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

# The Brass Key

For The Public Safety Executive

## Kathleen O'Toole Boston's 37th Police Commissioner

On February 8th, Mayor Thomas M. Menino announced the appointment of Kathleen M. O'Toole as commissioner of the Boston Police Department. O'Toole, a proven manager with more than 20 years experience in law enforcement, began her career with the Boston Police Department and will become the first woman to lead the storied department.

"Kathleen O'Toole brings with her an insider's savvy and an outsider's perspective," said Mayor Menino. "Her unique background presents a global perspective on policing and management that will

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## Opportunities Featured In This Issue:

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*Chief of Police*

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*Chief of Police*

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Sacramento Regional Fire/EMS  
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### MINNESOTA

St Paul, City of  
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### MISSOURI

El Dorado Springs  
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*Police Chief*

### MONTANA

Bridger Police Department  
*Chief of Police & Part-time Patrol  
Officer*

Colstrip Police Dept.  
*Police Chief*

### NEW MEXICO

Bernalillo Police Dept  
*Chief of Police*  
Hobbs, City of  
*Police Chief*  
Pueblo of Isleta Police Dept.  
*Police Captain*

### NEW YORK

Buffalo, City of  
*Fire Commissioner*  
**NORTH CAROLINA**  
Asheville, City of  
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Newton Grove, Town of  
*Police Chief*

### OHIO

Grandview Hts, City of  
*Police Chief*

### OREGON

Central Point Police Dept  
*Chief of Police*  
Winston Police Dept  
*Police Chief*

### SOUTH CAROLINA

Abbeville, City of  
*Police Chief*  
Pendleton Police Dept  
*Police Chief*

### TEXAS

Dallas, City of  
*Police Chief*  
Kerrville Police Dept  
*Police Chief*  
Round Rock Police Dept  
*Chief of Police*  
Stephenville, City of  
*Fire Chief*

### VIRGINIA

Bristol, City of  
*Fire Chief*  
Fairfax County Government  
*Chief of Police*

### WASHINGTON

Aberdeen Police Dept  
*Police Chief*  
Squaxin Island Tribe  
*Police Chief*

### WISCONSIN

Kenosha, City of  
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Menomonee Falls, Village of  
*Police Chief*  
Phillips Police Dept  
*Police Chief*

### WYOMING

Laramie County Government  
*Combined Communication  
Center Manager*

## ALASKA

### Chief of Police Nome, City of

PO Box 281  
Nome, AK 99762  
907-443-6663

Population: 4,500  
Sworn Officers: 9  
Application Deadline: **3/6/04**

Qualifications include 7 yrs of law enforcement experience, at least 3 yrs in a command level position. Advanced Certificate from Alaska Police Standards Council or eligible within 12 months. B.S. degree in Criminal Justice/Police Science or A. A. in same + command level course (FBI, NA, SPI, Northwest) Valid Alaska Drivers and able to pass physical requirements defined by APSC. Effectively communicate verbally and in writing, strong supervisory skills, and ability to work well with public. Responsibilities: Duties include: manage, plan, coordinate, supervise and evaluate department operations, administer city code, policies and direction to provide effective police services to the community. Special Conditions: Nome is a 1st Class City with a population of 3500, located on the Seward Peninsula. Excellent benefit package with salary DOE For more information, contact Randy Romenesko, City Manager [www.nomealaska.org](http://www.nomealaska.org)

## ARIZONA

### Police Commander Avondale, City of

11465 W Civic Center Dr., Ste 240  
Avondale, AZ 85323  
623-932-3660

Population: 55,000  
Sworn Officers: 72  
Application Deadline: **2/20/04**

Progressive, professional municipal government seeks seasoned, law enforcement/police executive to assist the Police Chief in the planning, directing and implementing long-term programs and activities of the Police Department; enforcement of laws and ordinances, and the prevention of crimes and protection of life and property. Anticipated starting hiring salary range is \$90,000 - \$95,000 with excellent benefits; negotiable depending upon qualifications, experience and professional achievements. Works under the direction of the Police Chief, and works closely with community groups and other department heads; oversees \$8 million capital and operating budget, supervises

100 full-time employees (70 sworn) with plans to add another 30+ employees in the next two years, due to the recent passage of a dedicated 1/2 cent sales tax. Department recently moved into a new 25,000 sq. ft. state-of-the-art police administration building on November 1, 2003. Avondale is a dynamic, rapid-growing west Phoenix community with an emerging retail, commercial, and residential base. Bachelor's degree in police administration, criminology, sociology, or a related field is required; Masters in police science is preferred from an accredited institution. Minimum of ten (10) years of progressively responsible law enforcement experience, including three (3) years of administrative or management experience and three (3) years as a Police Lieutenant; graduation from the FBI National Academy or similar advanced training is preferred, or any equivalent combination of experience and training, which provides the knowledge and abilities necessary to perform the work. Must possess an Arizona Police Officer Certification. Experience and proven record of success in police service planning, participative management, community policing, training and organizational development ideals. Candidate should possess strong administrative, financial, operational and organizational skills, along with solid public relations/community policing exposure. Superior leadership, interpersonal communications and social sensitivity skills are essential. Bilingual English/Spanish preferred. Residency preferred, but not required after appointment. Interested candidates should submit a cover letter, resume and salary history to: Human Resources Department, 11465 West Civic Center Drive, Suite 240, Avondale, AZ 85323. Email: [hr@avondale.org](mailto:hr@avondale.org) The filing deadline for the position is February 20, 2004. For a position profile, please visit [www.avondale.org](http://www.avondale.org) or call 623-478-3240.

### Chief of Police Parker Police Department

1314 11th St  
Parker, AZ 85344  
520-669-2264

Population: 3,000  
Sworn Officers: 13  
Application Deadline: **3/12/04**

Salary: \$50,941 to \$68,920 per year. Under administrative direction, plans staffs, organizes, directs, and evaluates the operations of the Town of Parker Police Department to protect and serve the citizens of Parker by enforcing applicable

## Boston Police Commissioner Kathleen O'Toole

serve as the basis for change in the department. I have been impressed with Kathleen's work in the past and I look forward to working with her to help keep the citizens of Boston safe."

O'Toole bested an impressive field of candidates who emerged following former Commissioner Paul F. Evans' departure for London in November. An eight-member nominating committee chaired by Wayne Budd winnowed the field and provided Mayor Menino with a list of finalists. Following a round of personal interviews, Mayor Menino selected O'Toole as the 37th commissioner of the department.

"I am always proud to say I began my career with the Boston Police Department," said Commissioner O'Toole. "Nothing could have prepared me for a return like this. I am overwhelmed with pride. It's my dream job. As commissioner, I hope to build on the established successes of the department and to take it to new heights."

As president and founder of O'Toole Associates LLC, O'Toole oversees an international consulting firm, specializing in public affairs, crisis management, organizational change and economic development. Prior to running the firm, the Boston College and New England School of Law graduate had a distinguished career with the Boston, Metropolitan and Massachusetts State police. In addition, she served as Governor William F. Weld's Secretary of Public Safety from 1994 to 1998.

In 1999, O'Toole chaired the Boston Fire Department review committee that helped usher in major administrative changes in the department. A year earlier, O'Toole served on the Independent Commission on Policing for Northern Ireland. The Patten Commission developed 175 strategies that helped to shape the Police Service of Northern Ireland. The commissioner is a recognized expert on profiling cases, consulting the Department of Justice Civil Rights Division.

laws, statutes, ordinances, and orders. A.A. Degree in Administration of Justice, Business Administration, Public Administration or related field (B.A. Preferred) and ten (10) years experience in law enforcement of which five (5) years were in police management capacity. Arizona POST certified or capable to be certified within 1 year of hiring and a current Driver's License. Preferred FBI National Academy graduate or similarly recognized police management training. Email: [finance@ci.parker.az.us](mailto:finance@ci.parker.az.us). [www.ci.parker.az.us](http://www.ci.parker.az.us).

