retiring after a highly successful 31 year career. The Police Chief will join a dynamic team of senior executives committed to meeting the challenges of growth and change in a progressive city. The police chief reports directly to the city manager, is responsible for



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the day-to-day management of a 67-member police department with a \$5.8 million budget and will set the tone for leadership and direction in the department. Qualifications: Five years of increasingly responsible police administrative managerial experience is required with a bachelor's degree in police science, criminal justice, public administration or related field. Possession of the Management and Executive California P.O.S.T certificates is desirable. Out of state candidates must qualify for the California Basic P.O.S.T certificate during the first year of employment. In addition to an official City application form, submit a detailed resume, including specific employment duties, salary history and a list of three professional references. Salary Range: \$84,732 - \$101,208 annually, depending upon qualifications, CalPERS 3% @ 55 plan, plus excellent benefits. For an online application, please visit www.ci.hanford.ca.us.

Fire Division Chief Tracy, City of

1000 Civic Center Dr
Tracy, CA 95376

Population: 50,000
Sworn Officers: 50
Application Deadline: **not stated**

\$82,182-\$99,893 per year. Expected to respond to major emergencies, provide highly complex admin support to the Fire Chief & may act as Fire Chief in Chief's absence. Min. requirements: AA Degree (BA preferred) from an accredited post-secondary institution with coursework in fire service, public administration, business administration, or related field; 8 years full-time suppression experience in a municipal fire dept, including 4 years experience as a F/T, paid captain in a municipal fire dept; & possession of State of CA Fire Officer certification. www.ci.tracy.ca.us.

Get The Book Everyone is Talking About

The police chief who led one of the tensest manhunts of the early twenty-first century takes readers behind the scenes of this notorious murder case that galvanized a nation.

They were the most terrifying three weeks of any month in recent history. From Maryland to Virginia, ordinary Americans feared for their lives, too frightened to do normal, everyday things like pump gas at the local station or allow their children to frolic in parks and school playgrounds. For twenty-one nightmarish days, a nation was caught in the grip of a crime spree that cut across state lines, at the mercy of a pair of serial snipers with the most chilling M.O. of all: They chose their victims at random. Now, a year after those horrific events, comes a book by the man whose courage, integrity, and tenacious dedication helped to finally crack the case.

Three Weeks in October follows Police Chief Charles A. Moose into the taut days and nights of his investigation, from the first shocking murder through the massive team efforts of law enforcement in several counties to the final break that ultimately led to the snipers' capture. Written from his unique insider perspective, it is also Moose's inspiring personal story, detailing his rise from a young African-American cop battling prejudice and racism to a respected homicide chief in the highest ranks of the Montgomery County police department.

Suspenseful, moving, and compulsively readable, this is an unwaveringly honest and intelligent account by a man who wouldn't rest until two of the most bizarre killers America has ever known were brought to justice.

About the Author

Charles A. Moose is the chief of police in Montgomery County. Charles Fleming is the author of the national bestseller *High Concept* and the *New York Times* bestseller *The Goomba's Guide to Life*. Fleming has worked as a staff reporter for *Variety* and *Newsweek*, and has been a frequent contributor to *Vanity Fair*, *TV Guide*, *Entertainment Weekly*, *Premiere*, *Playboy*, *Time*, the *Los Angeles Times*, *The New York Times*, and other publications.

This book will be released on September 15, 2003

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and it will be delivered as soon as it is available.

COLORADO

Police Chief

Fort Lupton, City of

HR Dept., 130 S McKinley Ave
Ft Lupton, CO 80621
303-857-6694, Ext 102

Population: 7,000
Sworn Officers: 17
Application Deadline: **not stated**

The City of Fort Lupton is seeking applications for the Police Chief who can head a staff of 25 employees, and work effectively to utilize their professional and technical skills and training, as well as provide the flexibility and drive to elevate the Department performance. Must live within 10 miles of F.L. city limits within one year from hire. Requirements: 4-year degree-Police Science or related field; 10 years of progressively responsible law enforcement experience, five in supervisory role. Salary range up to \$65,000 per year. Check www.fortlupton.org for complete announcement. City application required.

