

Volume 1, Issue 11

August 20, 2003

The Police Executive  
www.thepoliceexecutive.com

# The Brass Key

## For The Police Executive

## Green Bay Chooses an Insider as Their 17<sup>th</sup> Police Chief

Green Bay hired one of its own for the new chief of police when Craig Van Schyndle was named to the top job on Monday, August 18th. Van Schyndle, whose name is pronounced "Van Scandal" was the only department member among the three finalist for the position.

He will be sworn in on August 20th, but the date he will assume his new post has not been set. Although a date for his first day at his new post isn't solidified, Van Schyndle is already feeling the pressure. "Immediately after they told me (of the offer) I felt the weight of the job already coming on my shoulders," Van Schyndle said on Monday. "It's a huge responsibility to lead this department, but knowing the employees and dedication we have, I know that will help."



*Chief Craig Van Schyndle*

### Opportunities Featured In This Issue:

#### ARIZONA

Scottsdale, City of  
**ARKANSAS**

Lakeview Police Dept

#### CALIFORNIA

Cloverdale, City of  
Port of Stockton  
Ohlone College  
Russian River Fire Prot. Dist.

Crescent City, City of

#### COLORADO

Colorado Mountain College  
Avon Police Dept

#### FLORIDA

Pensacola Civil Service Office  
Palm Beach, Town of  
Zephyrhills, City of

#### ILLINOIS

Mahomet, Village of  
Virden Police Dept

#### INDIANA

North Manchester, Town of

#### MARYLAND

Elkton, Town of

#### MASSACHUSETTS

Bernardston, Town of

#### MICHIGAN

Beaverton, City of

#### MINNESOTA

Forest Lake Police Dept

#### NEVADA

Sparks, City of  
**NORTH CAROLINA**

Scotland Neck, Town of

#### OKLAHOMA

Carnegie, Town of  
Wynona Police Dept

#### OREGON

Ashland, City of

#### PENNSYLVANIA

Nether Providence Twp Police

#### TENNESSEE

Nashville Metro Police Dept

#### TEXAS

Balch Springs Police Dept  
Corinth Police Dept  
Round Rock, City of  
Socorro, City of  
West University Place Police Dept

#### UTAH

Layton Police Dept

#### VERMONT

Chester, Town of

#### WASHINGTON

Clark County Fire District

#### WISCONSIN

Cudahy Fire & Police Commission  
Fond Du Lac Police Dept

#### WYOMING

Moorcroft Police Dept

### Who is Craig Van Schyndle?

Chief Van Schyndle is 50 years old and was born and raised in Green Bay, Wisconsin. He has been married to his wife, Sue for almost 27 years. He has a 23-year old son, Eric, 23, who works for the House Committee on Transportation and Infrastructure in Washington, D.C.. His daughter, Kate, is 19 and just graduated from Preble High School in Green Bay and is planning to attend St. Thomas University in St. Paul, Minnesota in the fall.

Van Schyndle holds a Master's degree from University of Wisconsin-Green Bay in administrative science and a graduate of the FBI's National Academy.

During his career with Green Bay PD he has held nine different positions, including patrol officer, detective and public information officer. Promoted to captain in February 2000. He has commanded both the patrol and detective divisions.

## ARIZONA

### Deputy Police Chief Scottsdale, City of

7575 E. Main St  
Scottsdale, AZ 85251  
480-312-2395

Population: 219,620  
Sworn Officers: 325  
Application Deadline: **not stated**

The City of Scottsdale, Arizona is seeking a Deputy Police Chief who is a decisive, results-oriented leader, experienced in all aspects of professional policing. In addition, the candidate will have a proven commitment to community policing, a track record of improving service delivery, demonstrated ability to build and maintain relationships and a history of valuing diversity and working in a culturally diverse environment. The new Deputy Chief must have the ability to work collaboratively within the City and with other community agencies in resolving community problems. This will require the ability to be dynamic, open to new ideas, and able to initiate change. A Bachelor's degree (Masters preferred) and over two years of recent experience at the level of Police Captain is required. Must obtain and maintain Arizona POST Certification. Executive level training at the FBI Academy, Senior Management Institute for Police, LEEDS, Southern Police Institute, or similar executive management school is desirable. Starting salary up to \$113,090, including an attractive compensation and benefits package.

## ARKANSAS

### Police Chief Lakeview Police Dept

14 Skyles Ln  
Lakeview, AR 72642  
870-431-8744

Population: 763  
Sworn Officers: 2  
Application Deadline: **not stated**

The City of Lakeview, Baxter County, is accepting applications for a police chief. Population 763. Salary negotiable. Contact Mayor Lloyd Travis, City Hall, 14 Skyles Lane, Lakeview, AR 72642. Phone (870)431-8744

## CALIFORNIA

### Chief of Police Cloverdale, City of

Personnel Dept.,  
124 N. Cloverdale Blvd  
Cloverdale, CA 95425  
707-894-1704

Population: 6,000  
Sworn Officers: 9  
Application Deadline: **9/19/03**

Candidates will have a Bachelor's degree in police science, criminal justice, public administration or related field with a minimum of 7 years progressively responsible mgmt experience at the rank of Sergeant or above. Senior command level or prior chief preferred. Advanced staff, command training or FBI National Academy experience highly desirable. California P. O.S.T. Supervisory certificate required. Responsibilities: This hands-on department head reports directly to City Manager Jennifer Murray and will actively participate as a contributing member of the city's executive leadership team. The ideal candidate will demonstrate broad experience as a law enforcement professional and will possess an understanding of the unique needs and challenges of providing law enforcement services in a small town environment. For more information, contact: Steve Holsinger 124 N. Cloverdale Blvd. P.O. Box 217 Cloverdale, CA 95425 USA Phone: (707) 894-1704 Email: Sholsinger@ci.cloverdale.ca.us Website: www.cloverdale.net To Apply submit cover letter & detailed resume outlining relevant experience; including specific employment duties and supervisory experience, salary history and list of three professional references to: Personnel Department, 124 N Cloverdale Blvd., Cloverdale, CA 95425 You may also contact the Personnel Dept. at (707) 894 - 1704 to request a detailed brochure.