## CALIFORNIA

### Fire Chief Hemet, City of

HR Dept., 445 E. Florida Ave  
Hemet, CA 92543  
909-765-2315

Population: 60,202  
Sworn Officers: 60  
Application Deadline: **3/1/04**

Salary: \$7,946 - \$10,141/mo., plus mgt. benefits pkg. Job flyer available on line at [www.cityofhemet.org](http://www.cityofhemet.org), or at the City of Hemet, Human Resources Dept., 445 E. Florida Ave., Hemet, CA 92543-4209, 909-765-2315; Submit app. by 5:00 p.m., 3/1/04.

### Communications Center Manager Sacramento Regional Fire/EMS

Communications Center  
10230 Systems Parkway  
Sacramento, CA 95827-3007  
916-228-3058

Population: 1,300,000  
Sworn Officers: 30  
Application Deadline: **not stated**

Salary Range is \$101,895 to \$112,239 Annually. Sacramento Regional Fire/EMS Communications Center Sacramento, California The Sacramento Regional Fire/EMS Communications Center is the third largest fire communications center in California. The Communications Center building was extensively remodeled in 1995 and contains 6,600 square feet of working space comprised of administration offices, technology and support work areas,

a computer room, kitchen, shower, rest room facilities, and a secure dispatch area. The dispatch system is equipped with a PRC Cobol CAD System, Positron Power 911 phone systems, and an 800 megahertz region wide radio system. Staffing authorization includes 30 dispatchers and six dispatch supervisors supported by three managerial positions, three administrative positions and five technical support positions for a total of 47 positions. The Communications Center serves a population of approximately 1.3 million people and handles more than 140,000 calls annually. The successful candidate will have proven leadership and management skills, a history of staff development experience, and be open to new ways of providing excellent customer service. A Bachelors Degree from an accredited college or university in public or business administration, fire service management, criminal justice, or closely related field is required. A Masters or higher degree in the same fields is preferred but not mandatory. A minimum of five years experience in a public emergency communications agency, including at least two years at managerial level with budgeting and planning experience is required. The annual salary for this position is \$101,895 to \$112,239 depending upon qualifications. To be considered for this position, please submit your current resume with a letter of interest highlighting your relevant experience and a list of three work related references that includes their telephone numbers and mailing addresses to the address below marked for the attention of the Communications Center Manager. Resumes with letters of interest and references will be accepted immediately and will continue to be accepted until a suitable candidate pool has been established. A limited number of candidates will be invited to participate in an interview process anticipated to occur in May 2004. Interested candidates may contact Janice Parker, telephone (916) 228-3058, FAX (916) 228-3082, or electronic mail [hr@srfec.ca.gov](mailto:hr@srfec.ca.gov). Sacramento Regional Fire/EMS Communications Center 10230 Systems Parkway Sacramento, CA 95827-3007 (916) 228-3058 \* FAX: (916) 228-3082 [hr@srfec.ca.gov](mailto:hr@srfec.ca.gov)

## DISTRICT OF COLUMBIA

### Police Captain Federal Bureau of Investigation

1301 Pennsylvania Ave. NW  
Washington, DC 20001  
(202) 324-1560

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

The Federal Bureau of Investigation is seeking an established law enforcement professional to serve as the Captain for the FBI Police in Washington, DC. The FBI Police consists of 175 uniformed officers. An aggressive recruitment effort is currently underway which will add nearly 100 officers. Position will be located in Washington, DC at FBI headquarters. Candidate should have 5 or more years of increasingly responsible law enforcement experience, 2 or more of which should be in a management or command position. Excellent written, verbal, and interpersonal skills required. Must possess demonstrated leadership ability. Must inspire, motivate, guide, direct, and challenge all individuals under their command. Bachelor's degree preferred but not required. Must have successfully completed a recognized Law Enforcement Academy or the 8-week Mixed Basic Police Officer Course at the Federal Law Enforcement Training Center. Must qualify for a Top Secret Security clearance. All travel expenses for interviews, processing and relocation must be paid by the applicant. Salary range (GS-12) is \$58,070 to \$75,492. Considerable overtime is available. Applicants must apply for this position using the FBI's on-line application system at [www.fbijobs.com](http://www.fbijobs.com).

### Police Major Federal Bureau of Investigation

1301 Pennsylvania Ave. NW  
Washington, DC 20001  
202-324-1560

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

\$69,054 to \$89,774 per year. The Federal Bureau of Investigation (FBI) is seeking a progressive, accomplished law enforcement professional to serve as the Senior Uniformed Officer for the FBI Police. The FBI Police currently consists of 175 uniformed officers. An aggressive

recruitment effort is underway which will add nearly 100 officers. The FBI Police are responsible for law enforcement and security services at FBI facilities in Washington, DC; Clarksburg, WV; Quantico, VA; and New York, NY. Position will be located in Washington, DC at FBI Headquarters. Candidate should have 10 or more years of increasingly responsible law enforcement experience, 5 or more of which should be in a management or command position. Excellent written, verbal and interpersonal skills required. Must inspire, motivate, guide, direct, and challenge all individuals within the FBI Police Force. Bachelor's degree preferred but not required. Must have successfully completed a recognized Law Enforcement Academy or the 8-week Mixed Basic Police Officer Course at the Federal Law Enforcement Training Center. Must qualify for Top Secret Security clearance. "Some travel will be required. Applicants must apply for this position using the FBI's on-line application system at [www.fbijobs.com](http://www.fbijobs.com). Some travel will be required. Applicants must apply for this position using the FBI's on-line application system at [www.fbijobs.com](http://www.fbijobs.com). Additional information about this position may be found at the above web site. Refer to announcement #04-11-0445. G. Gast FBI Office 1301 Pennsylvania Ave., NW Washington, DC 20001 (202) 324-1560 [www.fbijobs.com](http://www.fbijobs.com) Closing date for application: Apply Immediately

## FLORIDA

### Director of Public Safety/ Police Chief

Eustis, City of  
PO Drawer 68  
(109A E Orange Ave)  
Eustis, FL 32726  
352-483-5472

Population: 13,000  
Sworn Officers: 41  
Application Deadline: **12/31/04**

Position directs Public Safety Div, including Police & Fire Depts, which are supported by a Fire Chief, Fire Captain and 4 Fire Lieuts, as well as Police Captain, 3 Police Lieuts and 5 Sgts. As Chief, supervises 41 sworn and 14 civ., w/budget of \$3.05 million and as Director, oversees Fire Dept with 18 sworn & 1 civ., and budget of \$1.08 million. For more info, go to [www.eustis.org](http://www.eustis.org). Application Close Date: Friday, 31 Dec 2004 Submit cover letter, resume, city application (obtain on our website), salary/benefit requirements and names/addresses of 4 professional references. Send Re-

sume To: Human Resources City of Eustis P.O. Drawer 68 Eustis, FL 32727-0068 Employer Contact: Ann Isaacs Contact Email Address: isaacsca@ci.eustis.fl.us Contact Mail Address: P.O. Drawer 68 (109A E Orange Ave) Eustis FL USA Contact Phone: 352-483-5472 Phone Extension: Contact Fax: 352-483-0492 www.eustis.org

### EMS Lieutenant Greenacres Public Safety

525 Swain Blvd  
Greenacres, Florida 33463  
561-642-2001

Population: 28,000  
Sworn Officers: 48  
Application Deadline: **not stated**

Responsible for the supervision & operations of the Emergency Medical Services Unit. Minimum requirements include a FL Firefighter II Certification & FL Paramedic Certification, & a min. of 5 yrs. exp. as a Paramedic, 2 yrs. of which must have been in a supervisory capacity. Bachelors or Associates degree preferred. Entry level \$63,206; after probation \$66,366. Full benefits include Retirement Plan, & paid health, dental & life insurance. Individual performance bonus & longevity bonus after 1 yr. Employment application must be completed. Apply in person to: Human Resources, 525 Swain Blvd., Greenacres, FL or call for application (561) 642-2001. Download appl from our website or email www.ci.greenacres.fl.us dmcgrew@ci.greenacres.fl.us Apps accepted until position is filled.

