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*For The Public Safety Executive*

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# The Brass Key

For The Police & Fire Executive

## Five Finalists Remain In The Hunt To Be The Next Police Chief in Minneapolis

Come January, Minneapolis will have a new Police Chief and the pool of candidates could not be more interesting if Arnold Schwarzenegger was in the running.

There are two insiders and three outsiders (one from the Midwest and one from each coast). Among them two are women, two are black, one is openly gay. Two left the previous posts under "less than ideal circumstances," one is the immediate past president of the world's largest organization of police chiefs and one is a media celebrity who you will certainly remember.

Mayor R.T. Rybak has a tough choice to make and a very diverse group to choose from. Beginning on page three you will have a look at each of the finalists in the race to be Minneapolis' next police chief.

*Story on Page 3*

### Opportunities Featured In This Issue:

#### **ALASKA**

Unalaska Dept of Public Safety  
*Director of Public Safety*

#### **CALIFORNIA**

Chowchilla Police Dept  
*Chief of Police*

Fort Bragg, City of  
*Police Lieutenant*

Placentia, City of  
*Chief of Police*

San Jacinto, City of  
*Police Chief*

Solvang, City of  
*Fire Chief*

#### **COLORADO**

Haxtun, Town of  
*Police Chief*

#### **FLORIDA**

Fort Walton Beach, City of  
*Police Chief*

North Port, City of  
*Chief of Police*

#### **GEORGIA**

Glennville Police Dept  
*Chief of Police*

#### **ILLINOIS**

Le Roy, City of  
*Police Chief*  
Riverdale, Village of  
*Chief of Police*

#### **KENTUCKY**

Richmond, City of  
*Police Chief*

#### **LOUISIANA**

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

#### **MARYLAND**

Montgomery County Government  
*Police Chief*

#### **MASSACHUSETTS**

Boston Police Dept  
*Police Commissioner*

Stonehill College  
*Police Lieutenant*

#### **MINNESOTA**

Starbuck, City of  
*Police Chief*

#### **MISSISSIPPI**

Louisville, City of  
*Chief of Police*

#### **MISSOURI**

St. Louis Community College at  
Florissant Valley  
*Police Lieutenant*

#### **NEW HAMPSHIRE**

Whitefield, Town of  
*Police Chief*

#### **NORTH CAROLINA**

Beaufort, Town of  
*Chief of Police*

Greenville, City of  
*Fire/Rescue Chief*

#### **RHODE ISLAND**

Pawtucket (City of )  
Housing Authority  
*Director of Security*

#### **SOUTH CAROLINA**

Chester, City of  
*Chief of Police*

#### **TENNESSEE**

Bristol, City of  
*Chief of Police*  
Kingsport, City of  
*Fire Chief*

#### **TEXAS**

Sugar Land, City of  
*Police Chief*

#### **VIRGINIA**

Clarke County  
*Chief Deputy*

Norfolk, City of  
*Chief of Police*

#### **WASHINGTON**

Centralia, City of  
*Police Chief*

#### **WISCONSIN**

Bristol, Town of  
*Fire Chief*

Grand Chute, Town of  
*Fire Chief*

Menomonee Falls, Village of  
*Police Chief*

Middleton, City of  
*Chief of Police*

Phillips, City of  
*Police Chief*

#### **WYOMING**

Laramie County Government  
*Communications Center Manager*  
Washakie County  
*Ambulance Director*