Fire Chief

West Metro Fire Protection District

HR Dept., 447 S Allison Pkwy
Lakewood, CO 80226

Population: 145,000
Sworn Officers: 226
Application Deadline: **not stated**

Range starting at \$105,000 per year. West Metro Fire Protection District is actively recruiting for Fire Chief during July 2003. Please go to www.westmetrofire.org for more information. Fire Chief is offered a 2-year contract to start in April 2004 (optional 1-year extension). Drug screen and background investigation required. Resumes must include all certifications and degrees that document the education requirements listed above. Resumes may be emailed to personnel@westmetrofire.org or can be mailed to West Metro Fire Protection District, Attn: Human Resources, 447 S. Allison Parkway, Lakewood, CO 80226.

FLORIDA

Fire Chief

Oakland Park, City of

3650 NE 12 Ave
Oakland Park, FL 33334

Population: 28,144
Sworn Officers: 82
Application Deadline: **not stated**

The City of Oakland Park, FL seeks a proven manager with exceptional leadership and outstanding interpersonal skills to provide direction and establish teamwork for the City's Fire Rescue Department. With a budget of \$9.2 million, the Chief commands a staff of 82 operating from three fire stations. The Chief must guide and develop the management staff of the Department, maintain effective employee/labor relations, and professionally represent the Department and City before the public, news media and other governmental agencies. This position is a challenging assignment, that is well compensated with a range of \$66,583 to \$106,443 and includes a generous benefit package. This is an unclassified position that reports to the City Manager. The position requires a bachelor's degree in fire science, public administration or related field, along with ten (10) years of fire or rescue service with at least five years at the rank of Battalion Chief or higher. Please E-mail resumes to: czbarnhart@aol.com (mark the subject as: Fire Chief resume); or mail resume to: Carole Barnhart, City of Oakland Park, 3650 NE 12 Avenue, Oakland Park, FL 33334. Mark the envelope, "Fire Chief resume".

Police Chief

Pahokee Police Dept

171 1/2 N Lake Ave
Pahokee, FL 33476
561-924-5691

Population: 7,000
Sworn Officers: 17
Application Deadline: **not stated**

Seeking a Police Chief for 17 member police force and 4 civilian employees. Responsible for the direction and control of the police dept. through professional leadership and management techniques. Associate's Degree in a related field from an accredited college. State of Florida Criminal Justice Standards & Train-

ing Commission Certificate of Compliance in Law Enforcement. Prefer 5 years experience in various administrative/management responsibilities. Possess current knowledge of law & enforcement practices, procedures, ordinances, patrol techniques, traffic control, criminal investigations and other police related functions.

ILLINOIS

Fire Chief

Alton, City of

1211 Henry Street
Alton, IL 62002
618-463-3599

Population: 33,020
Sworn Officers: 60
Application Deadline: **not stated**

\$66,000 per year. Manage approximately 60 member city fire department with a budget of \$5.2 million. The Chief will oversee all fire department operations, including firefighting, emergency medical services, fire prevention and training. The chief will also be responsible for implementation of a reorganizational plan for the department. Prefer a current chief or someone in high management level position knowledgeable in fire service. Strong management is essential. Degree in fire science a plus. City residency required after hire. email: dmiles99@hotmail.com. www.alton-il.com.

Police Superintendent

Chicago Police Dept

3510 S Michigan Ave
Chicago, IL 60653
312-474-0175

Population: 2,994,100
Sworn Officers: 13,400
Application Deadline: **not stated**

The Chicago Police Board is conducting a national search for qualified applicants for the position of superintendent. This position serves as chief of the 2nd largest police department in the country, with more than 13,000 sworn personnel, serving a city of almost 3 million citizens. Chicago Police Board, (312) 742-4194 mark.iris@chicagopolice.org.