## ILLINOIS

### Fire Chief Evanston, City of

2100 Ridge Avenue  
Evanston, IL 60201  
847-866-2918

Population: 74,000  
Sworn Officers: 108  
Application Deadline: **not stated**

Email: jwitt@cityofevanston.org Salary: \$80,000-\$116,000/yr DOQ The City of Evanston, IL is a full-service municipality adjacent to Chicago and northern residential suburbs. We seek broadly-experienced Fire/EMS Executive to lead 108 career personnel, 5 station, \$10 million budget Department in service to a mature community with significant economic development in progress; significant multi-university, business/commercial, public buildings and residential exposure. The ideal candidate will be appointed by a professional City

Manager, will be an active member of City's top management team and will advocate for progressive fire service organization. Strong leadership, management, communications, labor relations/collective bargaining and interpersonal skills with degree(s) or equivalent experience required. Proven record in EEO/AA recruitment/retention and service in urban, multi-cultural, racial and economically diverse community important. Apply at once with complete resume, references and salary expectations to: Judith R. Witt, Director of Human Resources, City of Evanston, 2100 Ridge Avenue, Evanston, Illinois 60201. Ph: 847/866-2918 | Fax: 847/448-8109 Email: jwitt@cityofevanston.org The City of Evanston is an Equal Opportunity Employer – Women and Minorities Encouraged to Apply.

### Executive Director Greater Chicago Area Southeast Emergency Communication

c/o: The PAR Group  
100 N. Waukegan Rd., Suite 211  
Lake Bluff, IL 60044  
847-234-0005

Application Deadline: **12/15/04**

Outstanding opportunity to serve as first Executive Director for joint telecommunications agency in McHenry County, Illinois. Located in a high growth area northwest of Chicago, IL, SEECOM has been founded by the communities of Algonquin, Cary and Crystal Lake, a combined service population of approximately 76,000 residents. Starting range is \$70,000-80,000 per year. Starting salary negotiable. Qualified individuals will be expected to have a Bachelors degree in public administration, telecommunications or related field. Seven to ten years increasingly responsible experience in public safety communications including at least three years in a supervisory or command capacity. Candidates shall also possess considerable knowledge of radio communications systems and related technology in the public safety arena. Knowledge of the geographic area of McHenry County a plus. Residency within 30 miles of the SEECOM Center required. Contact: Heidi Voorhees, Vice President. Resume, salary history and five references should be sent to: The PAR Group Address: 100 N. Waukegan Rd., Suite 211 Lake Bluff, IL 60044 Phone: 847-234-0005 Fax: 847-234-8309 Email: resume@pargroupltd.com Recruitment Consultant Web site: www.pargroupltd.com.

### Chief Ranger Police Round Lake Area Park District

814 Hart Road  
Round Lake, IL 60073  
847-546-8558

Population: 45,000  
Sworn Officers: 4  
Application Deadline: **3/7/04**

e-mail to: jnehila@rlapd.org website: www.rlapd.org Salary: \$46,000 to \$50,000 Minimum of BA or BS degree in Criminal Science, Police Science or related field with 10 years experience of which 5 must be in a command level. Must have community policing philosophy and desire to work with public in education and outreach programs. Gang prevention and suppression experience, technology knowledge and excellent communication skills a must. Qualified candidates will participate in an interrogatory process.

### Police Chief Washington Police Dept

115 W Jefferson St  
Washington, IL 61571  
309-444-3196

Population: 12,000  
Sworn Officers: 16  
Application Deadline: **3/15/04**

Chief is appointed by Mayor with consent of City Council and under the general supervision of the City Administrator. Current Chief is retiring after holding position for 13 years. The City seeks an experienced law enforcement professional with skills in planning, supervision and staff development who is committed to community service with solid leadership and administrative skills. High quality interpersonal and communication skills essential. Graduation from an accredited high school or its equivalent required, supplemented by formal training in modern police administration and practices. College degree in Law Enforcement Administration or specialized training such as FBI National Academy, Southern Police Institute or Northwestern Center for Public Safety School of Staff and Command highly desirable. Demonstrated record of progressively responsible law enforcement experience, including five years of supervisory and/or management experience. Interested and qualified candidates should apply immediately with resume and seven year salary history. Residency required within six months after appointment. Salary Range: Salary commensurate with experience and qualifications. \$50,000 to \$70,000 per year. Excellent benefits package. Email: cmoss@ci.washington.il.us www.washington-illinois.org.

## INDIANA

### Police Chief Rockport, City of

PO Box 151  
Rockport, IN 47635  
812-649-2242

Population: 2,650  
Sworn Officers: 6  
Application Deadline: **2/27/04**

The city of Rockport is accepting applications for the position of Police Chief; applicants must meet the following requirements: \*Citizen of the United States \*Certification or ability to be certified by the Indiana Law Enforcement Academy \*High School graduate or equivalent \*Ability to apply rules and regulations of the department \*Maintain Department records \*Knowledge of department budget administration \*Ability to supervise and direct personnel \*Communicate in emergency situations \*Ability to qualify in hand gun course \*Discussion in making skills \*Ability to physically perform the essential duties of the position \*Policy making skills. Our department is in need of leadership, motivation, and stability. Please apply by February 27, 2004. Submit resume to: City of Rockport, Attn: Beth Packer, PO Box 151, Rockport, IN 47635.

## KANSAS

### Chief of Police Ottawa, City of

101 S. Hickory  
Ottawa, KS 66067  
785-229-3634

Population: 12,400  
Sworn Officers: 26  
Application Deadline: **2/20/04**

Position: Chief of Police Deadline: 02/20/2004 Agency: City Of Ottawa Location: Ottawa, KS Salary: \$65,000 to \$70,000 Qualifications: Qualified candidates must have at least seven years of progressive law enforcement experience at least three of which were in a supervisory or management classification. A college degree in criminal justice or closely related field is required, with a Master's degree preferred. Must possess or be able to achieve Kansas Law Enforcement Training Center certification. Must possess and maintain a valid Kansas drivers license. Ideal candidate will have

excellent communication, reasoning, management, supervisory, leadership, organizational and public relations skills; a thorough knowledge of modern police practices, principles and procedures; and a good sense of humor. Responsibilities: Appointed by the City Manager, and serving as a member of his administrative core, the Chief must be a team player, able to communicate clearly, build strong working relations, and participate in the community and organization. This position is responsible for planning, organizing and directing the work of the police department. Special Conditions: The department has 26 sworn officers and 4 support staff, a 1.7 million budget and a newly built 2.9 million Law Enforcement Center. Major goals include a continued emphasis on fostering a departmental atmosphere of teamwork and cooperation; maintaining and enhancing positive community interactions; and positioning law enforcement services to meet expected community growth. Please send detailed resume and cover letter to: Human Resources (Recruitment Team #3), City of Ottawa, 101 S. Hickory, Ottawa, Kansas 66067. Or e-mail same to jhastv@ottawakanas.net. Applications accepted until 5:00 p.m. 20 February 2004. If accommodations are needed to receive or complete the application, please call (785) 229-3634.