### Police Lieutenant Crescent City, City of

Personnel Office, 377 J St.  
Crescent City, CA 95531  
707-464-7483

Population: 10,000  
Sworn Officers: 13  
Application Deadline: **not stated**

Salary Range: \$45,000 - \$50,000 annually, plus excellent benefit package, including PERS health and retirement. Requires a P.O.S.T. Supervisory certificate and Associates degree in police science or related field, and seven years extensive law enforcement experience with at least four years in a police supervisory or command position. This is a

## OK City Police Chief named New Assistant City Manager

Oklahoma City police Chief M.T. Berry has been named assistant city manager, City Manager Jim Couch announced last week.

Berry has been the police chief since 1998 and an officer for 33 years and will temporarily serve in a dual capacity, continuing as chief of police while taking on additional responsibilities overseeing fire, police, and other departments.

Berry became police chief in 1998 after serving more than 25 years in the department as a civilian employee and uniformed police officer.

"On the day I was sworn in as city manager, I said public service is a noble profession and I named some individuals who I respected for their example," Couch said. "One of the employees I singled out was M.T. Berry. I said at that time how much I admired him for his consistent integrity. Since that day I have had the opportunity to work directly with Chief Berry and my belief in his integrity has only grown stronger."

As police chief, Berry has been responsible for planning, organizing and directing all police services for the city. He has 1,300 officers under his supervision, and manages a budget of \$119.6 million.

Couch said the search for Berry's replacement as police chief will begin immediately.

temporary contract management position with the intent that the individual hired will be considered for appointment as Chief of Police. Application forms are available at City of Crescent City, Personnel Office, 377 J Street, Crescent City, CA 95531, (707) 464-7483.

### Chief of Safety & Security Ohlone College

43600 Mission Blvd  
Fremont, CA 94539  
510-659-6111

Population: 9,000  
Sworn Officers: 2  
Application Deadline: **9/4/03**

Job Announcement & Application @ www.ohlone.edu, or 510.659.6088. FAX Application & Resume to 510.659.6025 EOE.



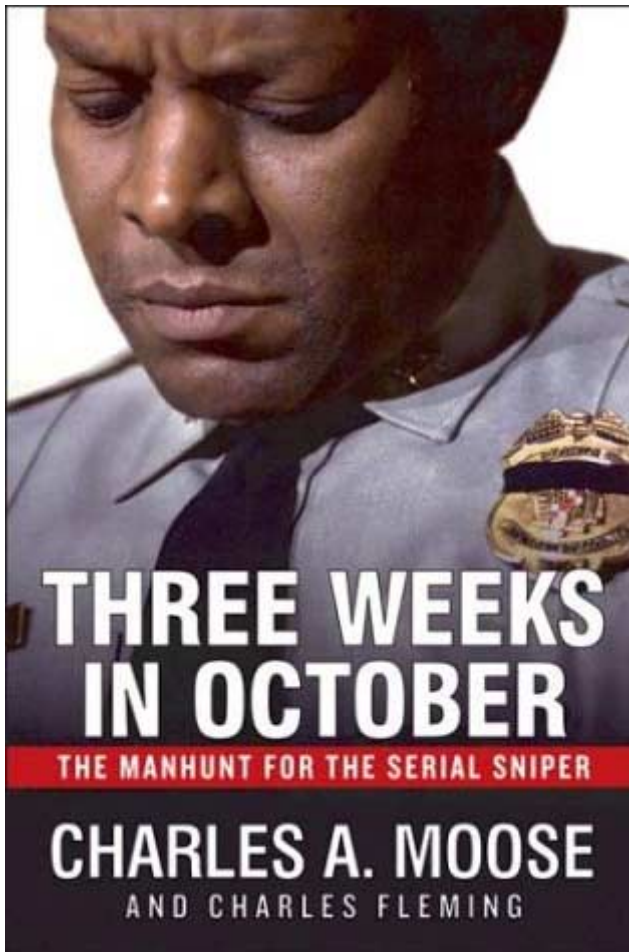
Chief M.T. Berry

### Chief of Police Port of Stockton

PO Box 2089  
Stockton, CA 95201  
209-946-0246

Population: n/a  
Sworn Officers: 14  
Application Deadline: **not stated**

The Port of Stockton is seeking qualified applicants for the position of Chief of Police. Representative duties include: control and direct operational, investigative and administrative activities of Port Police Dept.; develop and implement security and emergency plans; conduct inspections of Port facilities; and ensure training requirements are met. Minimum Requirements: Education and experience equivalent to 4-



[Click Here to Order Your Copy Now](#)

## *Get The Book Everyone is Talking About*

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

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

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

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

### **About the Author**

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

This book will be released on September 15, 2003

[Click here to order yours now](#)

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

year degree in a related field with at least 24 semester hours in criminal and special investigations. Five (5) years of related progressively responsible experience. At least two (2) years experience in a supervisory capacity, preferably Lieutenant level or above. Excellent leadership skills; verbal and written communication skills. POST Basic, Supervisor and Management certificates desirable. Employment subject to results of extensive background investigation. Must possess a valid California driver's license. The Port of Stockton offers an excellent benefits package. Submit a Port of Stockton Employment Application to: Port of Stockton P.O. Box 2089 Stockton, CA 95201 Attn: H.R. Manager Fax (209) 941-0537 Applications may be obtained at the Port of Stockton Administration Building, 2201 W. Washington Street in Stockton or by calling Human Resources at (209) 946-0246.