## ALASKA

### Director of Public Safety Unalaska Dept of Public Safety

PO Box 610  
Unalaska, AK 99685  
907-581-1251

Population: 4,178  
Sworn Officers: 15  
Application Deadline: **12/31/03**

Dir of Public Safety Unalaska, AK Director of Public Safety Min. of ten yrs. prof. law enforcement exp. including a min. of five yrs. of command level exp. as a commissioned officer in a similar size dept. At least three years of this experience must have been at the lieutenant level or higher and must have included responsibility for management of patrol and investigation functions. Possess Alaska Police Standards Council advanced level certificate or the ability to obtain at the time of hire. Min. three yrs exp. in the operation of small/contract jails, fire, EMS, and communications. Any combination of experience and/or education which provides the required expertise will be evaluated on an individual basis. Public Safety Director or Police Chief experience and Alaskan law enforcement experience preferred. Bachelor's degree in Criminal Justice, Public Administration, Business Administration, Law Enforcement, Police Science or related field preferred. Under minimal supervision from the City Manager, serves as the principle executive officer of the Unalaska Department of Public Safety and is responsible for planning, organizing, and management of Police, Corrections, Communications, and Fire-EMS. Is responsible for direct supervision of police lieutenant, DMV/IS officer, office manager, and fire chief positions. Knowledge of the principles and practices of police/law enforcement administration and employment supervision. Knowledge of police operations, fire suppression, and emergency medical response principles and practices. Knowledge of the principles and practices of emergency management and coordination. Knowledge of equipment and technology, including weapons, communications, computers, and vehicles. Skill in leading and motivating others. Skill in working with the media. Skill in planning, organizing, and directing the activities of a municipal public safety department; and in understanding and interpreting complex statutes, ordinances, regulations, and standards. Excellent written and oral communication

## CALIFORNIA

### Chief of Police Chowchilla Police Dept

122 Trinity Ave  
Chowchilla, CA 93610  
559-665-8607

Population: 15,000  
Sworn Officers: 16  
Application Deadline: **12/30/03**

The City of Chowchilla, centrally located in California's fertile San Joaquin Valley, is searching for a new Police Chief. Chowchilla has a friendly, small town environment with affordable housing. The City operates under the City Council/City Administrator form of government. The Chowchilla Police Department has 24 FTEs and a budget of approximately \$1.4 M. The selected candidate will be a proven leader, personable, interact well with residents and the business community, have good organizational skills, are a fair and consistent manager, an innovator, and work well with allied agencies, other departments, policy makers and administration. If you desire to be Police Chief in a department with dedicated employees, and possess a minimum of 4 years management experience in a professional law enforcement agency, and a B.A. degree (preferable), you are encouraged to apply today. Submit cover letter, resume, current salary and five professional references to: Kimberly Warner, Avery Associates, 3 1/2 N. Santa Cruz Ave, Suite A, Los Gatos, CA., 95030 Phone: 408 / 399-4424 SALARY OPEN DOQ (Current range up to \$80,688).

### Police Lieutenant Fort Bragg, City of

416 N Franklin Street  
Ft Bragg, CA 95437  
707-961-2823

Population: 7,200  
Sworn Officers: 19  
Application Deadline: **1/14/04**

Website: [www.ci.fort-bragg.ca.us](http://www.ci.fort-bragg.ca.us)  
Salary: \$4,876-\$5,928 per month  
To Apply: Submit a cover letter, comprehensive resume, and five personal references, along with a copy of your POST Certificates to the Personnel Office, City Hall, 416 North Franklin Street, Fort Bragg, CA 95437. Faxed and e-mailed resumes will not be accepted. No resumes received after January 14, 2004 will be accepted. Mailed resumes must be postmarked no later than January 13, 2004. Personnel office hours: 9 a.m to 4 p.m. Monday-Friday. Inquiries should be directed to M L Gordon, Assistant City Manager, 707-961-2823.



**Omaha's New Chief  
Thomas Warren**

## Twenty Year Veteran Takes over as Omaha's New Chief

Thomas Warren, a 20-year OPD veteran, was promoted to the position November 21st by Mayor Mike Fahey.

Warren is the first African-American to hold the rank of police chief in the department, which has 750 sworn officers.

Fahey made the announcement Friday, choosing Warren over two other OPD veterans who also were finalists for the job. Captains Donald Ghorson and Eric Buske were named deputy chiefs.

Warren joined the department in December 1983. He became a captain in May 1999 and, for the last 19 months, has been commander of the northeast precinct. Warren has been a strong advocate of community policing and succeeds Don Carey who left this in spring to take the job as Melbourne, Florida's Police Chief.

### Chief of Police Placentia, City of

401 E Chapman Ave  
Placentia, CA 92870  
714-993-8141

Population: 48,319  
Sworn Officers: 53  
Application Deadline: **not stated**

The City of Placentia, California is recruiting for Chief of Police. Placentia has a population of 48,319 and is located in the northeastern section of beautiful Orange County, some 35 miles southeast of Los Angeles. Once the center of Valencia orange growing/packing, Placentia today is a community of beautiful suburban homes, good schools, stately churches, and wholesome recreation. Placentia has a Council/City Manager form of government and is a Charter City. The Police Chief oversees a department with a budget of approximately \$9M. The Police Department has a full-time staff of 70 (53 Sworn, 17 Non-Sworn), who, along with part-time personnel and volunteers, provide enforcement services, general community services, and community involvement services on a city-wide basis. Police Management is respon-