### **Police Chief Oxford, City of**

PO Box 337  
Oxford, KS 67119

Population: 1,110  
Sworn Officers: 5  
Application Deadline: **not stated**

Seeking qualified applicants for position of Chief of Police. Person performs duties in law enforcement, investigation, supervisor of police personnel, budget, serve as health officer, coordinator of storm spotters and medical response team. Qualifications required: 3-5yrs law enforcement experience, HS graduate, KLETC cert'd, valid drivers license, no felony or Class A misdemeanor convictions. Salary range: \$12,000-\$18,000/hr or commensurate w/ qualifications plus exc benefit package. Send letter of interest, resume and professional & personal references to: Mayor Del Parsons, PO Box 337, Oxford KS 67119. Hiring process to include personal background check, physical & drug tests & interviews. EOE

## **LOUISIANA**

### **Fire Chief St. Tammany Fire Protection District No. 1**

Slidell, LA  
contact: McGrath Consulting Group, Inc.  
815-728-9111

Population: n/a  
Sworn Officers: n/a  
Application Deadline: **2/20/04**

Salary: \$70s to \$80s. Excellent benefit package. St. Tammany Fire Protection District #1 Slidell, Louisiana St. Tammany Fire Protection District No. 1, - Slidell, Louisiana, the largest department in the Parish (County), approx. 30 minutes from New Orleans, is seeking a progressive Fire Chief. Opportunity for an innovative problem solver to strategically lead the department into the future. The Fire Chief reports to a business-oriented, professional 5-member board. Candidates must possess demonstrated leadership, employee relations, supervisory, strategic planning and budgetary skills and a strong background in a career department. Bachelor's degree preferred with a minimum of 5 yrs. demonstrated management experience; Associates degree required with equivalent work experience in fire service administration. Additional requirements include EMT and graduate of the Executive Fire Officer program, or qualified and willing to attend. Apply with cover letter and complete resume, references, e-mail address, and current salary. Resume must demonstrate experience in employee relations, strategic planning, and budget administration. McGrath Consulting Group, Inc. P.O. Box 190 Wonder Lake, IL 60097 815 728-9111 tim@mcgrathconsulting.com www.mcgrathconsulting.com

## **MASSACHUSETTS**

### **Chief of Police Nantucket, Town of**

16 Broad Street  
Nantucket, MA 02554  
508-228-7255

Population: 10,000  
Sworn Officers: 33  
Application Deadline: **3/15/04**

Salary: \$85 to \$95K Qualifications: Candidate must possess a bachelor's degree in criminal justice or business management. Graduation from a police academy is required. A master's degree is preferred in police/public administration, criminal justice or related field. Must have over ten

years of progressive experience as a certified police officer, five of which have been in a supervisory capacity. Computer and fiscal skills are essential. Residency is required. Salary commensurate with qualifications. Excellent benefits including educational incentive in addition to salary, of 20% for possession of bachelor's degree and 25% for possession of master's degree. Qualified candidates may submit a cover letter, resume, the names and telephone numbers of five work-related references and a completed employment application form (see Web site) to Town Administrator, 16 Broad Street, Nantucket, MA 02554 Responsibilities: The island Town of Nantucket, Massachusetts (population 10,000 which increases to about 40,000 in summer months) is seeking a Police Chief to replace a retired 20-year incumbent. The department has a staff of 30+ sworn personnel. The FY 2004 budget was 2,925,260. Appointed by and reporting to the Town Administrator, the successful candidate should have a thorough knowledge of police administration, proven communication and management skills, strong leadership qualities and ability to perform law enforcement activities in the field as required. For more information, contact: Libby Gibson 16 Broad Street Nantucket, MA 02554 USA Phone: (508) 228-7255 Fax: (508) 228-7272 www.nantucket-ma.gov

### **Police Chief Wellesley College Police**

106 Central Street  
Wellesley, MA 02481  
781-283-2121

Population: 2,300  
Sworn Officers: 18  
Application Deadline: **not stated**

The qualified candidate must be able to obtain certification as a Massachusetts State Special Police Officer in accordance with Chapter 22c, Section 63 of the Massachusetts Laws, and possess a valid license to operate a vehicle. A Bachelor's degree, especially in Criminal Justice or another related field is desirable. Candidate must possess excellent oral and written communication skills. They should also have ten years of progressively responsible public safety experience with a minimum of five years of management and supervisory experience. If interested, please send resume and cover letter to: Human Resources Office, Code: JF012804, Wellesley College, 106 Central Street, Wellesley, MA 02481; or email: working@wellesley.edu. Applications will be accepted until the position is filled.

## **MICHIGAN**

### **Deputy Police Chief Portage Police Dept**

7810 Shaver Rd  
Portage, MI 49024  
616-329-4567

Population: 41,000  
Sworn Officers: 54  
Application Deadline: **not stated**

\$61,453 to \$86,035 per year. Position Description: The City of Portage, a progressive community located in SW Michigan, is seeking an experienced law enforcement command officer to manage all daily Field Operation in the CALEA accredited Portage Police Department. This position reports directly to the Chief of Police and manages 55 full time sworn law enforcement officers in police patrol, investigations, school liaisons, crime prevention, tactical team, lab team and cooperative drug units. Requirements: Candidates must be MCOLES certified within one year of employment and must possess/obtain a State of Michigan Driver License. Incumbent will be required to complete a physical examination including a drug and alcohol screen, a psychological assessment, written assessment and a complete background investigation. Qualifications: Candidates must possess a Bachelor Degree in Criminal Justice or related field and have a minimum of five years of high level command experience in modern police practices and technology. A Master's degree and/or extensive experience is preferred. How to Apply: Apply in confidence by sending a letter of application and resume to Director of Employee Development, City of Portage, 7900 S. Westledge Ave., Portage, MI 49002 or apply online at www.portagemi.com. Contact Name: Employee Development Phone: (269) 329-4533 Email: recruitme@portagemi.com.

### **Deputy Police Chief Portage, City of**

7900 S. Westledge Ave  
Portage, MI 49024  
269-329-4533

Population: 41,000  
Sworn Officers: 54  
Application Deadline: **not stated**

Salary: \$61,453 to \$86,035. Excellent Benefit package! City of Portage Portage, Michigan The City of

Portage, a progressive community located in SW Michigan, is seeking an experienced law enforcement command officer to manage Field Operations in the CALEA accredited Portage Police Department. This position reports directly to the Chief of Police and manages 55 full time sworn law enforcement officers in police patrol, investigations, school liaisons, crime prevention, tactical team, lab team, and cooperative drug units. Candidates must be MCOLES certified within one year of employment, must obtain a State of Michigan Driver License, possess a Bachelor Degree in Criminal Justice or a related field, and have a minimum of five years of high level command experience in modern police practices and technology. A Master's Degree and/or extensive experience is preferred. The successful candidate will be required to complete a physical examination including a drug and alcohol screen, a psychological assessment, written assessment and a complete background investigation. The City of Portage offers an excellent fringe benefit package. Employee Development City of Portage 7900 S. Westnedge Ave. Portage, MI 49002 Phone: 269-3294533 \* FAX: 269-324-9245 recruitme@portagemi.com www.portagemi.com Closing date for application: Apply Immediately

### Chief of Police Sumpter Twp Police Dept

23501 Sumpter Rd  
Belleville, MI 48111  
734-461-4833

Population: 13,000  
Sworn Officers: 20  
Application Deadline: **3/22/04**

Bachelor's degree in criminal justice, public administration, sociology, or related field, 5-8 years progressive command experience. MCOLES certification, thorough knowledge of law enforcement principles and procedures, experience with community policing required. The successful candidate will be computer literate; will possess excellent written and verbal communication skills; will be experienced with personnel management, problem solving, long-range planning, fiscal management and facility development. Salary range \$50,000-\$57,000 per year. Residence within 15 miles is required within six months of hire.