### **Fire Chief Russian River Fire Protection District** 800-757-3724

Population: 10,000  
Sworn Officers: 9  
Application Deadline: **10/16/03**

Fire Chief Russian River Fire, CA The Russian River Fire Protection District, in Guerneville, California is currently recruiting to fill the Fire Chief position. This position reports directly to the Board of Directors. Located in Sonoma County, northwest of Santa Rosa, the department serves a population of 10,000 that fluctuates to around 25,000, and covers 16 square miles. With a budget of near \$1.8M, the district provides suppression, rescue, emergency medical and prevention services from 1 station. The agency is comprised of 9 career personnel, 10 volunteer personnel, 4 interns, and an administrative staff that includes the fire chief, and an administrative assistant. Qualifications for the successful applicant

include: An Associate's degree in fire science, business, or related field with a Bachelor's degree highly preferred. Fifteen years of progressively responsible, full-time, paid experience in the fire service, at least 5 of which is in a command-level position - Battalion Chief or higher. Successful completion or enrolled in upper-level management/supervision courses. Experience in the development, management and delivery of training programs. Or, an equivalent combination of education, experience and training that clearly demonstrates the applicant's qualifications to perform the essential duties of this position. Experience in EMS program delivery and management at the ALS level. Experience in working with volunteer/part-paid firefighters. Must hold, or be able to obtain, a California Class B driver's license. Must pass the district's medical requirements and a thorough background investigation. The applicant must have demonstrated experience and skills which include: A proven, proactive, innovative leader and manager of personnel and programs; emergency communications technology and practices; emergency/disaster planning and response; incident command; fire prevention and public education; computer literacy; budget preparation and administration; the use of modern firefighting/EMS equipment and techniques; equipment/facility maintenance; planning and goal setting; success in working with a council or board, community groups and individuals, employees, and other departments and governmental and private entities; knowledge of current laws, codes, regulations and mandates; a high level of motivation and leadership ability which includes conflict resolution, decision-making, teambuilding, forming and nurturing internal and external partnerships, delegation, officer development and interpersonal relations; a high level of written and oral communications skills; knowledge of and experience in personnel rules and practices which includes labor contract management, labor relations, hiring, discipline, etc.; a proven high level of integrity and dedication; and knowledge of consolidation/merger processes. Salary Range: \$80,000 - \$90,000 DOQ. Generous benefits package. Retirement plan. All materials available for download at [www.esci.us](http://www.esci.us). For additional information contact: Emergency Services Consulting inc. at 800-757-3724 or fax 503-570-0522. Email: [escikatie@aol.com](mailto:escikatie@aol.com). Application Deadline: 4:00 p.m. Thursday, October 16, 2003

## COLORADO

### Police Sergeant Avon Police Dept

PO Box 975  
Avon, CO 81620  
970-748-4000

Population: 4,000  
Sworn Officers: 14  
Application Deadline: **Not stated**

Police Sergeant Avon, CO \$47,935 - 59,762 doq. Work in the beautiful mountain town of Avon, CO, population 5,600 (5 miles west of Vail). Responsibilities include supervising, scheduling, evaluating, training, providing field supervision and modern policing leadership. Minimum qualifications: Bachelor's degree and 4 years experience in municipal police department or an equivalent combination of education and/or experience may be substituted. Call 970-748-4093 for an application packet, which will include a study guide.

### EMS Director Colorado Mountain College

HR Dept., PVR PO Box 10001  
Glenwood Springs, CO 81601

Application Deadline: **9/1/03**

Colorado Mountain College announces an opening for the above position located at the Vail/Eagle Campus, Eagle, CO. This position is a full-time non-teaching position responsible for the overall coordination of the Colorado Mountain College Emergency Medical Services Program, and serves as the Director of the CMC Paramedic Program. Responsibilities: Works with the Division Director and program faculty, as well as on and off-campus staff and personnel, in establishing program guidelines, program policies, class schedules, laboratory schedules, student advising, evaluation and assessment of all faculty members assigned to the program. Requirements: Bachelor's Degree and minimum of 5 years occupational/field experience in providing advanced life support care in the pre-hospital environment; minimum of 2 years occupational experience as an EMS Instructor/Coordinator; current certification as a EMT-Paramedic or current license to practice nursing in the State of Colorado preferred; and must possess, or be eligible for Colorado Vocational Credential. The hiring range is \$40,260 - \$45,228. Normally the starting salary will be step one of the hiring range. Submit a cover

letter, a resume including a daytime phone number and three professional references to: Human Resources Dept. - PVR, P.O. Box 10001, Glenwood Springs, CO 81601. The position will remain open until filled. Screen of resumes will begin September 1, 2003.

## FLORIDA

### Battalion Commander Palm Beach , Town of

HR Dept., 360 S County Rd  
Palm Beach, FL 33480  
561-838-5450

Population: 19,000  
Sworn Officers: 78  
Application Deadline: **9/16/03**

Salary range \$58,100- 89,036 Starting Salary to \$73,568 (Based on Qualifications) Excellent Benefits. Min. Qualifications: Cert. Fl. Firefighter- Min Standard, Cert. Fl Paramedic with ability to obtain Medical Dir. approval to operate as Battalion Commander & a valid Fla. Driver Lic. with "E" endorsement. Education/ or Exp: College Degree in applicable field from an accredited college or tech. school, and/ or National Academy course(s) completion preferred. Seven yrs. progressive responsible exp with a paid, full-service Fire Rescue Dept., with a min of 1 yr of related supv. exp. at the company officer level or above is required. Exp. in admin. collective bargaining agreements would be helpful. Closing Date 9/26/03, 5pm. See [www.townofpalmbeach.com](http://www.townofpalmbeach.com) to view job posting and print Appl. Submit Appl. & resume to HR Dept., Town of Palm Beach, 360 S. County Rd., PB, FL 33480 Ph 561-838-5450 Fire Rescue BATTALION COMMANDER TOWN OF PALM BEACH