sible for intelligence, planning and research, and personnel and training. The MISSION of the Department is to keep Placentia a safe and enjoyable place in which to live and work. You are encouraged to apply if you have a Bachelor's Degree or higher -related to law enforcement including courses in public administration, business administration, or economics; and a P.O.S.T. Advanced Certificate. Preference will be given to candidates with related Master's Degree and completion of P.O.S.T. Command College or FBI National Academy. Candidates with experience at Chief level or substantial police management (i.e. 3 years as a Captain) including responsibility over a major police division are most desirable. Salary: DOQ. \$112,200.00 (includes 9% PERS contribution). Due to the retirement of the City Administrator, this recruitment is being postponed until a permanent City Administrator is appointed. Letters of Interest will be accepted in the meantime. City of Placentia, Personnel Services, 401 E. Chapman Avenue, Placentia, CA 92870 Phone: 714/993-8141 For more information about our city, visit our website at [www.placentia.org](http://www.placentia.org).

## Minneapolis's Next Police Chief: The Outsiders

If the job is going to go to someone outside the department, it will be to one of these three men; William McManus, Charles Moose or Joseph Samuels, Jr. Who are they, where did they come from and what are their chances?



### William McManus

If McManus gets this job it will be his second move in less than two years. After 27 years with the Metropolitan Police Department in Washington, D.C., where he rose through the ranks to Assistant Chief, he took the top job in the Dayton, Ohio Police Department in February 2002.

He attended Villanova on a football scholarship and later earned a Masters Degree in Management from Johns Hopkins University. He has been effective in relations with minority groups, the NAACP is impressed with him, which is no small task being just an hour away from Cincinnati.

He will have to explain a "no confidence" statement from the Dayton Fraternal Order of Police, but that looks like it may have more to do with his tightening of policies on police pursuits and use of force rather than with issues of character or leadership.

McManus is reported to have said that the Minneapolis job is an opportunity that he could not pass up. Which may lead to questions about his ultimate career goals. He went from being a key man in a department of 3,800 officers to become Chief of a department with just over 500, less than two years later he wants to move to a head a department of 850 officers. Is this where he wants to stay?



### Charles Moose

It may be hard for Charles Moose to get a fair shake as a Police Chief candidate. After becoming a media fixture during the D.C. sniper hunt, for which he received criticism and praise, he became Time Magazines "Person of the Week" and was then one of Barbara Walters' "10 Most Fascinating People of 2002." He ultimately resigned his job as Montgomery County, Maryland's chief amidst the ethical controversy of

profiting from a book about the ordeal. All of this may make it hard to take him seriously. He had a good relationship with the community, the officers of the department and the county leadership before the shootings, but the circus that followed had an obvious impact.

### Police Chief San Jacinto, City of

201 E. Main Street  
San Jacinto, CA 92583  
909-654-7337

Population: 24,000  
Sworn Officers: 24  
Application Deadline: **1/16/04**

Located in Western Riverside County, the City of San Jacinto is seeking the services of a new police chief. The police chief will join a dynamic team that is committed to meet the challenges of growth and change in a progressive city. The police chief reports directly to the city manager, is responsible for the day-to-day management of a 34-member police department and will set the tone for leadership and direction in the department. The salary will be based on candidates' qualifications and experience. The City offers an attractive benefits package as well as CalPERS 2% @ 50. The ideal candidate will have a bachelor's degree in police science, criminal justice, public administration or related field. They are also required to have ten years experience in municipal police work, including at least four years in the middle management capacity for a municipal police department as well as the possession of a P.O.S.T. Supervisory Certificate. Compensation for this possession will be determined on the basis of experience and qualifications. With a growing population of 26,125, the City of San Jacinto offers an attractive choice for enriching both your career and lifestyle. Outdoor recreational and cultural amenities are conveniently located in and around the community. San Jacinto offers various affordable housing opportunities within a balance of rural and suburban life styles. The City is home to San Jacinto Community College and is within minutes of both the University of California Riverside as well as California State University San Bernardino. Apply for this position by submitting an official City application form, a supplemental questionnaire, a cover letter outlining experience as it relates to job, also include a detailed resume including specific employment duties, salary history and a list of 5 work related references. All application materials should be submitted to City of San Jacinto, Personnel Department, 201 E. Main Street, San Jacinto, CA 92583.