## MINNESOTA

### Chief of Police St Paul, City of

400 City Hall Annex, 25 West 4th Street  
St Paul, MN 55101  
651-266-6500

Population: 275,000  
Sworn Officers: 579  
Application Deadline: **3/18/04**

Salary: \$88,438 - \$114,280 Qualifications: Chief of Police Minimum Qualifications - The Chief of Police shall have at least four years experience in an upper level law enforcement command position in a community with a population over 200,000. Strong, innovative, administrative, financial, operational and organizational development skills are important with demonstrated skills in leadership, communication, community relations and the ability to work with a diverse population. Must have a proven record of success in developing labor-management collaboration in a collective bargaining environment and innovative ways of increasing diversity in the department. - Demonstrated command and supervision of police personnel is essential. - A Bachelor's degree in Criminal Justice Studies, Public Administration, Management, Business Administration or a related discipline is required. A Master's degree is preferred. Advanced police training such as FBI National Academy, Northwestern Command, Southern Police Institute and Staff Course or similar schools is desirable. Responsibilities: Under the direction of the Mayor, the Chief of Police performs the important administrative and managerial function of planning and directing all activities of the police department. The Chief is a professional liaison between the police department, other city departments, the City Council, and local, state and Federal law enforcement agencies. Perhaps most importantly, the chief is the most visible police department spokesperson to the community. The Chief develops rules and regulations for the department within the limits of the city charter, formulated recommendations for policy changes, and proposes legislation at the state and local levels. Special Conditions: See job announcement brochure for further details about the job and selection process. For more information, contact: Lisa McKeown 400 City Hall Annex 25 West 4th Street Saint Paul, MN 55102 USA Phone: (651) 266-6500 Fax: (651)292-7656 Email: lisa.mckeown@ci.stpaul.mn.us

www.ci.stpaul.mn.us/jobopenings/  
Please request a job application and job announcement brochure by calling 651-266-6500. A completed job application must be submitted to HR by 03/18/04. Candidates must also submit answers to 6 questions by noon (CST) on 03/22/04.

## MISSOURI

### Police Chief El Dorado Springs

127 W. Spring  
El Dorado Springs, MO 64744  
417-876-2521

Population: 4,000  
Sworn Officers: 8  
Application Deadline: **not stated**

Must be Missouri POST certified.  
Call for an application.

### Police Chief Nevada Police Dept

120 S Ash  
Nevada, MO 64772  
417-448-2710

Population: 8,600  
Sworn Officers: 21  
Application Deadline: **not stated**

The City of Nevada, Missouri is now soliciting to fill the vacant position of Police Chief. The City of Nevada is an ideal community with a city population of around 8,600 that offers the technologies and conveniences of metropolitan areas, with the hospitality and welcome spirit of small town life. We are looking for applicants who are innovative and dynamic, committed to community service and diversity. This position plans, coordinates and directs the operational activities of the Police Department and 20 sworn officers. Applicants to be considered must have a minimum of 5 years of experience in law enforcement at the supervisory level. Interested persons should go to the Job Bank on our web-site at www.nevadamo.org for more information regarding the position qualifications, salary, benefits and how to submit a resume. The City of Nevada is committed to diversity and invites all qualified individuals to apply regardless of race or gender: The City of Nevada is an Equal Opportunity Employer and does not discriminate on the basis of disability, race, color, religion, national origin, pregnancy, age, military status, sex, gender, or protected activities in the admission or access to, or treatment or employment in, its programs or activities.

## MONTANA

### Chief of Police & Part-time Patrol Officer Bridger Police Department

Box 368  
Bridger, MT 59014  
406-662-3677

Population: 800  
Sworn Officers: 3  
Application Deadline: **not stated**

The Town of Bridger is taking applications for a full-time Chief of Police and part-time Patrol Officer. Applicants must pass current physical fitness tests as required by MLEA. Applications taken until positions are filled.

### Police Chief Colstrip Police Dept.

PO Box 1902  
Colstrip, MT 59323  
406-748-2300

Population:  
Sworn Officers:  
Application Deadline: **3/5/04**

Seeking applicants to fill the position of Police Chief for the start-up of a new department. Primary duties including planning, directing and supervising the work of a city police department. Graduation from high school or equivalent required. Eight years of progressively responsible law enforcement including five years in a supervisory capacity required. Montana P.O.S.T. Certification in Administration or Supervision desired. Valid current driver's license required. Email: cityofcolstrip@mcn.net. Pay range \$45,000-\$55,000 per year.

## NEW MEXICO

### Chief of Police Bernalillo Police Dept

739 Camino Del Pueblo  
Bernalillo, NM 87004  
505-867-2304

Population: 7,000  
Sworn Officers: 13  
Application Deadline: **2/27/04**

Applicants must meet the following qualifications: Bachelor's degree in Police Science, Criminal Justice, Public Administration or a related field. Minimum of five (5) years of recent related work experience to include service as Chief or Assistant/Deputy

Chief or equivalent in a comparable or larger agency. NM State Certified or ability to obtain "Certification by Waiver" and must Maintain State Certification during terms of employment Additional qualifications and position responsibilities statement will be provided each applicant.

### Police Chief Hobbs, City of

300 N. Turner  
Hobbs, NM 88240  
505-397-9230

Population: 29,115  
Sworn Officers: 85  
Application Deadline: **3/3/04**

The City of Hobbs is seeking a talented law enforcement professional with a diverse background in municipal police management. Dedication to internal communications and employee involvement, community interaction and participation, and analytical thinking and problem solving are essential. Qualified individuals will have graduated from the FBI National Academy, Northwestern School of Police Staff and Command or the equivalent. A Bachelors degree in police science, criminal justice, public administration or a related field is preferred. Minimum of ten years of recent, related work experience to include service as chief or assistant/deputy chief or equivalent in a comparable or larger agency is required. Current New Mexico certification or ability to qualify by reciprocity is required. Responsibilities: Under direct supervision of the City Manager, the Chief supervises a staff of 81 sworn and 26 non-sworn staff members with budget responsibility of 7.8 million. Special Conditions: Comprehensive background investigation and drug test required. For more information, contact: Misty Funk 300 N. Turner Hobbs, NM 88240  
Phone: (505)397-9230  
Fax: (505)397-9212  
Email: [personnel@hobbsnm.org](mailto:personnel@hobbsnm.org)  
[www.hobbsnm.org](http://www.hobbsnm.org) To Apply submit a cover letter and resume by February 20, 2004 to: City of Hobbs, Attn: Personnel Department, 300 N. Turner, Hobbs, NM 88240. A completed application will be required prior to employment and may be obtained from the above address or website. Electronic resumes will be acknowledge via e-mail. The City of Hobbs is an EEO employer and a smoke and drug free workplace.

### Police Captain Pueblo of Isleta Police Dept.

P.O. Box 1270  
Isleta, NM 87022  
505-869-2812

Application Deadline: **not stated**

Performs administrative and law enforcement duties as directed by the Chief of Police. Supervises all major crime investigations. Directs the efforts of officers to ensure a safe and secure community for the residents of the Pueblo of Isleta. Qualifications: Associate's degree in a related field (a combination of ten (10) years college education and work experience may be substituted for a degree). Must possess and maintain a police officer certification from the Federal Police Academy or New Mexico State Law Enforcement Agency. FBI National Academy graduate preferred. Eight (8) years experience as a police officer, three (3) of which are in a supervisory position in rank of Lieutenant or higher. Able and willing to work in a leadership role in supervising police officers and dispatchers. Willingness to attend a minimum of 40 hours annual in-service training. Must have successfully completed an approved Supervisory Enforcement Officer after hire. Background investigations are conducted upon initial employment and every five (5) years thereafter. Grant writing abilities preferred. Valid NM state driver's license, which must remain active while employed by the Pueblo of Isleta. Mail resume and letter of interest, along with the names and phone numbers of three professional and three personal references.

