

# The Brass Key

For The Police Executive



## NYPD Veteran Jane Perlov: Raleigh, North Carolina's first woman Police Chief

Jane Perlov became Deputy Inspector and the commanding officer of the detectives of the 30th precinct in Manhattan's Harlem section after 18 years climbing the ranks of the New York Police Department. She says her police career began on a dare when she worked as an investigator for the city's law department. With the encouragement of the detectives she worked with in that office she took the entrance exam and launched what would become the career of one of the leading women in law enforcement.

As a rising star within the NYPD she attended a variety of training events and conferences, including a "Women in Government" symposium at Harvard University. It was there she met Massachusetts Lt. Governor Jane Swift; an association that would lead to national prominence.

In December 1998, the Acting Governor of Massachusetts Paul Cellucci appointed Perlov to that state's top public safety job. At age 42, her 18 year NYPD career ended as Massachusetts' Secretary of Public Safety, a post that Perlov called, "a challenge of a lifetime."

Less than three years later, on September 17, 2001 she would be sworn in as the first woman Police Chief for the police department in the city of Raleigh, North Carolina. Perlov took over the department of 650 sworn officers just days after the terrorist attack on New York City brought down the World Trade Center. Her parents, who live in Manhattan, not far from the towers, were present for her swearing in.

She has not been without controversy since taking over in Raleigh. Her move to bring in an NYPD colleague to a high ranking position rather than promote from within created a stir, but she survived

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## ALASKA

### Chief of Police

#### Sand Point Police Dept

PO Box 423, 100 Sand Point Road  
Sand Point, AK 99661  
907-274-7561

Population: 1,000  
Sworn Officers: 3  
Application Deadline: **not stated**

Quiet fishing community located in the Eastern Aleutians. Three full-time officers and \$250K budget Salary \$50K-\$60K DOE. Questions and/or to request applications, Call (907) 274-7561

## 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 USA  
Phone: (916)784-9080  
Fax: (916)784-1985  
Email: apply@bobmurrayassoc.com  
www.bobmurrayassoc.com

### Director Foothill Deanza College District

12345 El Monte Rd  
Los Altos Hills, CA 94022  
650-949-6217

Population: 42,000  
Sworn Officers: 12  
Application Deadline: **6/20/03**

#### Requirements:

1. Understanding of, sensitivity to, and respect for the diverse academic, socio-economic, ethnic, cultural, disability, religious background and sexual orientation of community college students.
2. Bachelor's or higher degree from an accredited institution with a major in Police Science, Public Administration or related field.
3. Five years of increasingly responsible experience in law enforcement, including two years in a command position of lieutenant or higher; OR 5 years of experience in related management position.
4. Possession of a POST Management and or Executive Certificate.

#### PREFERRED QUALIFICATIONS:

1. Master's degree from an accredited institution in a related field.
2. Successful completion of the POST command college or F.B. I. academy programs.
3. Experience in community service with diverse population groups. In addition, successful candidates will demonstrate the following knowledge and abilities: 1. Principles, methods, techniques and strategies pertaining to a comprehensive community college district safety, security and police services operation. 2. Legal mandates, polices, regulations

## Chief Jane Perlov

it easily. She defended the 21 year veteran's unique qualifications and at the same time announced that the next Major would be promoted from within.

Perhaps the most telling statement about how well she has been accepted came from the police union president on the appointment. He said, " Short term, anytime there's change people are going to disagree. That's human nature."

He went on the say of Jim McNamara, the NYPD vet being appointed, "We'll just have to see what he brings to the table. [Chief Perlov] is obviously comfortable with his qualifications if she brought him all the way from New York. Only time will tell what he brings to the department."

Such a measured and rational message from the union president, six months after her initial appointment. She has now been in the job twenty months, so the honeymoon period is probably over.

In December 2002 she was in the national spotlight when Secretary of Homeland Security Tom Ridge made Chief Perlov one of 14 appointments to his senior advisory committee. Both locally and nationally Chief Jane Perlov is has a promising future and her career is one to watch.

4. and operations procedures pertaining to community college safety, security and police services.
4. Police Services operational safety standards and law enforcement standards of conduct and ethics.
5. Principles and practices of disaster and emergency response.
6. Lead two independent police and security organizations to a unified vision and development of a strategic safety plan for the District.
7. Plan, organize, assign, direct and evaluate the functions and activities of a district safety and security organization.
8. Communicate effectively with a very diverse student and employee population.
9. Respond effectively and sensitively to incidents involving

10. students, employees and community members in a diverse multicultural environment.
10. Integrate and maximize the resources of safety, security and emergency.

#### APPLICATION PACKET:

1. A District application to be completed at www.fhdajobs.net (a paper application is available by contacting Employment Services).
2. A cover letter detailing your qualifications, skills and abilities as they relate to the position.
3. A current resume of all work experience, formal education and training. Our excellent benefits package includes full cost medical coverage for employee & eligible dependents.