### Airport Police Chief Pensacola Civil Service Office

City Hall, 180 Government Center  
Pensacola, FL 32504

Population: n/a  
Sworn Officers: n/a  
Application Deadline: **9/15/03**

\$1,171 Bi-weekly+ benefits This classified service position is supervisory work directing activities of Enforcement Officers engaged in law enforcement activities at the Pensacola Regional Airport. Employee has full law enforcement powers and is commissioned by the City of Pensacola Police Chief to perform these duties. Work assignments are re-

ceived from the Department Director or his/ her designee, who reviews work methods and results achieved. Employee may be expected to work shifts. Requires: Graduation from high school or equivalent; and three (3) years of experience in law enforcement, corrections or public safety, one (1) of which must have been in a supervisory capacity. Experience in airport law enforcement is preferred. A Florida Class E driver license and current, valid State of Florida Law Enforcement Officer certification are required. Must acquire and maintain TSA security clearance. Applications are required and may be obtained from the Civil Service Office, 4th floor of City Hall, 180 Governmental Center, Pensacola or via downloadable application at: [www.ci.pensacola.fl.us](http://www.ci.pensacola.fl.us) Application deadline is September 15, 2003 at 5:00pm.

### Police Chief Zephyrhills, City of

5338 8th Street  
Zephyrhills, FL 33540  
813-782-1551

Population: 9,300  
Sworn Officers: 29  
Application Deadline: **11/1/03**

Salary \$48,973-\$71,011 located in WV. Central FL Reg: BA in crim. justice, pol. sci. public admin or related field. Min 5-7 yrs of progressively responsible mgt &/or supervisory exp in a high command position is pref. Strong operations planning, supervision, comm. policing, budget, labor relations & interpersonal skills are important. Exc. benes. provided. Send cover letter & resume by 9/19/03 to: Steve Spina, City Mgr, City of Zephyrhills, 5335 8th St. Zephyrhills, FL 33542. Position will be avail. 11/1/03. Visit us at <http://www.ci.zephyrhills.fl.us> EOE DFWP

## ILLINOIS

### Chief of Police Mahomet, Village of

503 E Main Street  
Mahomet, IL 61853  
217-586-4456

Population: 4,877  
Sworn Officers: 6  
Application Deadline: **9/5/03**

Salary: \$49,961 - \$58,843 DOQ. Full service Village located 8 miles NW of Champaign-Urbana and the University of Illinois is seeking qualified candidates for the position of Chief of Police. Two persons holding position since 1987. Successful can-

didate is appointed by Mayor with consent of the Board. FY 2003/04 \$6.8M appropriated including major capital improvements. \$.5M police department operating budget; 7 FT employees, 6 sworn (including Chief), 1 civilian. Mahomet is a dynamic, growing residential community which daily serves a population in excess of 10,000. Bachelor's Degree in criminal justice, public administration, public policy, business administration or related field desired; 10 years of progressively responsible law enforcement experience that includes supervisory/command responsibilities required. Positive experience with modern public safety/policing principles, organizational development, personnel management, community policing, and community relations ideal. Superior leadership, interpersonal skills, hands-on management experience and customer orientation essential. Residency requirement within 6 months of employment. For application phone 217/586-4456 or e-mail tlegner@mchsi.com. Submit application and resume to Teri Legner, Village Administrator Village of Mahomet 503 E. Main Street Mahomet, IL 61853 217/586-4456 tlegner@mchsi.com Closing date for application: 4:30 pm Friday, September 5, 2003.

### Police Chief Viriden Police Dept

139 N Dye St  
Viriden, IL 62690  
217-523-3765

Population: 3,400  
Sworn Officers: 6  
Application Deadline: **8/29/03**

The city of Viriden (est. pop. 3400) is seeking candidate for position of Police Chief of a small rural community 20 miles south of Springfield, IL. Department has approximate budget of \$450,000. Currently has 6 F/T sworn officers; 5 P/T officers; 4 F/T dispatchers. Chief is appointed by Mayor with approval of City Council and reports to Mayor and Police Committee. City seeks experienced law enforcement professional with skills in planning, supervision, and staff development who is committed to community service, with outstanding leadership and administrative skills. Educational Requirements: Bachelor's degree in Criminal Justice, Police Administration or equivalent combination of experience and advanced police leadership training programs such as FBI National Academy, Southern

Police Institute, or Northwestern Center for Public Safety School of Staff and Command is highly desirable. Other Requirements: The candidate must possess the ability to develop a good working relationship with other area law enforcement agencies, and have a minimum of 10 years progressively responsible law enforcement experience, including 2 years of supervisory and/or management experience. Salary Range: Salary range \$40-\$42. Excellent benefit package. Position is IMRF. Residency requirement within a reasonable time. Contact: Mr. Laimutis "Limey" Nargelenas Address: IL Assn. of Chiefs of Police 426 S. Fifth St., #200 Springfield, IL 62701 Phone: 217-523-3765 Fax: 217-523-8352 www.virdenonline.com

## INDIANA

### Town Marshal North Manchester, Town of

103 E Main Street  
North Manchester, IN 46962  
260-982-9800 ext 376

Population: 7,100  
Sworn Officers: 11  
Application Deadline: **not stated**

North Manchester, IN seeks a leader to guide its police department. 10 years of responsible police exp.; 5 years as a sgt. BA degree highly desired. For application information, Interested persons contact: Town Manager  
Town of North Manchester  
103 E. Main St.  
North Manchester, IN 46962  
1-260-982-9800 ext 376