Chief of Police

Clarendon Hills Police Dept

201 Burlington Ave
Clarendon Hills, IL 60514
630-323-2154

Population: 7,800
Sworn Officers: 13
Application Deadline: **7/25/03**

Prosperous, well established west suburban community seeks experienced, proven, progressive police administrator for its senior management position leading the department of 15 full-time sworn officers and 4 civilian employees with a \$1.45 million budget. Bachelor's degree, advanced degree preferred, in criminal justice, police science, public administration, or related field desired with a minimum of 7-10 years of progressively responsible management and/or supervisory experience at the rank of Sergeant or above required. Senior command level or prior Chief's experience preferred. Advanced staff and command training and/or FBI National Academy experience highly desired. Equivalent combinations of training and experience will be considered. Strong community policing and public relations skills, operations planning, supervision, budgeting, labor relations, problem solving skills and communication/interpersonal skills important with a team-management orientation. Salary range is \$66,191-\$89,356; starting salary negotiable dependent upon experience and qualifications.

Chief of Police

Frankfort, Village of

432 W. Nebraska St
Frankfort, IL 60423
815-469-9435

Population: 13,500
Sworn Officers: 26
Application Deadline: **7/25/03**

The Village of Frankfort, Illinois, a progressive community, known for its quaint historical charm, is seeking candidates for the position of Chief of Police. Reporting to the Village Administrator, candidates should possess personal integrity; a record of achievement in community policing, crime prevention and detection, and neighborhood involvement; strong communication, administrative, employee relations skills; the ability to build and maintain positive relationships with various com-

munity groups; and a willingness to be visible and accessible to all citizens. Education Requirements: Candidate must possess a bachelor's degree in police science, criminal justice, or related field and thorough professional experience as a police chief or high-ranking professional experience as a police chief or high-ranking officer in a municipal police department, or a combination of education and/or experience. Other Requirements: Candidate must pass a comprehensive background investigation, psychological testing, and pre-employment physical examination to include drug screening. Salary Information: Salary range is \$64,000 to \$75,000, depending upon qualifications. An excellent benefit program is also provided. Contact: Submit resume, salary history, and a list of relevant training completed in the past five years to Jerald Duca, Village Administrator, Village of Frankfort 432 W. Nebraska Street, Frankfort, IL 60423 Closing Date for Applications: Friday, July 25, 2003

**Communications
Director
Glenview Police Dept**
1225 Waukegan Rd
Glenview, IL 60025
847-729-5000

Population: 40,000
Sworn Officers: 76
Application Deadline: **7/11/03**

Dispatcher Emergency Communications Director Village of Glenview seeks 911 Emergency Communications Director. Responsible for directing, coordinating, and managing all the activities & equipment within the communications (911) center. Supervises & schedules staff of 11 telecommunicators, interacts w/ outside agencies impacting police communications, prepares internal reports, performs dispatching functions as needed. Requires thorough knowledge of emergency police dispatch & 911 system operations, LEADS cert, working knowledge of radio systems & computer technology. Good oral & written comm skills required. Min 5years experience in police dispatch operations. College degree preferred. Salary range \$45,420-\$60,864 per year.

IOWA

**Police Chief
Milford Police Dept**
1021 10th St
Milford, IA 51351
712-338-2741

Population: 2,200
Sworn Officers: 4
Application Deadline: **7/16/03**

Applicants must be ILEA certified, possess a valid driver's license, and have a minimum of 5 years of experience as a full time public law enforcement officer. The successful candidate will be required to pass a post-offer physical examination including drug testing and a psychological exam. Applicants must submit a cover letter, resume and completed application to Bryan Read, City Administrator Box 536 Milford, IA 51351.

MARYLAND

**Police Chief
Montgomery County
Government**
101 Monroe St, 2nd Floor
Rockville, MD 20850

Population: 900,000
Sworn Officers: 1,080
Application Deadline: **not stated**

Montgomery County, MD (pop.900,000), adjacent to Washington, DC This senior management level department head manages a full service urban police department with 1,600 employees (1,080 sworn) and a \$150 million budget. The Chief is responsible for coordinating and directing a variety of programs that emphasize community-oriented service delivery through partnerships, problem solving, and prevention. The Chief is appointed by the County Executive, confirmed by the County Council, and reports to the Chief Administrative Officer. Minimum qualifications for the position are a Masters Degree in Law Enforcement, Public Administration, or a related field and extensive experience in police administration work with at least four (4) years in a managerial or supervisory capacity, or an equivalent combination of education and experience. The successful candidate will have a strong leadership and management background, preferably as a Chief or Assistant Chief of