### Fire Chief Solvang, City of

PO Box 107  
Solvang, CA 93464  
805-688-5575

Population: 5,450  
Sworn Officers: n/a  
Application Deadline: **not stated**

Salary: \$5,531 - \$6,911. Housing allowance and generous cafeteria plan, administrative leave and other standard city benefits. City of Solvang Solvang, California Plans, organizes, manages and directs the activities of the Fire Department. These activities include department organizational procedures, fire suppression, prevention and investigation, emergency rescue, medical aid and response, hazardous materials and hazardous services as assigned. Provide technical staff assistance to City Manager and City Council. Possession of an appropriate, valid California drivers license is required. Possession of an EMT Certificate is highly desirable. Candidates are required to complete a City Application. Resume may be attached. Application and job description may be obtained from City Hall or online at [www.cityofsolvang.com](http://www.cityofsolvang.com). Marlene Demery, City Manager City of Solvang Box 107 Solvang, CA 93464 805-688-5575 \* FAX: 805-686-2049 [marlened@cityofsolvang.com](mailto:marlened@cityofsolvang.com) [www.cityofsolvang.com](http://www.cityofsolvang.com)

## COLORADO

### Police Chief Haxtun, Town of

145 S Colorado Ave  
Haxtun, CO 80731  
970-774-6104

Population: 1,100  
Sworn Officers: 3  
Application Deadline: **not stated**

Haxtun Police Dept has opening for full-time Police Officer or Police Chief. Must be P.O.S.T. certified. For further information, contact Town of Haxtun. 970-774-6104.

## FLORIDA

### Police Chief

#### Fort Walton Beach, City of

HR Dept., PO Box 4009  
Ft Walton Bch, FL 32548  
850-833-9507

Population: 20,513  
Sworn Officers: 56  
Application Deadline: **12/30/03**

The City of Fort Walton Beach located in Okaloosa County, Florida is seeking an experienced professional to serve in the capacity of Police Chief. Located in an idyllic setting on the gulf coast, the City of Fort Walton Beach's historic character, natural beauty, and unique beaches have enabled it to become a quality residential community as well as one of the nation's premier tourist destinations. The City operates under the City Council/City Manager governmental structure. The Police Chief position is appointed by the City Manager. The Fort Walton Beach Police Department is committed to providing quality municipal police services to our residents, business community, and visitors. Current staffing in the department is 56 sworn officers and 29 civilians. The Department is supported by a budget of \$3.9 million and a management team consisting of 4 Captains and 10 Sergeants. Education/Experience: The position requires a Bachelor's Degree or equivalent from an accredited college or university, with major coursework in criminal justice, public or business administration or a related field (A Master's Degree is desirable); 5-7 years upper level management experience in law enforcement, including 3 years at the level of Chief, Deputy Chief or Division Commander in a comparable department; or a comparable amount of training, education and experience. Salary: High \$60's to low \$70's (DOQ). Interested applicants should submit a cover letter, City employment application, resume, salary and benefit requirements, and 3 professional references to: City of Fort Walton Beach, Human Resources Department, P.O. Box 4009, Fort Walton Beach, FL 32549. For additional information contact the Human Resources Department at (850) 833-9507

### Chief of Police North Port, City of

5650 N Port Blvd  
North Port, FL 34287  
941-423-3105

Population: 31,500  
Sworn Officers: 31  
Application Deadline: **1/23/04**

The City of North Port, a diverse, progressive and fast growing community of 31,500 is accepting resumes for the position of Police Chief. The current chief is retiring after 10 years of service. The City of North Port's Police Department is an accredited agency, consisting of 65 employees, and has a budget of \$5.5 million. Located in Sarasota County, Southwest Florida, and is 90 miles south of Tampa, and 78 miles north of Naples. The Chief is directly accountable to the City Manager who is responsible for overseeing the day-to-day operations of ten departments. Qualified individuals will have graduated from the FBI National Academy or Southern Police Institute and have, at a minimum, a bachelor's degree in police science, criminal justice, public administration, or a related field. Master's degree is preferred. At least seven to ten (7-10) years of experience as a chief or deputy chief in a unionized law enforcement environment of equivalent or larger size is desired. Candidates must value accountability, diversity, and high ethical standards. And, candidates should possess strong skills and experience in areas such as community policing, labor relations, grant administration, customer service, community organizations, and working with the state and county law enforcement agencies. All applicants must submit a resume, five business references and a completed City application for employment, which can be obtained by visiting the City of North Port's homepage at [ci.north-port.fl.us](http://ci.north-port.fl.us) or by contacting the Human Resources Division at (941) 423-3105. All completed resumes and applications must be directed to Lori Bigness, Human Resources Manager City of North Port 5650 North Port Boulevard North Port, Florida 34287 (941) 423-3105 Closing date for application: No later than 4:00 p.m. on January 23, 2004. <http://ci.north-port.fl.us>