## MARYLAND

### Chief of Police Elkton, Town of

PO Box 157  
Elkton, MD 21922-0157  
410-398-0970

Population: 13,000  
Sworn Officers: 29  
Application Deadline: **9/5/03**

The Town of Elkton is seeking candidates for the position of Chief of Police, Elkton Police Department. A person interested in this position should send his/her letter of interest, inclusive of qualifications and leadership performance experience,

along with a current resumé, not later than by Friday, September 5, 2003, to: Town of Elkton, Administration Office, Attn: Lewis George, Town Administrator, P. O. Box 157, Elkton, MD 21922-0157. The Elkton Police Department is a 24/7 law enforcement agency with an authorized strength of 36 sworn officers and 14 non-sworn personnel exercising jurisdiction within an area of eight (8) square miles, and serving approximately 12,000 residents and a diverse business community. A budget of \$2,591,641.00 was allocated to the police department for FY 04. The Chief of Police is a critically important position within Elkton's government and the person who fills this role is expected to provide competent, effective and efficient leadership within and without the police department. Experience in organizing and maintaining a community policing program is an essential element for any candidate. Since proven leadership performance is often indicative of future performance, persons interested in this position should provide a detailed description of their leadership and management experience in the realm of law enforcement. This position offers an annual salary range of \$60,000 - \$70,000, vacation, professional development leave, major medical/dental/prescription health plans, retirement and deferred compensation plans, life insurance and use of a vehicle.

## MASSACHUSETTS

### Police Chief Bernardston, Town of

Board of Selectment, PO Box 504  
Bernardston, MA 01337

Application Deadline: **9/3/03**

The Town of Bernardston is seeking resumes for a full time Police Chief. Bernardston is a community of 2,050 people. Duty consists of the daily operation of the Police Department, Staff and Equipment. Salary to be negotiated based on training and experience. A minimum of five years full-time police experience in a recognized police agency. Must be MA Criminal Justice Certified or Certifiable. Resumes must be sent to the Bernardston Board of Selectmen, P.O. Box 504, Bernardston, MA 01337 by September 3, 2003 at 8:00 p.m.

## MICHIGAN

### Chief of Police Beaverton, City of

PO Box 477  
Beaverton, MI 48612

Population: 1,106  
Sworn Officers: n/a  
Application Deadline: **9/1/03**

The City of Beaverton Michigan is seeking a qualified individual to organize and manage a newly created police department. Working Chiefs position. M.L.E.O.T.C. certification. Reports to City Manager and 6 member Council. Salary \$30-\$35k, DOQ, Full Benefit Package. Send resume with 5 references, to City Manager, P.O. Box 477 Beaverton, MI 48612. Deadline is September 1, 2003.

## MINNESOTA

### Director or Public Safety Forest Lake Police Dept

210 N Lake St  
Forest Lake, MN 55025  
651-464-5877

Population: 1,700  
Sworn Officers: 19  
Application Deadline: **9/26/03**

Starting salary range of \$73,000 to \$81,000 annually. City of Forest Lake - Population: 15,500 Forest Lake, Minnesota Growing lake community in the northeastern Twin Cities metro area serves as a retail and residential center. Report to the City Administrator. Responsible for supervising a total staff of 27 with 12 sworn officers and managing a departmental budget of approximately \$2 million. Qualified candidates should be eligible for P.O.S.T. certification, possess a four year degree (Master's preferred) and have five years of progressively responsible experience in public safety including command experience. Advanced police training is desirable. Preferred experience in community outreach, working with businesses, strategic and growth planning. Position Profile available. Send resume to: The Brim Group Executive Search 50 S. 9th Avenue, #101 Hopkins, MN 55343 (952) 945-0246 \* FAX: (952) 945-0102 brimgroup@aol.com www.brimgroup.com Closing date for application: September 26, 2003.

## NEVADA

### Senior Marshal & Police Officer Sparks, City of

HR Office, 431 Prater Way  
Sparks, NV 89434  
775-353-2345

Population: 66,500  
Sworn Officers: 91  
Application Deadline: **not stated**

The City of Sparks is currently recruiting for the positions listed below. SENIOR MARSHAL Salary \$48,168-\$61,772 Annually POLICE OFFICER Salary \$38,491-\$50,605 Annually See application package for minimum qualifications, details and close date on each position. Application packets may be obtained in the Human Resources Office, Sparks City Hall, 431 Prater Way, Sparks, NV 89431. Job Hotline (775) 353-2444. Phone (775) 353-2345. TDD (775) 353-2350. www.ci.sparks.nv.us

## NORTH CAROLINA

### Chief of Police Scotland Neck, Town of

PO Box 537  
Scotland Neck, NC 27874  
252-826-4112

Population: 2,339  
Sworn Officers: 7  
Application Deadline: **not stated**

Scotland Neck, Pop. 2,339. 12 sworn officers; 7 FT & 5 PT. Mayor and 5 commissioner board. Report directly to Town Administrator. Starting salary depending on exper. - Range - \$31,570-\$45,775 w/ benefits. Seeking positive, progressive & energetic leader w/ strong admin. & interpersonal skills, capable of managing annual dept. budget, implementing policies, recruiting & training, working w/the community; receiving & investigating complaints. Must be a true community oriented person. Cert. req's must be met. Send resumes to Nancy Jackson, Town Admin./ Clerk, PO Box 537, Scotland Neck, NC 27874. Position open until filled.