Police in a comparable jurisdiction; experience developing effective labor-management collaboration in a collective bargaining environment; a proven record of increasing diversity in the agency, and effective community relations skills. Salary will be in the mid to upper \$100s depending on qualifications. Apply in confidence to Bruce Romer, Chief Administrative Officer, 101 Monroe St., 2nd Fl., Rockville, MD 20850 or email to: policechief.recruitment@montgomerycountymd.gov For additional information about Montgomery County see website at: www.montgomerycountymd.gov Position is open until filled. TTD (240) 777-5126

MASSACHUSETTS

**Fire Chief
North Attleboro, Town of**
16 Mason Ave
N Attleboro, MA 02760

Population: 27,600
Sworn Officers: 70
Application Deadline: **7/16/03**

The Town of North Attleborough is seeking qualified applicants to serve as Fire Chief for this community of approximately 27,600 residents. The Fire Chief will perform administrative and supervisory duties planning, organizing, directing and coordinating the activities of the fire department including fire suppression, fire prevention, emergency medical services, hazardous materials response and disaster mitigation. Reporting to a 3 member Board of Fire Commissioners, this position oversees daily management and administration of the Fire Department, including the administration of all personnel matters involving a staff of 70, dealing with labor/management concerns, and analysis, preparation and execution of a 3 million dollar budget. The position requires an Associate's Degree in fire science, public administration or a related field; Bachelor's Degree preferred; 10 years of progressively responsible experience in fire department management, fire-fighting, fire prevention and emergency medical services, including 5 years in a command position; or an equivalent combination of education and experience. The successful candidate will possess demonstrated leadership ability, extensive knowl-

edge of all facets of the budgeting and fiscal management process, and excellent communication skills. Current National Fire Academy Executive Fire Officer designation desirable. Salary range \$66,759 - \$86,787 per year.

MICHIGAN

**Director of Public Safety
Grand Haven, City of**
519 Washington St
Grand Haven, MI 49417
616-842-3210

Population: 12,754
Sworn Officers: 36
Application Deadline: **7/11/03**

Salary: \$59,698-\$69,057 The ideal candidate for this position will possess a master's degree in criminal justice, fire services, public or business administration or a related field and will have nine years of progressively more responsible public safety, police or fire experience, including four years as a command officer. Michigan Commission on Law Enforcement Standards (or obtainable upon employment), Firefighter II and Medical First Responder certifications are desired. Responsibilities: This position will be responsible for planning, organizing and directing the activities of the Grand Haven Department of Public Safety with 38 full-time employees and 17 part-time employees. He or she will provide general law enforcement, criminal investigation, fire suppression and prevention, rescue services and emergency medical services and management. Oversees the supervision, training, evaluation, and discipline of all departmental employees. Ensures all local, state and federal laws and ordinances are properly enforced. Special Conditions: Equal employment opportunity, municipal employees retirement system (MERS)& ICMA-RC. Subject to Open Meetings Act, request confidentiality if desired. For more information, contact: April L. McGrath, Director of Human Resources City of Grand Haven 519 Washington Grand Haven, MI 49417 Phone: (616)842-3210 Fax: (616)847-3496 Email: amcgrath@grandhaven.org Website: www.grandhaven.org

Fire Chief White Lake Township

7525 Highland Rd
White Lake, MI 48383
248-698-3300 ext 7

Population: 22,608
Sworn Officers: 25
Application Deadline: **not stated**

The Charter Township of White Lake, Michigan is seeking qualified applicants for the position of Fire Chief. White Lake is a community of 28,219 residents and is 37.2 square miles. The chief's salary is \$57,257 to \$66,005 per year. For additional information contact the clerk's office at (248) 698-3300 ext 7 or on the website: www.whitelaketwp.com.

MINNESOTA

Chief Deputy Nobles County

318 9th St
Worthington, MN 56187
507-372-2136

Population: 22,000
Sworn Officers: 7
Application Deadline: **not stated**

Must be a POST Licensed Peace Officer or eligible to be licensed and hold current police officer certifications. Must have a valid Minnesota driver's license. Associates degree in Police Science or related field with three to five years of progressively responsible law enforcement experience with law enforcement supervisory responsibilities. Candidates fluent in Spanish, Vietnamese, Lao, Hmong are encouraged to apply. www.co.nobles.mn.us.