## Brunswick Hills, OH police chief to keep job after DUI conviction

Brunswick Hills Township- Police Chief Robert Osiecki will not appeal his drunken-driving conviction but will keep his job.

The board of trustees voted Tuesday night to suspend rather than fire the chief, although at least one trustee felt the chief should be terminated.

Osiecki, whose salary is \$45,000 a year, will serve a 10-day suspension beginning Monday and may not drive township vehicles while off duty, must submit to alcohol tests on request for the next year.

First-time DUI offenders in Wadsworth Municipal Court Judge Stephen McIlvaine's court, where the three day trial was heard, are typically sentenced to three days in jail, fined \$250 and costs, ordered to perform 24 hours of community service and lose all driving privileges for 15 days.

Chief Osiecki said, "I understand that this has not only affected myself, but has embarrassed the members of this community, law enforcement, members of our police department, and the township board of trustees, and for that, I am truly sorry."

### Police Chief San Diego, City of

1401 Broadway  
San Diego, CA 92101  
(310) 475-8001

Population: 1,250,000  
Sworn Officers: 2,104  
Application Deadline: **6/9/03**

San Diego is the nation's 7th largest city, and the second largest in California, with a diverse population and a land area including 17 miles of coastline. Position reports to the City Manager and currently oversees 2,104 sworn positions, 681 civilian positions, 840 volunteers and a FY 2003 budget of \$277 million. The Department has 8 operational divisions: three Neighborhood Policing Areas, Operational Support, Administrative Services, Spe-

cial Services, Policy and Planning, and Neighborhood Code Compliance. Requires equivalent of: a relevant bachelor's degree and significant experience as a Chief or equivalent command level in a comparable metropolitan Police or Sheriff's Department of similar complexity, size and budget, as well as P.O.S.T. management or executive level certification. A master's degree is desirable.

See [www.maximus.com/recruit](http://www.maximus.com/recruit). Send resumes by 6/9/03 to MAXIMUS, Attn: Norman Roberts, 10474 Santa Monica Blvd., #208, Los Angeles, CA 90025, FAX to (310) 475-8007, or e-mail to [searchla@maximus.com](mailto:searchla@maximus.com). The City of San Diego has an active Equal Opportunity/ADA Program for employment and vigorously supports diversity in the workplace.

## GEORGIA

### Fire Chief Pooler, City of

110 SW Hwy 80  
Pooler, GA 31322  
912-748-7333

Population: n/a  
Sworn Officers: n/a  
Application Deadline: **6/30/03**

The city of Pooler is currently accepting applications for the position of Fire Chief. This position reports directly to the city manager is responsible for a staff of three (3) paid firefighters and approximately 40 volunteers and is responsible for the management and operation of the fire department, including long and short term planning. We are seeking a creative, driven, results oriented individual with an associate's degree or bachelor's degree in fire science, or the equivalent in training and experience in a command level position with a full service (Fire/First Responder), along with a firefighter's certification recognized by the State of Georgia and an individual that has the ability to meet current requirements set forth by the National Fire Protection Association and the Georgia Firefighter Standards and Training Act. The successful candidate will have a proven record of success in safety, training and progressive management techniques in the fire suppression and emergency medical services. Applicant must be able to respond to the fire station and/or the scene of a fire or emergency within seven (7) minutes or less; possess or have the ability to readily obtain a valid driver's license issued by the State of Georgia for the type of vehicle or equipment operated; and must submit to a drug screen and criminal history check. Applications and a complete position description may be obtained at Pooler City Hall, or a resume may be submitted to the city manager, 100 SW Hwy 80, Pooler, Georgia 31322. Deadline to apply: June 30, 2003.

## ILLINOIS

### Police Chief Champaign, City of

102 N. Neil Street  
Champaign, IL 61820  
217-351-4567

Population: 67,959  
Sworn Officers: 118  
Application Deadline: **6/27/03**

The City of Champaign, Illinois, a university community of 67,959, is seeking a Police Chief to manage all activities and employees of the Police Department. Responsibilities include providing leadership and supervision to approximately 118 sworn and 31 civilian personnel in the areas of patrol, traffic, criminal investigations and related activities and services. Candidates must have extensive experience in police work as a Chief, Deputy Chief, or equivalent. Educational Requirements: Candidates must have graduated from an accredited college or university with a degree in police science, police administration or related field, Masters degree desired. Other Requirements: Candidates shall have a comprehensive knowledge of current issues in police management and the principles of public administration; comprehensive knowledge of statutory and procedural law and civil liability; and the ability to organize, direct and control local police affairs consistent with the requirements of laws, union contracts and municipal policy. The ideal candidate would have experience in and demonstrated commitment to community oriented policing, community problem solving, have excellent interpersonal and communication skills, team leadership ability, participative management style, and the ability to work with diverse groups and individuals. Position reports to the City Manager. Salary Range: \$84,002 to \$113,403 DOQ; excellent fringe benefit package. Contact: City of Champaign - Personnel Services Dept. Address: 102 N. Neil Street, FL 4 Champaign, IL 61820-4042 Fax: 217-403-8780 Refer to City's Web Site for full position profile: [www.ci.champaign.il.us](http://www.ci.champaign.il.us) Closing Date for Applications: For full consideration, submit applications no later than Friday, June 27, 2003. The City of Champaign is an Equal Opportunity Employer. Qualified women, minorities and individuals with disabilities are encouraged to apply.