## Minneapolis's Next Police Chief: The Outsiders

*(Continued from page 3)*

Montgomery County officials declined to comment on his candidacy for the Minneapolis post, other than they appreciated the job he did in Maryland.

If you can look past all of that, he does come with a good resume. He rose through the ranks to become chief of The Portland Oregon Police Bureau before taking to post that earned him his fame in Montgomery County, Maryland. He holds a doctorate in Urban Studies and Criminology from Portland State University.



**Joseph Samuels, Jr.**

Perhaps with a profile not quite as high as Charles Moose, Joseph Samuels is far from unknown, having just finished a term as the President of the International Association of Chiefs of Police. He was faced with the possibility of having to resign the post when he accepted a \$49,000 buyout in August to quit his job as the police chief in Richmond, California. Although he was no longer working

his resignation was dated October 31 to allow him to finish his term as IACP President.

Samuels is well respected in the law enforcement community, but his tenure with Richmond did not end well. Supporters on the city council say his leaving was more political than anything else, but critics say that while he was there complaints about officer misconduct were mishandled and that he did not do enough to remedy strained relationships with minority groups.

Samuels said he had a good working relationship with the police union in Richmond and cited a 31% decrease in civil claims against police during his tenure there,

He holds a master's degree in public administration from California State University and has been chief of police in three different California communities, before Richmond (1999-2003) he served in Oakland (1993-1999) and in Fresno (1991-1993).

### So who has the best chance?

They each come with a resume complete with the education and experience to do the job. Each also comes with hard questions about their performance in their previous posts.

If Mayor Rybak believes that he is in for the long haul, and not using Minneapolis as a stepping stone to the next "opportunity that is too good to pass up," his choice could very well be McManus.

*But can any of these three get past the two insiders?*

*(Continued on page 5)*

## GEORGIA

### Chief of Police Glennville Police Dept

201 S Church St  
Glennville, GA 30427  
912-654-2103

Population: 4,800  
Sworn Officers: 12  
Application Deadline: **not stated**

The City of Glennville is conducting a search for a Chief of Police. The police department services a residential population for approximately 4800. The police chief is responsible for 12 sworn officers and 5 non-sworn personnel. The ideal candidate should possess a minimum of 10 (ten) years of progressive law enforcement and 5 (five) years as a supervisor. Additional qualifications include: A Bachelor's Degree in Criminal Justice or related field. The 10 years of experience should relate to successful leadership and communication involving political and community interaction, strategic planning, policy formulation, budgetary development and control. Basic Georgia Peace Officer Standards and Training (GPOST) certification or like required. Salary will be based on experience, knowledge and job qualifications. Excellent employer paid benefits are also provided. Please send cover letter and resume to City of Glennville, Attn: Teresa Pazderski, City Clerk, 134 S. Downing Musgrove Highway, Glennville, GA 30427 or fax to: 912-654-2488. Until the position is filled. Please include salary expectations. Those selected for an interview will be required to file a City of Glennville application and sign an affidavit authorizing a release of your information.

## ILLINOIS

### Police Chief Le Roy, City of

207 S. East St.  
Le Roy, IL 61752  
309-962-3031

Population: 3,400  
Sworn Officers: 5  
Application Deadline: **not stated**

City of LeRoy seeks candidates for position of Police Chief. Currently 4 full-time officers and 1 part-time officer. Chief is appointed by the Mayor with approval of the city council and reports to the administrator. City seeks experienced law enforcement professional with skills

in planning, supervision and staff development. candidate must possess a minimum of 10 years progressively responsive law enforcement experience, including 2 years of supervisory and/or management experience. Bachelor's Degree in Criminal Justice or Police Administration and/or equivalent combination of experience is preferred. Salary range is \$37,000-50,000 with an excellent benefit package. Pension is through the Illinois Municipal Retirement Fund (IMRF). Residency required within 1 year. EOE. The process will remain open until the position is filled. Interested and qualified candidates should apply/inquire at once, with resume, salary history and 5 references, in confidence to: City of LeRoy City Administrator 207 S. East Street PO Box 151 LeRoy, IL 61752  
Ph. 309-962-5201  
Email: jclawson@leroy.org.