NEW HAMPSHIRE

Chief of Police Rindge Police Dept

273 Main St
Rindge, NH 03461
603-899-5009

Population: 5,358
Sworn Officers:
Application Deadline: **7/18/03**

The Town of Rindge, New Hampshire, pop. 5,358, seeks a people-oriented leader to head their Police Dept. Qualifications include min. 10

yrs. police exp., with 5 yrs. at a supervisor or mgt. level; certified or certifiable as a NH full time police officer; must pass state physical exam and physical agility test and criminal record check; excellent personal and communication skills. Salary commensurate with experience, \$43,855-\$57,012 per year.

NEW MEXICO

Police Chief Bosque Farms, Village of

1455 W Bosque Lp
Bosque Farms, NM 87068
505-869-2358

Population: 4,000
Sworn Officers: 10
Application Deadline: **not stated**

The Village of Bosque Farms is accepting applications for police chief. Applicants must have extensive knowledge of police procedures and law enforcement regulations, have supervisory or management experience in working with police officers, and possess a New Mexico Law Enforcement Academy Mid-Management Certification as well as other requirements. Applications should be addressed to the Village Clerk/Administrator for hand delivery to 1455 West Bosque Loop, Bosque Farms, NM 87068 or mailed to P.O. Box 660, Peralta, NM 87042. Applications will be accepted until the position is filled.

Deputy Chief Gallup, City of

PO Box 1270
Gallup, NM 87301
505-863-1215

Population: 21,000
Sworn Officers: 60
Application Deadline: **not stated**

Gallup is diversified community of 21,000. The police department consists of 103 employees with 60 sworn positions. The community is boarded by the Navajo Nation. This position assists the Chief of Police in phases of department operation and takes command in the Chief's absence. Requirements: US citizen, high school graduate, training and education equivalent to two years of college with specialized courses in police science and/or police administration. A minimum of 5 years increasingly responsible police experience, two of which must have been in supervisory capacity. A

Bachelor's degree in a compatible field, FBI Academy, Southern Police Institute or Northwestern School of Command a preferred. Salary and Benefits: \$60,000 per annum, standard benefit package and no social security deduction. Reply to: Human Resources Director, City of Gallup, PO Box 1270 Gallup, NM 87305

NORTH CAROLINA

Chief of Police Yanceyville, Town of

PO Box 727
Yanceyville, NC 27379

The Town of Yanceyville, North Carolina is accepting applications for the following: Position: Chief of Police Responsibilities: Preparing and managing annual department budget; establishing policies, recruiting a training subordinate personnel; receiving and investigating complaints from the public; preparing federal, state and local reports, Education: Advanced law enforcement certification preferred or extensive experience in police management position. Successful candidate must possess skills and have training and/or experience in community oriented policing and problem solving. Excellent public relations skills required. Salary: Range from \$30,000 to \$35,000, depending on qualifications and experience. The Town of Yanceyville is an Equal Opportunity Employer & offers an excellent benefits package. Detailed resume with salary history should be mailed to Attn: Steve C. Smith, Town Manager, Town of Yanceyville, PO Box 727, Yanceyville, NC 27379.

OKLAHOMA

Police Chief Cushing Police Dept

PO Box 311
Cushing, OK 74023
918-225-6174

Population: 9,000
Sworn Officers: 18
Application Deadline: **7/31/03**

Fax: 918-225-6171. Cushing is located midway between Tulsa and Oklahoma City. The Department consists of 18 commissioned officers, 5 dispatchers, one records clerk, and an Animal Control Officer.

Qualified candidates must be CLEET certified (or be eligible to be certified in Oklahoma), have at least ten year's experience in law enforcement with three years administrative experience. Preferred experience as Chief or Deputy Chief. Salary: \$42,000-\$48,000 DOQ, plus excellent benefit package. Candidates will be selected through the assessment process. Position will be required to live in Cushing after appointment. Send resume to Alberteen Flint.