## 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 community 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 Ducay, Village Administrator, Village of Frankfort 432 W. Nebraska Street, Frankfort, IL 60423 Closing Date for Applications: Friday, July 25, 2003

## Chief of Police Itasca, Village of

100 N Walnut St  
Itasca, IL 60143  
630-773-1004

Population: 8,500  
Sworn Officers: 28  
Application Deadline: 6/9/03

The Village of Itasca, Illinois, is seeking a law enforcement professional to fill the position of Chief of Police. Itasca is a relatively small village with 8,500 residents, but a daytime population of 55,000, including many corporate headquarters. It is a suburb of Chicago in northeastern DuPage County. The Itasca Police Department has a sworn strength of

28 officers with total compliment of 40 full time employees. Education Requirements: Candidates must possess a bachelor's degree from an accredited university, and have advanced law enforcement leadership education from a nationally recognized police leadership program such as the FBI National Academy, Northwestern University Center for Public Safety, Southern Police Institute or the Senior Management Institute for Police. A master's degree is preferred. Other Requirements: The successful candidate must demonstrate proven supervisory experience of ten or more years with at least five years in a command position in a similar community. He/she must demonstrate a solid record of community policing ideals and practices, and show evidence as a contributing, collaborative member of municipal management. Salary range: \$80,000 to \$90,000. To apply, please forward a letter of interest, a resume including salary history, and five (5) references by June 9, 2003 to: David C. Williams, Village Administrator Village of Itasca 100 N Walnut St, Itasca, IL 60143

## Police Chief Round Lake Beach Police Dept

1947 Municipal Way  
Round Lake Bch, IL 60073  
847-546-2127

Population: 25,834  
Sworn Officers: 36  
Application Deadline: **not stated**

Salary: \$85,000. Will lead department of 38 full-time sworn officers and 11 civilian employees with a \$3.5 million budget. Reports directly to the village president and village administrator and works closely with board committees and other administrative staff members. REQUIREMENTS: Requires a bachelor's degree in criminal justice, police science, public administration, or related field. Five to seven years of progressively responsible management or supervisory experience at the chief, deputy chief, captain, or other high command/management level required. Equivalent combinations of training and experience will be considered. Strong operations planning, supervision, community policing, budgeting, labor relations, and interpersonal communication skills important. Contact: Gregory T. Kuhn, Ph.D., or Heidi Voorhees  
The PAR Group  
100 N. Waukegan Road, Suite 211  
Lake Bluff, IL 60044  
(847) 234-0005  
(847) 234-8309 FAX  
Resume@pargroupltd.com

## DeLand, Florida hires former Oakland Park police chief

Edward Overman, 63, said he will spend most of his first day at the DeLand Police Department meeting staff and talking with acting Chief William Liquori, who has managed the department since January.

Former DeLand Police Chief William Anderson resigned in January after criticism of his management style.

Overman was one of five candidates for the post, and he accepted a city offer in April. He will earn \$68,200 annually managing a department with about 115 employees.

He will be sworn in at 7 p.m., Monday, at the City Hall annex, 121 W. Rich Ave.

Among his 30 years of law enforcement experience, Overman served as Oakland Park's police chief for seven years.

## Plum, Pennsylvania names former Pitcairn chief new top cop

Robert Payne says he's looking forward to bringing Plum police and the community together as the borough's new police chief.

Former Chief Terry Focareta was fired in January 2002 over allegations that he mishandled the hiring of an officer candidate. In a federal whistleblower suit, he claims the firing was retaliation for the department's investigations of Mayor John Schmeck and relatives of several borough councilmen.

Payne, a former Pitcairn police chief, says he doesn't plan to concentrate on past difficulties.

He says Plum has a talented police department and it's up to him to bring the talent out and help it grow.

## Clarion Borough, Pennsylvania Hires New Police Chief

Clarion Borough has agreed to hire Mark Hall, Robert Morris University's public safety manager as its next police chief, picking him from a field of 19 candidates.

Chief Hall will be in charge of an eight-person police force in the Clarion County seat, a town of 6,200 residents and another 1,400 Clarion University students living off-campus.