## OKLAHOMA

### Police Chief Carnegie, Town of

PO Box 1075  
Carnegie, OK 73015  
580-654-1004

Population: 2,100  
Sworn Officers: 6  
Application Deadline: **not stated**

The Town of Carnegie is accepting applications for the position of Police Chief. Must be CLEET Certified. Salary depends on experience and qualifications. Applications may be mailed to: Town of Carnegie, PO Box 1075, Carnegie, OK 73015 and will be accepted until the position is filled. Call (580) 654-1004 for more info

### Police Chief Wynona Police Dept

207 W 2nd St., PO Box 305  
Wynona, OK 74084  
918-846-2526

Population: 531  
Sworn Officers: 2  
Application Deadline: **not stated**

Salary: \$15,000 - \$17,000 Min  
Education: Tech School Job Type: Full Time Email this job to a friend  
Police Chief in small town of 531 people Contact: Tennie Stone  
Wynona Police Department 207 W 2nd Street P.O. Box 305 Wynona, OK 74084 Fax: 918-846-2575  
Phone: 918-846-2526

## OREGON

### Police Chief Ashland, City of

1155 E Main St  
Ashland, OR 97520  
916.263.1401

Population: 20,085  
Sworn Officers: 29  
Application Deadline: **9/22/03**

The final filing date for this recruitment is Monday, September 22, 2003. To be considered for this incomparable opportunity, please submit a cover letter with current salary, resume that reflects size (staff, budget) and scope of current/most recent organization and

responsibilities, and six professional references. Submissions should be directed to SHANNON EXECUTIVE SEARCH. For additional information regarding this opportunity, contact: Teri Black-Brann or Joseph Brann SHANNON EXECUTIVE SEARCH 241 Lathrop Way Sacramento, California 95815 Ph: 916.263.1401 Fax: 916.561.7205  
E-mail: resumes@cps.ca.gov  
Website: www.cps.ca.gov/shannon. Following the filing deadline, candidates with the most relevant qualifications and credentials will be granted interviews by the consultants. Those individuals determined to be best suited for the position will be interviewed by the City in October with an appointment anticipated shortly thereafter, upon the completion of thorough reference and background checks. The salary range for this position is \$77,400-\$87,000. For a comprehensive recruitment brochure go to: www.cps.ca.gov/shannon/Recruitments/Brochures/pc\_ashland.pdf

## PENNSYLVANIA

### Police Chief Nether Providence Twp Police Dept

214 Sykes Ln  
Wallingford, PA 19086  
610-892-2875

Population: 14,000  
Sworn Officers: 20  
Application Deadline: **Not stated**

Police Chief - (US-PA-Wallingford)  
Salary: \$60,000 - \$65,000 Min  
Education: Bachelors Job Type: Full Time Email this job to a friend  
Looking for Police chief with significant experience and credentials for an executive role in police management. Minimum of 10 years law enforcement experience with 5 in a command/supervisory capacity. Must be act 120 certified with a college degree. The Township has a 14 full-time and 4 part-time department. Send resume and any references to contact person below. Gary Cummings, Manager Nether Providence Township 214 Sykes Lane Wallingford, PA 19086, PA 19086 Fax: 610-892-2890  
Phone: 610-566-4516

## TENNESSEE

### Chief of Police Nashville Metro Police Dept

200 James Robertson Pkwy  
Nashville, TN 37201  
202-466-7820

Population: 600,000  
Sworn Officers: 1,312  
Application Deadline: **9/19/03**

Salary: \$107,000-\$154,000. Requirements include: A Bachelor's Degree from an accredited college or university; ten years of experience in law enforcement or a related field; and five years of upper-level management experience is strongly preferred. Candidates should have a proven record of success in public safety, management, and community policing. In addition, candidates must demonstrate a thorough understanding of Homeland Security issues and the promotion of organizational growth and development for a diverse service population. Responsibilities: The Police Chief will be responsible for two Deputy Chiefs, five Assistant Chiefs and 1312 sworn officers plus 423 civilian personnel. The Metro Nashville Police Department operates with a 118 million budget and serves a 533 square mile area. The Chief of Police will be appointed by and will report directly to the Mayor. Special Conditions: The candidate must possess the ability to build strong interpersonal relationships and have the ability to communicate effectively with sworn and civilian personnel, elected and appointed officials, and all members of the public. For more information, contact:  
Richard Overman or  
Terry Chowanec  
1120 Connecticut Ave., NW  
Suite 930  
Washington, DC 20036  
Phone: (202)466-7820  
Fax: (202)466-7826  
Email: tchowanec@policeforum.org richover@bellsouth.net  
Website: www.policeforum.org How To apply, please send a current resume and a cover letter summarizing your qualifications and five references to The Police Executive Research Forum, Nashville Search, 1120 Connecticut Ave., NW, Suite 930, Washington, DC 20036.

## TEXAS

### Chief of Police Balch Springs Police Dept

12500 Elam Rd  
Balch Springs, TX 75180  
972-557-6062

Population: 17,430  
Sworn Officers: 28  
Application Deadline: **Not stated**

Texas-- Balch Springs PD Chief of Police- DOQ Until Filled Bachelor's Degree in Political Science, Law Enforcement, Criminal Justice, Public Administration. 7 years experience in police work, three years of which must have been equivalent to police sergeant or higher. Completion of the basic law enforcement training academy or an equivalent combination of education and experience. Successfully pass a thorough background investigation. Successfully pass a psychological examination. Successfully pass a physical examination and drug screening. City Manager K M Hubert (972) 557 6062  
www.bspd.com  
info@bspd.com