RHODE ISLAND

Fire Chief Barrington, Town of

283 County Road
Barrington, RI 02806

Population: 16,800
Sworn Officers: n/a
Application Deadline: **8/15/03**

The Town of Barrington, RI is seeking a professional fire chief/department administrator. The successful candidate must have extensive knowledge of the principles and practices of modern fire suppression, all aspects of managing a paid fire department and a minimum of 5 years of full time fire command/supervisory experience in a comparable paid department. Bachelors degree in related field preferred. Salary range is \$54,692-\$66,563, with excellent fringe benefits. Submit resume to Town Manager, 283 County Road, Barrington, RI 02806 by August 15, 2003.

TEXAS

Chief of Police Rhome, City of

105 First Street
Rhome, TX 76078
817-638-2462

Population: n/a
Sworn Officers: n/a
Application Deadline: **7/11/03**

The City of Rhome is accepting applications for the position of Chief of Police. Please submit resume AND application with SALARY REQUIREMENTS to Rhome City Hall, 105 First Street, P.O. Box 228, Rhome, TX 76078. For application call 817 636-2462, fax 817 636-2465; must be received by July 11, 2003 at 5:00 p.m.

Deputy Fire Chief University Park, City of

Personnel Office, 3800 University Blvd
Dallas, TX 75205
214-987-5355

Population: 23,000
Sworn Officers: 35
Application Deadline: **not stated**

Conducts/coordinates all activities related to emergency medical svcs, fire training & personnel development under the direction of the Fire Chief. Acts in the position of Fire Chief during his absence. Prepares EMS & training budgets. Develops monthly training schedules; prepares lesson plans; ensures completion of assigned training for personnel. Conducts entry level exams & tests new applicants. Develops/conducts promotional exams including assessment centers for Fire Officer ranks. Maintains accurate fire training records mandated by the TX Fire Commission. Files appropriate paperwork with the TX Fire Commission in a timely manner. Must have the ability to communicate verbally & in writing to analyze written/verbal records/reports. Evaluates, maintains & purchases EMS equipment/supplies. Writes specifications for fire/EMS apparatus & equipment. Possess the ability to plan, organize, coordinate/supervise the performance of fire/EMS personnel. Conducts reviews of the paramedic quality assurance program with the U.T. Southwestern Health Science Center Medical Director of Paramedics. Attends meetings, seminars, conferences & training schools to enhance personnel development. Requires a bachelor's degree in education, business admin, public admin, or related field. May allow completion of degree after employment. Must have a min 5yrs fire svc exp, incl EMS & instructional training exp. Safe driving record. Must have the following certs: Basic Firefighter & Intermediate Instructor from the TX Commission on Fire Protection Personnel Standards & Education & TX Dept of Health paramedic cert. Must have a valid TX DL. Salary Range: \$59,220-\$81,852/yr+exc benefits pkg. Mail or fax resume to: HR, 3800 University Blvd., Dallas, 75205 or Fax 214-987-5309. Position will remain open until filled. www.up.texas.org

VIRGINIA

Chief of Police Waynesboro Police Dept

250 S Wayne Ave
Waynesboro, VA 22980
540-942-6675

Population: 19,520
Sworn Officers: 47
Application Deadline: **8/15/03**

Requires bachelor's degree in criminal justice, public administration, police science or a related field. Master's degree highly desirable. Ten plus years experience in law enforcement in a diverse community of similar or larger size with five or more years as a chief, deputy/assistant chief, or in a command level position. Significant experience and strong skills in crime prevention and reduction, community outreach/community policing, team building and technological innovation as it relates to policing in the 21st century. Self assured as a leader with the ability to inspire, motivate, guide, direct and challenge all department staff to achieve organizational goals and city-wide vision. Excellent written and verbal communication skills and the desire to live and work in a small city environment. Must have, or be able to obtain within a reasonable time, certification as a law enforcement officer in Virginia. For further information visit www.springsted.com. Submit letter of application, detailed resume with salary history and work related references to: John A. Anzivino, Vice President or Roger M. Scott, Senior Vice President Springsted Incorporated 1206 Laskin Road, Suite 210 Virginia Beach, VA 23451 FAX: 757-422-6617 virginiabeach@springsted.com. www.springsted.com.