His salary will be about \$42,000, she said.

## Soldotna, Alaska Chief Retiring after 27-year career

Police Chief Shirley Gifford has resigned to spend more time at home. Gifford, who rose through the ranks of the Anchorage Police Department to the rank of captain in 20 years, was recently honored by a national group of women officers.

Gifford last month was given a "Breaking the Glass Ceiling" award from the National Center for Women and Policing in Los Angeles.

Gifford, whose career in law enforcement spans 27 years, has been the chief in Soldotna for six years. Her resignation will be effective Aug. 1.

"It was a very difficult decision," she said. "I just want to stay home and be a wife for a while ... and maybe do some fishing. I want to just focus on family."

Before becoming the Soldotna chief, Gifford served the Anchorage Police Department for 20 years, becoming its first female sergeant, first female lieutenant and captain, and finishing her career there in 1997 as captain in charge of detectives. Gifford said some police officers have difficulty leaving law enforcement.

## Chief of Police St Charles Police Dept

2 E State Ave  
St Charles, IL 60174  
847-234-0005

Population: 27,896  
Sworn Officers: 39  
Application Deadline: **not stated**

St. Charles, Illinois (population 27,896). Progressive, professional municipal government with an accredited Police Department seeks seasoned law enforcement/police executive. Anticipated starting salary \$100,000+/- w/excellent benefits, negotiable depending upon qualifications, experience and professional achievement. Appointed by and works under the direction of the City Administrator, works closely with community groups and other department heads. \$8.3 million capital and operating budget, 71 full-time employees (39 sworn). Dynamic community located 35 miles west of Chicago with a strong retail, commercial, and residential base. Bachelor's degree in criminal justice, public administration, or related fields required; MPA or similar degree preferred with 7-10 years of significant/increasingly responsible law enforcement management experience as a Chief Officer, Deputy Chief Officer or similar rank in a complex municipal setting necessary; equivalent combination of training and experience will be considered. Experience/record of success in police service planning, management, community policing, training and organizational development ideal. Strong/innovative administrative, financial, operational and organizational skills important with solid public relations/community policing exposure. Superior leadership, interpersonal communication and social sensitivity skills essential. Residency preferred but not required after appointment. To apply contact The PAR Group - Paul A. Reaume, Ltd., 100 N. Waukegan Road, Suite 211, Lake Bluff, IL 60044 847-234-0005 Fax: 847-234-8309 e-mail: resume@pargroupltd.com

## INDIANA

### Chief of Police Indianapolis Intl Airport

2500 S High School Rd  
Indianapolis, IN 46206  
317-487-5082

Population: n/a  
Sworn Officers: n/a  
Application Deadline: **6/11/03**

Chief of Police \$52,000 - \$63,000. BAA Indianapolis LLC, Management Company for Indianapolis International Airport is seeking a top law enforcement executive for the position of Police Chief. The Airport Police Department employs 56 sworn officers and 88 civilian personnel. The department in addition to normal policing duties, performs a variety of TSA mandated access control and airport security functions. The Chief's position requires a progressive, team-oriented approach to management with outstanding leadership and communication skills. The Chief will direct police services based on a commitment to professionalism, quality and customer service. The position requires a minimum 10 years of law enforcement experience, displaying progressively increasing supervisory and administrative responsibilities at an array of different organizational levels and areas of expertise. A successful candidate will be able to display strong written communication and budgeting skills. This position also requires at least three years at the police command level, with a solid background in leadership, administration and policymaking. Candidates must have or be able to attain State of Indiana law enforcement officer certification. Applicants must submit a resume to: Human Resources BAA Indianapolis LLC 2500 S High School Road, Suite 100 Indianapolis, IN 46241 FAX: (317) 487-5079 llawson@baai.com Closing date for application: June 11, 2003.

## IOWA

### Police Chief Ankeny, City of

410 W. First St.  
Ankeny, IA 50021  
515-965-6400

Population: 28,000  
Sworn Officers: 30  
Application Deadline: 6/6/03

Salary range is \$56,630 - \$79,685 annually plus an excellent benefit package. City of Ankeny, Iowa The City of Ankeny, estimated population 30,000, is seeking candidates for the position of Police Chief. Ankeny is a steadily growing suburb in the Des Moines metropolitan area. In the past decade the city's population increased by 46%. The City covers approximately 20 square miles. There are 148 regular employees. The City operates under the Mayor/City Council/City Manager form of government. The police department's current complement includes a chief, three lieutenants, five sergeants, twenty-nine (29) police officers, and three community service officers. The department's estimated operating FY'04 budget is \$3.6 million covering administration, operations, special services, and support. The ideal candidate will possess strong management and leadership skills and a thorough understanding of modern principles and practices of law enforcement. Five years of increasingly responsible administrative and supervisory experience in law enforcement and a bachelors degree from an accredited college or university required, or equivalent combination of training and experience. Submit resume to:  
Human Resources Office  
City of Ankeny  
410 West First Street  
Ankeny, IA 50021  
(515) 965-6400  
dgean@ci.ankeny.ia.us  
www.ci.ankeny.ia.us