### Chief of Police Corinth Police Dept

2003 S Corinth St  
Corinth, TX 76210  
940-497-4145

Population: 16,200  
Sworn Officers: 25  
Application Deadline: **not stated**

Full-time position. Call (940) 497-4145 or visit www.cityofcorinth.com

### Communication Center Manager Round Rock, City of

221 E. Main Street  
Round Rock, TX 78664  
512-218-5490

Population: 52,000  
Sworn Officers: 91  
Application Deadline: **9/30/03**

Salary: \$1,657.43 - \$1,969.57. Oversees personnel, fiscal, planning, and operational functions of the combined Police and Fire Dispatch Communications Center which is a 24 hour a day, 7 day a week op-

eration. Minimum Qualifications: High School Diploma or equivalent, plus 7 years of management level administrative work in an emergency communication dispatch center, 3 years of which must have involved direct supervision of emergency dispatch personnel in similar size or larger agency. Benefits: • Employee Health, Dental and Vision Paid by City (including Prescription coverage). Dependent coverage offered by payroll deduction. • Retirement 2 to 1 match/5 yr. vesting - Employee contribution 7% • Vacation (18 days/yr max.) Sick (90 days/max) • Holiday (11 days/yr.) Must pass drug screening tests and successful completion of a comprehensive background investigation is required. For an application or more detailed information visit our website at [www.ci.round-rock.tx.us](http://www.ci.round-rock.tx.us). Please submit an application to the Human Resources Department City of Round Rock 221 E. Main Street Round Rock, TX 78664 512-218-5490 \* FAX: 512-218-5493 [staffing@round-rock.tx.us](mailto:staffing@round-rock.tx.us) [www.ci.round-rock.tx.us](http://www.ci.round-rock.tx.us) Closing date for application: September 30, 2003. Equal Opportunity Employer

### Police Chief Socorro, City of

124 S. Horizon  
Socorro, TX 79927  
915-858-6983

Population: 30,000  
Sworn Officers: 20  
Application Deadline: **not stated**

Bachelor's Degree in Law Enforcement, Police Science, Public Admin. or Business Admin. \* Police Officer License issued by TCLEOSE. \* Texas Class "C" Drivers License. \* Five years progressively responsible Police Officer experience in a municipality police agency of similar or larger size to the City of Socorro. \* The five years Police Officer experience must be at mid-management level or higher. The City of Socorro is an EEO Employer. Former applicants are being considered; please submit and/or update information. Applications accepted at: 124 S. Horizon Socorro, TX 79927 Monday - Friday 8 am - 4 pm Fax resume 915-858-9288 or Submit your resume via email. Positions open until filled

### Police Chief West University Place Police Dept

3814 University Blvd  
Houston, TX 77005  
713-668-0330

Population: 14,211  
Sworn Officers: 25  
Application Deadline: **Not stated**

Police Chief City of West University Place, Texas (Placement Made) Client Website Detailed Recruitment Brochure West University Place (pop. 14,211) is an urban enclave community surrounded by the Cities of Houston, Bellaire and Southside Place. "West U" is situated on 2 square miles near Rice University, almost exclusively single family residential with some retail and light commercial. Well known for its tree-lined streets, beautiful homes and sense of community, West University Place affords its citizens superior municipal services and a high quality of life. Reporting directly to the City Manager, the Police Chief will participate as a member of the city's executive team and provide leadership to a department of 25 officers and ten non-sworn employees. The City seeks an experienced, visionary law enforcement professional who is committed to customer service, community interaction and exemplary professional standards. Outstanding leadership and administrative skills, exceptional oral and written communications ability, and unquestioned personal and professional ethics are sought. Requires a minimum of five years progressively responsible municipal law enforcement experience including a minimum of four years supervisory and/or management experience. Bachelor's degree in criminal justice, business, public administration or a related field (graduate degree preferred) and a minimum of Intermediate certification from TCLEOSE, or eligibility to obtain Texas peace officer status is required. Completion of the FBI National Academy or similar advanced training is preferred. Salary range from \$73,437 to 98,406 DOQ (mid-point \$85,291) with auto allowance and full range of competitive benefits. For questions, contact Mr. Rohre in Dallas at (972) 235-5912. Under Texas open records statutes, names of applicants are subject to public disclosure.

## UTAH

### Fire Chief Layton Police Dept

429 N Wasatch Dr  
Layton, UT 84041  
801-546-8597

Population: 63,000  
Sworn Officers: 65  
Application Deadline: **9/19/03**

\$32.62 - \$48.93/hr DOQ  
[www.laytoncity.org](http://www.laytoncity.org)  
Or Call 801-546-8597

## VERMONT

### Chief of Police Chester, Town of

PO Box 370, 556 Elm St  
Chester, VT 05143  
802-875-2173

Population: n/a  
Sworn Officers: 4  
Application Deadline: **9/12/03**

Qualifications: Five years of supervisory police experience; college degree preferable. Working Chief in a four-officer department for rural tourist town. Required to live in the area. For more information, contact: Susan S. Spaulding, Town Manager, P. O. Box 370, 556 Elm Street, Chester, VT 05143. Fax: (802)875-2237 Email: [scubed@vermontel.net](mailto:scubed@vermontel.net) Submit cover letter and resume.

## WASHINGTON

### Fire Battalion Chief Clark County Fire District

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

Population: 6,500  
Sworn Officers: n/a  
Application Deadline: **10/2/03**

Clark County Fire District No. 9, in Camas, Washington, is currently recruiting to fill the newly created Battalion Chief position. This position reports directly to the Fire Chief, and is a confidential management position. Located just north of Camas, the district serves a population of 6,500 and covers 37 square miles. With a budget of just over \$747K, the district provides suppression, rescue, emergency medical and prevention services from 3 sta-