WASHINGTON

Director of Emergency Services Benton County Emergency Services

126 NW Canal Street, Suite 210
Seattle, WA 98107
206-368-0050
Application Deadline: **7/15/03**

Salary: \$66,936 TO \$100,404 Benton County Emergency Services (BCES) facilities are headquartered in the City of Richland located along the Columbia and Yakima Rivers in sunny southeastern Washington in the heart of the Pacific Northwest. The region offers an unparalleled combination of natural beauty, abundant sports activities, lower cost of living, excellent educational opportunities and top-ranked municipal services. BCES is made up of two divisions: Southeast Communications Center (SE-COMM/9-1-1 Dispatch Center) and Benton County Emergency Management (BCEM). Both divisions work together to assist public safety responders and support community safety. The Director of Emergency Services is responsible for the daily operation and management of BCES. A Bachelor's degree in public administration, or a related field is preferred; a Master's degree is desired with seven to ten years of experience in a comparable agency with five years in a senior management or director role. For more information go to www.prothman.com. Benefits: • Excellent medical plans with majority City-paid premiums • City-paid dental and vision plans • PERS retirement plan • City-paid Long-term disability • Generous Paid Time Off (PTO) program • 4% City-paid and 4% City-match deferred compensation plans (total 8% City-paid) including ICMA RC 457 and 401 (a) options • Pay-for-performance program • Post retirement medical plan with shared Retiree/City-paid premiums • Section 125 V Flexible benefits plan for medical premiums, healthcare reimbursements and dependent care reimbursements • ICMA Retirement Health Savings Plan • City-paid Life Insurance; equals two times the employees annual salary
Greg Prothman
Prothman Company
126 NW Canal Street, Suite 210
Seattle, WA 98107
206 368 0050
FAX: 206 368 0060
greg@prothman.com
www.prothman.com

Chief of Police La Push, City of

PO Box 279
La Push, WA 98350
360-374-4366

Application Deadline: **7/18/03**

City of La Push is seeking a qualified individual possessing the leadership skills necessary to fill this important and challenging position. Application and job description may be obtained from: Roseann Fonzi, Quileute Tribal Council, PO Box 279 La Push WA 98350 Phone number (360) 374-4366 Fax (360) 374-4368 Salary \$40-\$45,000 DOQ/DOE. Submit resume, cover letter, 3 references and application by the closing date July 18, 2003. Indian Preference applies.

Fire Chief Snohomish Fire District

Snohomish, WA 98290
800-757-3724

Population: 28,000
Sworn Officers: 30
Application Deadline: **8/21/03**

Snohomish Fire District No. 8, in Everett, Washington, is currently recruiting to fill the Fire Chief position. This position reports directly to the Board of Commissioners. Located just east of Everett in Lake Stevens, the department serves a population of 28,000 and covers 46 square miles. With a budget of over \$6.6M, the district provides suppression, rescue, emergency medical and prevention services from 3 stations. The agency is comprised of 30 career personnel, 31 part-paid personnel, and administrative staff. Qualifications for the successful applicant include: An Associate's degree in fire science, business, or related field with a Bachelor's degree highly preferred Fifteen years of progressively responsible, full-time, paid experience in the fire service, at least 5 of which is in a command-level position - Battalion Chief or higher Successful completion or enrolled in upper-level management/supervision courses Experience in the development, management and delivery of training programs Experience in EMS program delivery and management at the ALS level Experience in working with volunteer/part-paid firefighters Must hold, or be able to obtain, a Washington driver's license Must pass the district's medical require-

ments and a thorough background investigation Must reside within the fire district The applicant must have demonstrated experience and skills which include: A proven, proactive, innovative leader and manager of personnel and programs; emergency communications technology and practices; emergency/disaster planning and response; incident command; fire prevention and public education; computer literacy; budget preparation and administration; the use of modern firefighting/EMS equipment and techniques; equipment/facility maintenance; planning and goal setting; success in working with a council or board, community groups and individuals, employees, and other departments and governmental and private entities; knowledge of current laws, codes, regulations and mandates; a high level of motivation and leadership ability which includes conflict resolution, decision-making, team-building, forming and nurturing partnerships, delegation, officer development and interpersonal relations; a high level of written and oral communications skills; knowledge of and experience in personnel rules and practices which includes labor contract negotiations and management, labor relations, hiring, discipline, etc.; and a proven high level of integrity and dedication. Salary Range: \$92,000 - \$102,000 DOQ. Benefits package. Twelve month probationary contract. To obtain a recruitment package or additional information, contact: Emergency Services Consulting inc. at 800-757-3724 or fax 503-570-0522. Email: escikatie@aol.com. All materials available for download at www.esci.us. Application Deadline: 4:00 p.m. August 21, 2003