## 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 pub-

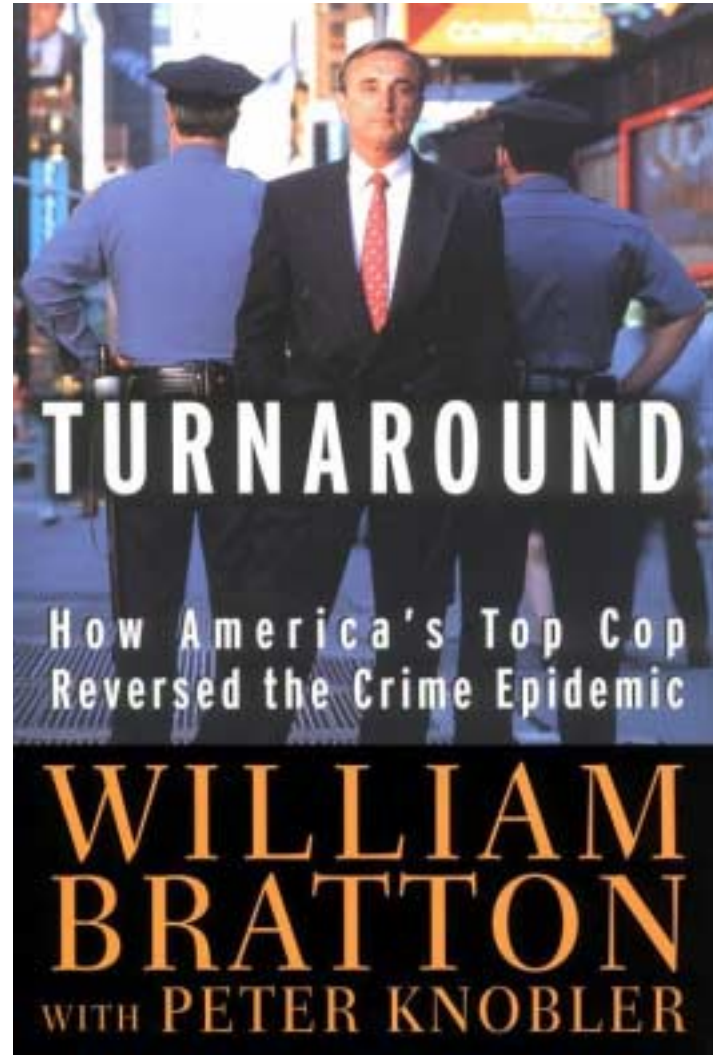
lic safety, police or fire experience, including four years as a command officer. Michigan Commission on Law Enforcement Standards (or obtainable upon employment), Firefighter II and Medical First Responder certifications are desired. Responsibilities: This position will be responsible for planning, 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 USA Phone: (616)842-3210, Fax: (616) 847-3496  
Email: amcgrath@grandhaven.org  
www.grandhaven.org

### Police Chief Inkster Police Dept

27301 S River Park Dr  
Inkster, MI 48141  
313-563-3211

Population: 31,000  
Sworn Officers: 60  
Application Deadline: not stated

Chief reports directly to the City Manager. Department has 60 sworn personnel and 16 civilians, with a \$5.0 million 2003-2004 budget. Strong leadership and significant professional accomplishments in law enforcement. Salary commensurate with qualifications. Special Requirements: 5 to 10 years experience in law enforcement, with a minimum of 3 years at the command or management level. Apply with a resume including salary history to Robert L. Gordon, City Manager. Requirements: Drivers License - Private, Drug Screening, Physical Exam, Reference/Security Check Benefits: Dental Insurance, Life Insurance, Medical Insurance, Optical Insurance, Paid Sick Leave, Paid Vacation, Pension Plan Contact: TINA RANSOM at  
Email: transom@ci.inkster.mi.us  
Phone: 313-563-3211  
Fax: 313-563-9844



### Turnaround: How America's Top Cop Reversed the Crime Epidemic

by William Bratton and Peter Knobler

A chronicle Bratton's career, focusing particularly on his efforts to revitalize Boston's and New York City's police departments. Bratton rose quickly through the ranks of the Boston Police Department, where he pioneered community policing and cleaned up the city's subway system. As New York's transit-police chief, he cracked down on minor offenses like turnstile jumping on the theory that the people who commit more serious crimes underground also commit smaller ones. It worked. Finally, Bratton realized his dream of becoming America's top cop: the New York City Police Commissioner. The city's crime rate dropped over 10 percent a year during Bratton's brief tenure as top cop, until Mayor Giuliani's administration forced him out of the job in 1996.