tions. The agency is comprised of 1.5 career personnel, 26 volunteers, and 1.5 administrative personnel. The fire district shares a half-time Fire Chief with the adjoining Clark County Fire district No. 1, and has a three-member Board of Commissioners. Qualifications for the successful applicant include: A high school diploma or equivalent, with an Associate's or higher degree in fire command, or related field preferred. Five years of progressively responsible experience, with at least two years as a Fire Officer (Lieutenant or higher or as a supervisor) in the fire service in a public, volunteer or combination fire department that provides fire suppression and EMS. Must possess Haz Mat - Operations training or obtain within 90 days of hire. Experience in the development, management and delivery of training programs-rated as Fire Service Instructor I or obtain within 90 days of hire. Experience in EMS and certification as First Responder, with EMT Basic, preferred or obtain Washington State certification within 60 days of hire. Must hold, obtain w/in 30 days of hire, a Washington driver's license and be EVAP certified. Must pass the district's medical requirements and a thorough background investigation. Must reside within thirty (30) minutes from Station 9-1 within 6 months of hire. The applicant must have demonstrated experience and skills which include: A proven, proactive, innovative supervisor of personnel and programs; training program management and instruction; hazardous materials response; emergency communications technology and practices; emergency/disaster response; incident command; fire prevention and public education; computer literacy; budget preparation and administration; the use of modern firefighting/EMS equipment and techniques; equipment/facility maintenance; planning and goal setting; success in working with a council or board, community groups and individuals, employees, and other departments and governmental and private entities; knowledge of current laws, codes, regulations and mandates; a high level of motivation and leadership ability which includes conflict resolution, teambuilding, forming and nurturing partnerships, delegation, and interpersonal relations; a high level of written and oral communications skills; knowledge of and experience in person-

nel rules and practices: labor relations, hiring, discipline, etc.; and a proven high level of integrity and dedication. Salary Range: \$49,000-\$56,000DOQ. Benefits package. All materials available for download at [www.esci.us](http://www.esci.us). For additional information contact: Emergency Services Consulting inc. at 800-757-3724 or fax 503-570-0522. Email: [escikatie@aol.com](mailto:escikatie@aol.com). Application Deadline: 4:00 p.m. Thursday, October 2, 2003

## WISCONSIN

### Chief of Police Cudahy Fire & Police Commission

6017 S. Delaware Drive  
Cudahy, WI 53110  
414-769-2254

Population: 18,836  
Sworn Officers: 32  
Application Deadline: **9/7/03**

Salary: \$68,000 - \$75,000. Candidates MUST have a Bachelor's Degree and Advanced Police Management School or Master's Degree at the time of application. Candidate must have a minimum of 15 years of law enforcement service with at least 5 years in a progressively responsible management position. Requires a strong background in supervision and administration in a law enforcement agency. Candidate must have excellent written, oral and interpersonal skills and demonstrate a strong commitment to a Community/Police style of management. Responsibilities: The City of Cudahy is located in the Southeast portion of Milwaukee County, bordering Lake Michigan. The City operates under a Mayor-Council form of government with a population of approximately 19,000 spread over 4.75 square miles. The Department presently has 28 sworn officers, 8 civilian 9-1-1 Emergency Service Dispatchers and 4 civilian personnel with a total budget for 2003 of 3.7 million. Special Conditions: Excellent fringe benefit package. Residency required. To obtain application materials: [www.ci.cudahy.wi.us](http://www.ci.cudahy.wi.us) or call (414)769-2254. For more information, contact: Mr. Charles Hitt, Secretary Cudahy Police & Fire Commission

### Chief of Police Fond Du Lac Police Dept

180 S Macy St  
Fond du Lac, WI 54935  
920-929-3206

Population: 40,000  
Sworn Officers: 65  
Application Deadline: **10/1/03**

Qualifications include a Bachelor's Degree, plus advanced training (e.g. FBI National Academy, LEEDS, Southern Police Institute, Fox Valley Executive Leadership Institute). Valid driver's license and Wisconsin Training and Standards Law Enforcement Certification required. Oversee all operations of department: School Liaison, Crime Prev., Off. Friendly, SWAT, Tactical Units, E-911, MDCS, Drug Enf. Unit, Honor Guard, Mountain Bike Unit, Public Housing Officer, K-9, Chaplaincy Program and Homestead Officer Program. For more information, contact: Ed Henschel, 115 S. 84th St., Suite 400, Milwaukee, WI 53214 USA Phone: (414)777-5382 Fax: (414)777-5555 Email: [ehenschel@virchowkrause.com](mailto:ehenschel@virchowkrause.com) How To Apply: Send letter of interest and resume to Ed Henschel, 115 S. 84th St., Suite 400, Milwaukee, WI 53214.

## WYOMING

### Chief of Police Moorcroft Police Dept

PO Box 70  
Moorcroft, WY 82721  
307-756-3301

Population: 850  
Sworn Officers: 4  
Application Deadline: **not stated**

Min. 10 yrs. experience 3-5 yrs. supervisory preferred, or combination of college degree. Oversee 3 Officers in a town of approx. 850. WY or other state certified. Community orientated. Benefits include health, dental & vision insurance & a deferred compensation plan. Send resume to Moorcroft Police, POB 70, Moorcroft WY. 82721 or email [moorpd@trib.com](mailto:moorpd@trib.com)

### 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](mailto:Kevin@theblueline.com)

**The Brass Key** is a subscription service that provides public safety management and executive career information, general interest articles and editorial content. The publishers of **The Brass Key** and [thepoliceexecutive.com](http://thepoliceexecutive.com) do not offer job placement assistance or suggest any preference or advantage to the subscribers to our service.

Our mission is to provide you with as much information on positions that are currently available so that you can select and pursue the opportunities that you are best suited for.

The Brass Key is published and distributed electronically no less than monthly and typically no less than twice each month.

Subscriptions to **The Brass Key** Are \$9.99 per month. There is no long term commitment and you may cancel at any time.

All you need to subscribe is a Visa or MasterCard and an e-mail address.

Visit  
[thepoliceexecutive.com](http://thepoliceexecutive.com)  
for details.