WEST VIRGINIA

Police Chief
Ronceverte, Town of
200 W. Main St
Ronceverte, WV 24970
304-647-5455

Population: 1,700
Sworn Officers: 5
Application Deadline: **7/18/03**

The Town of Ronceverte is accepting resumes for the salaried, exempt position of Chief of Police. Position description is available at Ronceverte City Hall, 200 W. Main St., Ronceverte, WV 24970, or by calling (304)647-5455 7:30am - 4:30pm, Mon.-Fri. Resumes will be accepted thru July 18, 2003.

WISCONSIN

Police Chief
Berlin Police Dept

PO Box 291
Berlin, WI 54923
920-361-0444 ext 1-3470

Population: 5,400
Sworn Officers: 13
Application Deadline: **8/8/03**

Qualifications: three years professional law enforcement management and supervisory experience; equivalent combination of education, training, and work experience demonstrating capability to successfully perform in areas of position required knowledge, skills and abilities will be considered; associate degree; bachelors in criminal justice or related field preferred. Physical, psychological examinations, background check and drug screen required for finalists. Residency required. Obtain application packet from the city of Berlin by contacting Berlin Police Dept., Attn: Vicki Murphy, PO Box 291, Berlin, WI 54923; (920) 361-0444 ext. 1-3470; e-mail vmurphy@dotnet.com.

Police Chief
Eau Claire, City of
HR Dept., 203 S. Farwell Street
Eau Claire, WI 54701
715-839-4921

Population: 61,870
Sworn Officers: 100
Application Deadline: **8/13/03**

Qualifications: Bachelor's in police admin., criminal justice or related field; preferably supplemented by current management level training; ten years of progressively responsible municipal law enforcement experience; experience in budgeting, supervision, investigations, planning, personnel admin., labor relations, and community relations. Salary: \$66,120 - \$84,774 + benefits. Deadline: postmarked by August 13, 2003. Application and related information available at the City of Eau Claire Human Resources Dept., 203 S Farwell St., PO Box 5148, Eau Claire, WI 54701; (715) 839-4921 or visit www.ci.eau-claire.wi.us.

Police Chief
Neenah Police Dept

2111 Marathon Ave
Neenah, WI 54956
920-751-4677

Population: 24,700
Sworn Officers: 41
Application Deadline: **8/1/03**

Police Chief for dept. of 54 employees, including 41 sworn officers and an operating budget of \$4.5 million. We seek an experienced, visionary law enforcement professional, committed to customer service, community interaction and exemplary professional standards. This position will include, in part, police service planning, organizational development, personnel management, community policing, and positive community relations. Job responsibilities include administrative, financial/budgetary and operations/labor relations and knowledge of proper law enforcement and investigative techniques. The successful candidate must have an outstanding positive and cooperative leadership style and exceptional verbal and written communication skills. Candidates should possess a minimum of seven years of progressively responsible municipal law enforcement experience plus a minimum of five years supervisory and/or management experience. Candidates must possess a Bachelor's Degree, Police Science, Criminal Justice, Police Administration, Public Administration preferred or related field or equivalent combination of experience and advanced police leadership training programs such as the FBI National Academy, Southern Police Institute, or Northwestern Center for Public School of Staff and Command, is required. Wisconsin Law Enforcement Standards Board certification or eligibility for certification and a valid driver's license is required. All application material must be completed and postmarked no later than Friday, August 1, 2003. Visit www.ci.neenah.wi.us.

The Police Executive
www.thepoliceexecutive.com

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

Phone: 847-548-0222
Fax: 847-548-0333
Kevin@theblueline.com

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