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

## East Providence, Rhode Island Has New Police Chief—Former Chief Becomes High Sheriff

There's a new police chief in East Providence. Maj. Norman Miranda Jr. succeeds Gary Dias as chief. Acting City Manager William Conley Jr. says Miranda rose to the fore because of his expertise in community policing. Miranda's been with the department for 20 years and has been deputy chief since fall 2001 and is the son of city councilman Norman Miranda.

East Providence Police Chief Gary Dias has been appointed the state's new Executive High Sheriff, following the firing of James DeCastro from the post. Dias started his new job June First. He is a 30-year veteran of the East Providence police department and has been chief since 1996.

Dias is currently president of the New England Association of Chiefs of Police and also holds a law degree.

## MISSISSIPPI

### Chief of Police Columbus Police Dept

1501 Main St  
Columbus, MS 39701  
972-481-1951

Population: 28,125  
Sworn Officers: 77  
Application Deadline: **6/15/03**

The city council of beautiful, historic Columbus, MS, (Population 26,000) is seeking an experienced law enforcement management professional to be the next police chief. The city's preference is for candidates who have broad experience in all areas of a police department including patrol, criminal investigation and administration in a community with a diverse population. A bachelor's degree is preferred. In addition candidates should have ten years of pertinent experience including at

least five years of supervisory experience as a division commander, assistant police chief or police chief. Responsibilities: The police chief is appointed by the city council and reports to the mayor who serves as the chief executive officer of the city. The police chief supervises a department with 81 officers and 10 civilian support personnel and a current operating budget of 4.6 million. The CPD operates out of a modern, state-of-the-art facility that is one year old and provides ample expansion room for the future. Special Conditions: The position is becoming vacant due to the retirement of the current incumbent. Please view the detailed profile of this position posted at [www.watersconsulting.com](http://www.watersconsulting.com). For more information, contact: G. Chris Hartung 2695 Villa Creek Dr., Suite 104 Dallas, MS 75234 Phone: (877)356-2924 Fax: (972)481-1951 [columbuspc@watersconsulting.com](mailto:columbuspc@watersconsulting.com) [www.watersconsulting.com](http://www.watersconsulting.com)

## NEW YORK

### Chief of Police Lake Placid Police Commission

301 Main Street  
Lake Placid, NY 12946  
518-523-3306

Population: 3,000  
Sworn Officers: 14  
Application Deadline: **not stated**

Salary: \$45,000- \$65,000 A bachelor's degree in criminal justice preferred, but a minimum 5 years' supervisory in a municipal police department or state police organization a must. Comprehensive knowledge of modern principles and practices of police work and administration, thorough knowledge of New York State Penal Law, Vehicle and Traffic Law. Knowledge of scientific methods of crime detection and criminal investigation. Ability to lead and direct activities of 13 sworn officers and 5 civilians. Must have the ability to develop and maintain cooperative relationships with other agencies, municipal officials and the general public. This administrative position will be responsible for all police functions within the department, including but not limited to, reviewing activities and reports of officers, planning assignments of subordinates to achieve maximum police coverage, formulating department rules and issuing general orders to the department, coordinating security, traffic, and pedestrian control issues at various events and functions, recommending and operating within an annual approved budget, supervising and planning of all department records and recommending the purchase of necessary equipment and supplies. : Please send resume to Lake Placid Police Commission Eileen Valentine, clerk 301 Main Street Lake Placid, NY 12946

## OKLAHOMA

### Chief of Police Edmond Police Dept

23 E First St  
Edmond, OK 73034  
505-466-9500

Population: 72,500  
Sworn Officers: 97  
Application Deadline: **7/7/03**

Council-Manager form of government, full-service City. 117 Police Department employees, 97 sworn positions. Reports to City Manager. Requires BS/BA, MS/MA a plus. FBI National Academy/Southern Police

Institute Police Administration Course graduates preferred. Starting salary range mid \$80s to mid \$ 90s, See [www.mercergroupinc.com](http://www.mercergroupinc.com) Recruitment Brochure available from the Mercer Group. Resumes by close of business July 7, 2003, to: James L. Mercer The Mercer Group, Inc. 551 W. Cordova Road, # 726 Santa Fe, NM 87505 Phone: 505-466-9500; Fax: 505-466-1274 Email: [mercerc@mindspring.com](mailto:mercerc@mindspring.com).

## OREGON

### Chief of Police North Plains Police Dept

31360 NW Commercial  
North Plains, OR 97133  
503-647-5555

Population: 2,000  
Sworn Officers: 4  
Application Deadline: **6/13/03**

Contact the City Manager at 503-647-5555 for additional information or to apply.