## NEW YORK

### Fire Commissioner Buffalo, City of

HR Dept., 1007 City Hall  
Buffalo, NY 14202  
716-851-4095

Population: 285,000  
Sworn Officers: 800  
Application Deadline: **not stated**

Salary: \$102,000. Requirements: Bachelor's degree and five years fire experience or equivalent. Preferred Requirements: Master's Degree in Public or Business Administration, Fire or Public Safety Administration or closely related field and ten years experience in Public Administration / Public Safety at least five of which were as a Chief Fire Officer. Unique opportunity for skilled public safety administrator to

restructure and modernize a major urban fire department (800+ members). The City of Buffalo has recently completed an extensive evaluation of the department which calls for a total restructuring involving significant downsizing, construction and consolidation of fire stations and merging of companies, changes in suppression and prevention strategies, purchases of new equipment and apparatus, new training regimens, etc. Successful implementation of this ambitious plan is a critical component of the city's fiscal recovery efforts. Due to financial realities these changes must be implemented within a 3-year period. Requires • Proven ability to serve as a major "change agent" in light of severe budget restraints and a highly unionized work force. • Strong organizational skills and ability to work cooperatively with local, state and federal officials; • History of successfully representing management in labor relations including collective bargaining, grievance hearings and interest arbitration. • Ability to understand, develop and manage complex budgets. • Experience in identifying and monitoring productivity improvement / cost avoidance programs. • Strong public relations skills to serve as the city's liaison with diverse community groups serving as advocate of re-engineering program. • Outstanding verbal and written communication skills. • History of membership / participation in recognized public sector / public safety professional associations. Appointed by and reports to Mayor. Residency required within 6 months. Cover letter, resume, salary history and statement of qualifications to: Leonard A. Matarese, Commissioner of Human Resources City of Buffalo 1007 City Hall Buffalo, NY 14202 716-851-4095 \* FAX: 716-851-4968 [Lmatarese@city-buffalo.com](mailto:Lmatarese@city-buffalo.com) Closing date for application: Open until filled.

## NORTH CAROLINA

### Chief of Police Asheville, City of

PO Box 7148  
Asheville, NC 28802-7148  
828-259-5694

Population: 61902  
Sworn Officers: 174  
Application Deadline: **not stated**

Asheville, North Carolina - nestled between the Great Smokies and the Blue Ridge Mountains of Western North Carolina is seeking a self-

motivated, experienced Chief of Police to assume a high profile position. Asheville is a diverse City serving a region of 230,000. The City has a large vibrant downtown as well as a multitude of shopping venues. We have been recognized many times in the last few years for the exciting benefits that our community offers to residents and visitors. We hold the distinction of being one of America's Top 25 Arts Destinations, Top 50 Hottest Cities, 50 Most Alive Places to Live, One of the Best Places to Retire, and Top 10 Getaway Destinations. Asheville is also a hub for State and Federal activity including Federal Court. Reporting to the City Manager this leader will assume responsibility for a nationally accredited, diverse and dynamic department adept at community policing. Performs professional law enforcement work as administrative head and chief executive officer of the City Policy Department. Manages all aspects of this 231 employee workforce, which includes various levels of police officers, administration and telecommunications. Responsible for developing short and long range plans to meet law enforcement needs, protecting lives and property in the City through the organization and direction of all police functions. Must exercise considerable initiative and analytical judgment to ensure proper development and administration of Department programs and operations. This high profile position offers this diplomatic professional career challenges as contact with general public and public officials is a must. Master's degree in law enforcement administration, criminal justice, public administration, or related field highly preferred. BA degree minimum. Police Chief experience in a city of at least 50K population is high preferred. Must have 10 to 15 years of progressively responsible experience in law enforcement administrative and command positions; and/or equivalent combination of training and experience required to perform the essential position functions. Requires certification as a police Officer through the Criminal Justice Education and Standards Commission of North Carolina (requirement is at least 100 hrs. unless already NC certified). Possession of a valid North Carolina driver's license. Minorities and women are strongly encouraged to apply. Final candidates should expect interaction with local Asheville community as well as interview panel delegates who will

visit the candidate's hometown with questions relative to current and past work performance. Salary is commensurate with experience. Competitive benefit package includes medical, dental, vision, medical and childcare flex accounts, local government employees retirement pension, 401K contributions, separation allowance, tuition reimbursement, City vehicle and more. Interested qualified applicants should apply to City of Asheville, Human Resources Department, PO Box 7148, Asheville, NC 28802-7148 or fax information to 828-259-5479. to obtain full details and to request an application packet, please contact Belinda Odom, Human Resources Director, 828-259-5682 or Robin Nix, Assistant Human Resources Director, 828-259-5694; or e-mail [rnix@ashevillenc.gov](mailto:rnix@ashevillenc.gov). This position will remain open until filled.

**Police Chief  
Newton Grove, Town of**  
P.O. Box 4, 304 Weeksdales St.  
Newton Grove, NC  
910-594-0829

Population: 543  
Sworn Officers: n/a  
Application Deadline: **not stated**

Must meet all NCCJ Ed. & Trng. Stds. Commission criteria and be BLET certified. \$22,000-\$24,000 per year.

## OHIO

**Police Chief  
Grandview Hts, City of**  
1016 Grandview Ave  
Grandview Hts, OH 43212  
614-488-7901

Population: 8,000  
Sworn Officers: 20  
Application Deadline: **2/18/04**

\$36,178 - \$71,098 per year. Candidates should possess a bachelor's degree from an accredited college or university in police administration, public or business administration, or related field and ten year's experience in all major phases of law enforcement, including at least five years in a top-level management capacity. An equivalent combination of education and experience may be considered.  
[pbowman@grandviewheights.org](mailto:pbowman@grandviewheights.org)  
[www.grandviewheights.org](http://www.grandviewheights.org)

## OREGON

**Chief of Police  
Central Point Police Dept**  
155 S 2nd St  
Central Point, OR 97502  
541-664-5578

Population: 13,500  
Sworn Officers: 19  
Application Deadline: **2/27/04**

Call Deanna Gregory at 541-664-3321 for details.

**Police Chief  
Winston Police Dept**  
201 NW Douglas Blvd  
Winston, OR 97496  
541-679-8706

Population: 4,480  
Sworn Officers: 9  
Application Deadline: **2/23/04**

Call Bruce Kelly at 541-679-6739 for information.

## SOUTH CAROLINA

**Police Chief  
Abbeville, City of**  
PO Box 40  
Abbeville, SC 29620  
864-459-5017

Population: 6,000  
Sworn Officers: 18  
Application Deadline: **until filled**

Historic, diverse City of approximately 6,000 located in the Upstate of South Carolina is seeking a qualified, dedicated individual for the position of Police Chief to manage a department of 18 sworn personnel, 3 civilian personnel and 6 auxiliary personnel. The Police Chief is responsible for planning and leading all activities of the Police Department. Candidate must be innovative, visionary and have strong interpersonal skills, high ethical standards, exceptional leadership ability and unquestionable integrity, Graduation from a four (4) year accredited college or university with a degree in criminal justice, public administration or a related field, certification from the South Carolina Law Enforcement Academy, valid South Carolina driver's license, and previous supervisory experience are required. Salary will be commensurate with level of education and experience, Must reside within the City limits within 6 months of being hired. City operates under the Council-Manager form of government. Submit application, resume, and salary

requirements to the City of Abbeville, Personnel Department, Post Office Box 40, Abbeville, South Carolina 29620. Applications may be obtained in the Personnel Office at City Hall or by calling (864) 459-5017. Applications will be accepted until the position is filled. Equal Opportunity Employer.

**Police Chief  
Pendleton Police Dept**  
108 S Depot St  
Pendleton, SC 29670  
864-646-3339

Population: 3,154  
Sworn Officers: 7  
Application Deadline: **not stated**

Police Chief The Town of Pendleton is currently accepting applications, with resumes attached, for the position of Police Chief Resumes will not be accepted without applications. Qualifications include: A Bachelor's Degree in police science, law enforcement, criminal justice, or a closely related field and 7 years of experience in police work, 3 years of which must have been equivalent to Sergeant or higher, and completion of law enforcement training academy or any equivalent combination of education and experience above. Starting salary \$34,000 per year. Submit Applications to: Teri Perry, Town Administrator 310 Greenville St Pendleton, SC 29670. No phone calls please.