## PENNSYLVANIA

### Police Chief Blairsville, Borough of

203 E Market St  
Blairsville, PA 15717  
724-459-7555

Population: 3,595  
Sworn Officers: 9  
Application Deadline: **6/6/03**

Borough of Blairsville Western Pennsylvania borough seeks a Police Chief with significant police experience and academic credentials that show preparation for an executive role in police management. Consideration will be given to a minimum of 10 years progressive, full-time continuous police work. Must be Act 120 certified or equivalent training and have a valid driver's license. Associate Degree in Criminal Justice required. B.S./B.A. desired. Will be responsible for three (3) full-time and two (2) part-time officers. Must demonstrate administrative, computer and public relations abilities. Salary range: \$30,000 - \$35,000, plus fringe benefit package. Successful applicant must pass a medical, psychological and extensive background investigation. Send cover letter, resume and three (3) professional references to: Borough Manager Borough of Blairsville 203 East Market Street Blairsville, PA 15717 Resumes must be in the Blairsville Borough Office by 5:00PM on Friday, June 6, 2003.

## Weymouth, Massachusetts Chief Retires to end 42-year career

Retiring Police Chief Rodney Rumble was honored by his friends and colleagues for his 42 years of service on the Weymouth police force during a surprise party last week.

Rumble, 65, is retiring at the end of this month capping a four-decade career including the past four years as chief.

Current and retired officers along with state and local officials gathered at police headquarters to recognize Rumble who is credited with boosting morale, improving community relations and bringing the department into the 21st century with the latest technology.

Several Weymouth officers praised their chief. "We have been fortunate to have him as chief," said Sgt. Richard Grimes who is president of the superior officers union. "If you're fortunate to have him as a friend, you have him as a friend for life."

Added Officer Steve Kupsc, "He is genuine. The chief has always been an advocate for the men and women of the police department."

Rumble came up through the ranks to head the department. He was appointed to the force in 1961 and promoted to sergeant in 1965. In 1977, Rumble was named a lieutenant and promoted to captain in 1984. He headed the detective bureau until his appointment as chief in 1999.

In 1988, he founded the South Shore Drug Task Force which received state-wide recognition.

As chief, Rumble instituted community policing including bicycle patrols. He outfitted cruisers with computers and focused on having his officers participate in intense training exercises.

Rumble plans to spend his retirement playing golf and traveling.

## SOUTH CAROLINA

### Police Lieutenant Columbia College Police Dept

1301 Columbia College Dr  
Columbia, SC 29203  
803-786-3001

Population: 2,000  
Sworn Officers: 15  
Application Deadline: **not stated**

Qualified applicants should hold certification by the SC Criminal Justice Academy; have 10 years of progressive law enforcement experience. This is an administrative position and applicant should have some background in payroll, scheduling and grants. Must have good background, credit history and driving record. Must have computer skills in MS Word and Excel. Excellent benefits package. Send resume with references: Howard M. Cook Columbia College Police Dept. 1301 Columbia College Drive Columbia, SC 29203

### Police Chief Columbia, City of

1737 Main Street  
Columbia, SC 29217  
803-545-3010

Population: 126,925  
Sworn Officers: 312  
Application Deadline: **6/30/03**

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

have completed a nationally recognized Police Executive Development Program, Southern Police Institute, FBI Academy, etc. Must possess and maintain a valid S.C. Class "D" Driver's License and have an acceptable driving record. Knowledge of personal computer equipment with skill in the use of Microsoft Office 2000 and various other software programs preferred. Must reside within City limits when hired or within a reasonable period of time (to be negotiated) following date of hire. APPLY: Submit a letter of interest, resume, with a City application (available at City Hall or to download from the web at: [www.columbiasc.net](http://www.columbiasc.net) Send three (3) business references, salary requirements and salary history to: Deputy Human Resources Director City of Columbia 1737 Main Street - P O Box 147 Columbia, SC 29217-0147 803-545-3010 FAX: 830-255-8116 [employ@columbiasc.net](mailto:employ@columbiasc.net)

## TEXAS

### Police Chief Brady, City of

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

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

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

### Chief of Police Childress, City of

P.O. Box 1087  
Childress, TX 79201  
940-937-3684

Population: 6,000  
Sworn Officers: 9  
Application Deadline: **6/11/03**

Send resume and application request to: Jerry Cummins, City Manager, PO Box 1087 Childress, TX 79201 (940) 9373684. Applications accepted until 5pm, Wed June 11, 2003

### Chief of Police Hawley, City of

746 Ave E  
Hawley, TX 79525  
915-537-9528

Population: 606  
Sworn Officers: 2  
Application Deadline: **not stated**

The City of Hawley is accepting applications for Chief of Police Requirements: Intermediate license through TCLOSE and a minimum of five years as full time paid officer. Applications may be picked up in person at the City Hall, 747 Ave E, Hawley, Tx 79525. For additional info, contact 325-537-9528. Open until filled