## TEXAS

**Police Chief  
Dallas, City of**  
Slavin Management Consultants,  
3040 Holcomb Bridge Rd, Ste B-1  
Norcross, Georgia 30071  
770 449-4656

Population: 1,200,000  
Sworn Officers: 2,841  
Application Deadline: **not stated**

Dallas is the eighth largest city in the U.S. and forms the heart of the large metropolitan area in north central Texas often referred to as the "Metroplex." Dallas is a world-class city with a highly diverse and multi-cultural population which resides in an area of 378 square miles. The City of Dallas is recognized as a national model for effective professional management of a large and complex city organization. The City operates under the Council-Manager form of government. The City Council includes 14 members elected from single-member districts and a Mayor elected at large. Under this system, policy direction is provided by the City Council and implemented by

the City Manager, a trained and experienced public management professional, responsible for direction of the day-to-day affairs of the City. The City's current operating budget is about \$1.7B and there are approximately 12,500 City employees. The Dallas Police Department has an annual budget of \$300M and employs 2,900 uniform and 513 civilian personnel. The current organization includes: Patrol, Crime Analysis, Crime Prevention, Special Events, Tactical Division, Traffic Division, Intelligence, Vice, Narcotics, Youth and Family Crimes, Crimes Against Persons. Property Crimes, Human Resources, Administrative Services and Support Services. The Department places a strong emphasis on community involvement as evidenced by its numerous Neighborhood Assistance Centers and special community oriented programs. The Police Chief is appointed by the City Manager and reports through an Assistant City Manager. The successful candidate will have a proven record of accomplishments in fostering effective multidirectional communications, demonstrated external leadership and the ability and sensitivity to relate effectively to all members of the Dallas community with its rich and valued multi-cultural character. Must also have demonstrated management and leadership abilities to positively impact: crime reduction, organizational effectiveness, staff development, labor and employee relations, media relations and training programs to maintain cutting edge police services. Requirements include a Bachelor's degree combined with at least ten years of experience in municipal law enforcement which must include three years of chief or deputy chief experience. Strongly preferred is experience with a large police department (1,500 or more employees) serving a diverse community comparable to Dallas. Must be technically current and meet State law enforcement certification requirements. A competitive salary, negotiable depending on qualifications, plus an excellent benefit package will be provided. This search is scheduled to be completed in early 2004. To be considered, please send your resume without delay to:  
Robert E. Slavin  
SLAVIN MGMT CONSULTANTS  
3040 Holcomb Bridge Rd, Ste B-1  
Norcross, Georgia 30071  
Phone: (770) 449-4656  
Fax: (770) 416-0848  
e-mail: [slavin@bellsouth.net](mailto:slavin@bellsouth.net)  
Note: The names of all candidates for this position are subject to public disclosure upon request. If confidentiality is of concern, please contact Slavin Management Consultants prior to submitting your resume.

## Police Chief Kerrville Police Dept

429 Sidney Baker  
Kerrville, TX 78028  
830-257-8181

Population: 20,162  
Sworn Officers: 45  
Application Deadline: **2/29/04**

The Police Chief supervises a department with 50 officers and 16 civilian personnel and a current operating budget of \$3.828 million. The City's preference is for candidates who have broad experience in all areas and levels of a police department including patrol, criminal investigation and administration in a community with a diverse population. A Bachelor's Degree in criminal justice, public or business administration, or a related field is desired. In addition candidates should have ten years of pertinent experience including at least five years of supervisory experience. Candidates must possess a Master Certification from the Texas Commission on Law Enforcement Officer Standards and Education. The beginning salary is the mid-\$70's to the low \$80's, depending on background and qualifications, plus car. Please view the detailed profile of this position posted at [www.watersconsulting.com](http://www.watersconsulting.com). All qualified applicants should forward their resume ASAP. G. Chris Hartung The Waters Consulting Group, Inc. 2695 Villa Creek Dr., Suite 104 Dallas, TX 75234-7328 Voice: 972.481.1950 Fax: 972.481.1951 Toll Free: 877.356.2924 E-mail: [search@watersconsulting.com](mailto:search@watersconsulting.com).

## Chief of Police Round Rock Police Dept

615 E Palm Valley Blvd  
Round Rock, TX 78664  
512-218-5500

Population: 52,000  
Sworn Officers: 91  
Application Deadline: **2/23/04**

\$8,750 monthly (\$105,000 annually). The ideal candidate will be an experienced senior law enforcement individual with a bachelor's degree from an accredited college or university with major course work in criminal justice, public administration or related field, plus (8) eight years experience in police work which includes (5) five years in a command position (Captain's level or above). Experience based leadership, supervisory, communication and administrative skills a must. Must be a licensed as a Peace Officer by the Texas Commission on Law Enforcement Officer Standards and Education (TCLEOSE) or must obtain within

one year of employment. Send resume and salary requirements to the address below or e-mail [staffing@round-rock.tx.us](mailto:staffing@round-rock.tx.us). Teresa S. Bledsoe, Director City of Round Rock Human Resource Department 221 East Main Street Round Rock, Texas 78664. 512-218-5490. FAX: 512-218-5493. [www.ci.round-rock.tx.us](http://www.ci.round-rock.tx.us).

## Fire Chief Stephenville, City of

HR Mgr., 298 W. Washington  
Stephenville, TX 76401  
254-918-1221

Population: 15,665  
Sworn Officers: 26  
Application Deadline: **2/27/04**

Firefighting and EMS services-2 stations, 26 certified personnel. Annual Fire/EMS operating budget \$1.6 million. Must have advanced firefighter and intermediate fire instructor certification from the Texas Commission on Fire Protection, EMT or Paramedic certification from the Texas Department of Health. Minimum of 10 years experience in firefighting, emergency Medical Services and/or fire admin, at least 5 years supervisory experience. Salary \$4,690/month. Detailed profile and applications available at [www.ci.stephenville.tx.us](http://www.ci.stephenville.tx.us). Please provide application, resume and references to: Dawn Ann Wilson, Human Resources Manager, 298 W. Washington, Stephenville, TX 76401, ph. 254-918-1221, fax: 254-918-1207

## VIRGINIA

### Fire Chief Bristol, City of

Personnel Office, 300 Lee St  
Bristol, VA 24201

Population: 18,500  
Sworn Officers: 48  
Application Deadline: **2/28/04**

The City of Bristol, Virginia is seeking a team-oriented professional with outstanding management, organizational and interpersonal skills. The professional selected will be responsible for a fire department consisting of 48 employees and an annual operating budget of \$2.9 million. The successful candidate should have experience and training equivalent to: a minimum of five years experience in municipal fire service; experience in fire prevention; emergency medical services; hazardous materials incident responses; extensive experience as a

Chief Officer; a bachelor's degree in fire science/administration; public administration or related field. If interested, please submit letter of intent and resume detailing your related background, education and experience, five work related references and current salary to: Personnel Office City of Bristol, Virginia 300 Lee Street Bristol, Virginia 24201 Resumes will be received until February 28, 2004.

### Chief of Police Fairfax County Government

HR Dept., 12000 Government Center Parkway, Suite 170  
Fairfax, VA 22035-0034

Population: 1,033,600  
Sworn Officers: 1,309  
Application Deadline: **2/27/04**

The Fairfax County Police Department is seeking a highly qualified individual to manage a \$134 million dollar budget and direct a staff of 1,852 (including 1,309 sworn officers) responsible for the delivery of police services to a very diverse population of 1,033,600 citizens of Fairfax County. Directs/commands administrative support and field police services involved in the prevention of crime, investigation of criminal offenses, enforcement of traffic laws and the improvement of public safety, via community education programs. Coordinates the assignment of units and their functions with senior County officials, regional law enforcement officials and others. Coordinates the various divisions of the Police Department to achieve a concerted effort in law enforcement and crime prevention. Manages Animal Control and Animal Shelter functions. Maintains working relationships with other Police agencies and with other County departments such as; Fire and Rescue, DPWES, Transportation, Planning and Zoning, and Health and Human Services departments. Works cross functionally with other County agencies to address community concerns such as gangs, day laborers, drug abuse and assimilation of new immigrants. Preferred Qualifications: Graduation from an accredited four year college or university with a Bachelor's degree in Criminal Justice, Public Administration, Business Administration or other related field. Formal non-Police related management and leadership training. Extensive, broad management experience, at the senior command level or above, directing a major division (patrol, investigations, administration) in an urban/suburban police department of comparable size to the Fairfax County Police Depart-

ment. Experience with community policing. Police management experience in a rapidly growing, increasingly diverse/multi-cultural community. Familiarity with the operations of Public Safety Communication Centers (911). Experience in managing emergency management policies and practices. Note: Salary is open within an established range. Appointment of the Chief of Police is recommended by the County Executive and must be approved by the Board of Supervisors. This position is assigned to the County's exempt service and serves at the pleasure of the Board of Supervisors and the County Executive. Note: To apply, submit a chronological resume and resume attachment form no later than February 27, 2004 to the address below: Chief of Police Search Fairfax County Government Department of Human Resources 12000 Government Center Parkway, Suite 170 Fairfax, VA 22035-0034 [www.fairfaxcounty.gov/jobs](http://www.fairfaxcounty.gov/jobs)

## WASHINGTON

### Police Chief Aberdeen Police Dept

210 E Market St  
Aberdeen, WA 98520  
360-533-3180

Population: 16,610  
Sworn Officers: 37  
Application Deadline: **not stated**

Salary Range: \$81,236 to \$89,551 DOQ The City of Aberdeen (population of 16,610) is located in Grays Harbor County on the banks of the Wishkah and Chehalis Rivers, 100 miles south of Seattle and a stone's throw from the Pacific Ocean. Aberdeen offers the outdoor enthusiast close proximity to the Olympic and Cascade Mountains, Pacific beaches, the Olympic Peninsula Rain Forest and numerous lakes and rivers in the Puget Sound region. The City of Aberdeen has been recognized and ranked as one of the ten best small communities in America to live. The City is a Mayor/Council form of government. Reporting to the Mayor, the Police Chief is responsible for planning, organizing and directing all functions of the Police Department (\$4.2 million budget and 51 FTE) to protect life and property through law enforcement and crime prevention activities. The Police Chief is also responsible for the Department's overall vision, long range plans, community partnerships and information technologies, as well as overall Police Department leadership. Candidates should have five years at the Captain level (or equivalent) or higher of increasingly

responsible experience in the field of law enforcement administration. Management Certificate by Washington State Criminal Justice Training Commission, FBI National Academy training, a Master's Degree and other advanced training is desirable. The City of Aberdeen is an Equal Opportunity Employer. For more information and application instructions, please visit [www.waldronhr.com/jobs](http://www.waldronhr.com/jobs), Job #16, or Contact us at 206-441-4144 or [info@waldronhr.com](mailto:info@waldronhr.com)

### Police Chief Squaxin Island Tribe

HR Dept., 70 SE Squaxin Ln  
140 Se Kl  
Shelton, WA 98584  
360-426-9781

Application Deadline: **not stated**

Responsible for the direction and coordination of all personnel and activities of the Squaxin Island Tribal Law Enforcement Department. Bachelors Degree and six years progressively responsible and varied work experience as a law enforcement officer and at least five years supervisory and management experience required. (Additional experience may substitute for degree) Must have completed basic police training academy. Desirable Qualifications: Native American descent and experience in water patrol. For a complete job description and application contact HR (360) 426-9781 or go to [www.squaxinland.org](http://www.squaxinland.org).

## WISCONSIN

### Fire Chief Kenosha, City of

625 52nd Street  
Kenosha, WI 53140  
262-653-4000

Population: 90,350  
Sworn Officers: 154

Application Deadline: **not stated**

City of Kenosha, WI seeks exceptional Fire/EMS Administrator with a minimum of ten years (10) of progressively responsible work in the administration of fire/EMS services, including long range strategic planning. Bachelor's degree from an accredited university/college in Fire Science, Public or Business Administration or related field. Department consists of 154 personnel, 7 stations and a \$15 million budget. Salary range: \$77,784-\$97,152, DOQ. For information: Lead consultant for this recruitment: Robert Beezat  
To apply: [resume@pargroupltd.com](mailto:resume@pargroupltd.com)

### Police Chief Menomonee Falls, Village of

W156 N8480 Pilgrim Rd  
Menomonee Falls, WI 53051  
262-532-4200

Population: 33,000  
Sworn Officers: 59  
Application Deadline: **2/27/04**

Qualifications: BA or equivalent combination of formal education and professional training in police science, criminal justice, public administration or related field; min. ten years experience on public law enforcement, including five years of progressively responsible supervisory and or management experience; WLESB certification; special consideration for Masters degree and or FBI National Academy graduate. Salary: \$65,436-\$85,654 DOQ. Obtain applications from: Village of Menomonee Falls Chief Recruitment, W156 N8480 Pilgrim rd, Menomonee Falls, WI 53051; (262) 532-4200; fax (262) 532-4249; e-mail [cpeplin@menomonee-falls.org](mailto:cpeplin@menomonee-falls.org).  
Deadline: 4 p.m., Feb. 27, 2004.

### Police Chief Phillips Police Dept

174 S Eyder Ave, P.O. Box 21  
Phillips, WI 54555  
715 339-3125

Population: 1,791  
Sworn Officers: 5  
Application Deadline: **3/15/04**

\$40,000 to \$45,000 dependent on qualifications. Requirements include an Associate Degree Required Associate Degree in Police Science/ Criminal Justice, Wisconsin Law Enforcement Standards Board Certification and must have minimum of 2 years of Supervisory/Management experience, a US Citizen, must have a good driving record. Knowledge and skills in operating computer systems, clean and concise speech, ability to handle several tasks simultaneously. Ability to perform essential functions of this position. Duties and Responsibilities of the Job: Oversee and manage all operations of the department. Enforcement of appropriate state and federal laws as well as municipal ordinances. Provide patrol coverage as needed. Ability to possess a firearm, no fel-

ony convictions, no domestic abuse convictions, good verbal and written communications skills. Must be able to react quickly and effectively to stressful situations. Written examination, oral interviews, psychological profile, medical examination, drug screening, background investigation, assessment center. EOE Benefits: Insurance: Health Insurance, Life Insurance Leave and Holidays: Sick Leave, Vacation, Paid Holidays Retirement & Financial. To obtain agency application materials contact: City Clerk Lee Lamoreaux, Phillips Police Dept, 174 S Eyder Ave, P.O. Box 21, Phillips, WI 54555, phone: 715 339-3125, fax 715 339-3265, email: [philpsch@pctcnet.net](mailto:philpsch@pctcnet.net)

## WYOMING

### Combined Communication Center Manager Laramie County Government

310 W. 19th Street, Ste 320  
Cheyenne, WY 82001  
307-633-4355

Application Deadline: **2/28/04**

Website: [www.laramiecounty.com](http://www.laramiecounty.com)  
Salary: \$42,500 to \$57,000 Management of Combined Law Enforcement and Emergency Services Dispatch Center. Supervise staff of 3 shift supervisors and 20 dispatchers. Population of county 85,000. Work directly for County Commissioners. Minimum Qualifications: 5 years related experience w/2 years supervisory experience Associates or Bachelor Degree in Business Administration, Public Administration, Criminal Justice, or related field preferred Experience and Training in Public Safety Dispatch Benefits: Health, Dental, Rx, Vision, Life Insurance--good coverage & affordable for the employee Employer Paid Retirement Plan 457b pension plan Generous Paid Leave Program Contact Information: Emily Smith Laramie County Human Resources Laramie County Government 310 W. 19th Street, Ste 320 Cheyenne, WY 82001 307-633-4355 FAX: 307-633-4329 e-mail: [lchr320@laramiecounty.com](mailto:lchr320@laramiecounty.com)

### The Brass Key

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