## VIRGINIA

### Police Chief Norfolk Police Dept

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

Population: 238,800  
Sworn Officers: 706  
Application Deadline: **not stated**

Will assume responsibilities for a large municipal law enforcement agency with 3 assistant chief and 706 sworn officers plus 130 civilian personnel. Department operates with a \$47 million budget. Reports to city manager. Requires 7-10 years executive command experience as chief, assistant/deputy chief or major division commander in a large urban or suburban department serving a community with a diverse population. A minimum of a bachelor's degree in criminal justice, public administration, police science or related fields is required. A master's degree is preferred with advanced schooling at the FBI National Academy, LEEDS, or PERF's Senior Mgmt. Institute, highly desirable. Candidates should have backgrounds in progressive organizations which emphasize community-oriented policing and citizen-service concepts. Strong oversight of ad-

vanced technology systems, establishing continuous quality improvement and outcome-based measurement efforts must be evident in background. A thorough knowledge of homeland security issues, emergency/disaster management response and a strong record of promoting interagency cooperation must be demonstrated. Residency in the city of Norfolk will be required. Selected candidate will be required to obtain state certification within 6 months of employment and maintain that status for the duration of service. Open until filled CONTACT: The OLDANI Group  
Attn: Jerry Oldani,  
10900 NE 4th Street, Suite 2030  
Bellevue, Washington 98004  
(425) 451-3938  
(425) 453-6786 FAX  
resume@theoldanigroup.com  
www.theoldanigroup.com

## WASHINGTON

### Staff Captain Clark County Fire District

21609 NE 72nd Ave.,  
Battle Ground, WA 98604  
360-687-2171

Population:  
Sworn Officers:  
Application Deadline: **6/30/03**

Clark County Fire District 11 is accepting applications for a Staff Captain to work Mon.-Fri. 40 hours/week. Staff Captain will instruct, supervise & coordinate instruction of Cadets and coordinate the District's Public Education Program. Requirements include EMT certificate & 5 yrs. firefighting exp. Benefits include healthcare, pension plan & life insurance. Salary range \$3,628-\$4,837. Applications may be obtained at 21609 NE 72nd Ave., Battle Ground, WA 98604, Mon.-Fri., 8am-5pm, or by mailing a manila SASE w/\$1.06 postage to same. Closing date: Mon., June 30, 2003. EOE. For more info., call Division Chief Ciraulo at (360) 687-2171.

### Assistant Police Chief Vancouver, City of

PO Box 1995  
Vancouver, WA 98660  
360-619-4104

Population: 135,000  
Sworn Officers: 176  
Application Deadline: **6/6/03**

\$77,988 - \$99,528 DOQ plus excellent benefits Vancouver boasts a livable mix of small-town charm and urban amenities, economic opportunity, and lush open spaces. The City offers quality schools, a favorable tax climate, affordable housing, livable neighborhoods, and dedi-

cated citizens involved in all aspects of community life. The Vancouver Police Department is comprised of patrol, tactical operations and administrative services divisions. The Department employs 176 sworn officers and 30 civilians. The annual budget is \$19 million. Please visit [www.vanpolice.org](http://www.vanpolice.org) for more information about the department. The Assistant Chief will assist in the management and oversight of all activities and operations of the police department. Five years of progressively responsible experience in law enforcement including three years in an administrative capacity at the rank of Captain, Commander or above ranks is required. A Bachelor's degree from an accredited college is also required. The City of Vancouver is an Equal Opportunity Employer and all qualified candidates are encouraged to apply by June 6, 2003. Please send your cover letter and resume to:

Vancouver Police Department  
P.O. Box 1995  
Vancouver, WA 98668  
Phone (360) 619-4104  
Fax (360) 696-8176  
Lee.Knotnerus@  
ci.vancouver.wa.us.

## WISCONSIN

### Police Sergeant Madison, Town of

2120 Fish Hatchery Rd  
Madison, WI 53713  
608-210-7262

Population: 6,611  
Sworn Officers: 18  
Application Deadline: **6/20/03**

Salary: \$47,963-\$58,806. Requirements include a minimum 5 years' civilian or military law enforcement experience. WI certification or certifiable in WI. Responsibilities: Supervision of patrol officers in an urban environment and administrative duties as assigned by chief of police. For more information, contact: Chief Scott T. Gregory  
Town of Madison Police Department  
2120 Fish Hatchery Road  
Madison, WI 53713 USA  
Phone: (608)210-7262  
Fax: (608)210-7237  
gregorys@town.madison.wi.us  
[www.town.madison.wi.us/police.htm](http://www.town.madison.wi.us/police.htm)

### The Police Executive [www.thepoliceexecutive.com](http://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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