### Chief of Police Riverdale, Village of

157 W 144th Street  
Riverdale, IL 60827  
708-841-2274

Population: 15,055  
Sworn Officers: 35  
Application Deadline: **1/2/04**

Culturally diverse suburban community located at the southern boundaries of the City of Chicago. The Village of Riverdale provides services to a 2.5 sq mile area. Riverdale is a highly progressive community and seeks to hire a Chief of Police that can work in a progressive collaborative environment. Candidates must have demonstrated and documented experience in all areas of command - with management experience at the rank of Sergeant or above in a unionized law enforcement environment. Candidates should possess strong skills in areas such as community policing, labor relations, grant writing or administration, customer service, community organizations, gang prevention, crime intervention strategies, and skill in working with state and county law enforcement agencies. Qualified individuals should possess a Bachelor's Degree in criminal justice, police science, or a related field. Preference given to candidates that have attended the FBI National Academy, Northwestern School of Police Staff and Command, or the equivalent. Please include a resume with five references (preferably one suburban and one City of Chicago

## Minneapolis's Next Police Chief: The Insiders



Retiring Minneapolis Police Chief Robert Olson (left) and his two top deputies: Deputy Chief Sharon Lubinski (center) and Deputy Chief Lucy Gerold (right)

*(Continued from page 4)*

### Lucy Gerold

Gerold's name came up last year when Mayor Rybak unsuccessfully tried to oust Chief Olson and she was considered to be the mayor's top choice to replace him.

Rev. Ian Bethel, who co-chaired a community team that recently negotiated an agreement on city policing policies, thinks she has been groomed for the position.

Born and raised in Minneapolis, Gerold has been a life long resident. She is a University of Minnesota graduate and expects to complete a master's degree in criminal justice from Concordia University in March.

Although Gerold has been with the department since 1997, she did not earn her Peace Officers license until 1997. How can this be? Well, she began her career in a non-sworn position in the department's SAFE unit, a program that pairs a crime prevention specialist with an officer in a kind of community policing approach to neighborhood livability issues. Gerold rose through the department to become Director of the Community Services Bureau, a position equivalent to a Deputy Chief, but not a sworn law enforcement rank. It was after she earned her Peace Officers license in 1997 that she became a precinct inspector and appointed Deputy Chief last year.

So she looks like an inside favorite, but she lacks experience, which could be an obstacle with the rank and file.

*(Continued on page 6)*

## Minneapolis's Next Police Chief: The Insiders

reference), salary history and cover letter indicating how your education, training, and work experience qualify you for this position. Riverdale requires all Department Heads to reside within a 16-mile radius of the Village. Send resume to the attention of the Village Administrator, Village of Riverdale, 157 W. 144th Street, Riverdale, Illinois 60827 708-841-2274 \* FAX: 708-841-7587 Closing date for application: All resumes must be received at the Village Hall no later than close of business on Friday, January 2, 2004. Riverdale is an Equal Opportunity Employer. [www.villageofriverdale.org](http://www.villageofriverdale.org) [bcooper@villageofriverdale.org](mailto:bcooper@villageofriverdale.org)

## KENTUCKY

**Police Chief**  
**Richmond, City of**  
PO Box 250  
Richmond, KY 40475

Population: 28,000  
Sworn Officers: 58  
Application Deadline: **1/9/04**

Under the executive supervision of the Mayor and Commissioners and under the general administrative direction of the City Manager, plans, organizes, directs and evaluates the operations of the police department; and does related work as required. Performs general duty police work in the enforcement of federal, state and local laws. TRAINING AND EXPERIENCE: Bachelor's degree in police administration, public Administration or related field supplemented by three years of progressively responsible experience in police work; or an associate degree supplemented by five progressively responsible experience in police work; or graduation from an accredited high school or equivalent (GED) supplemented by seven years of progressively responsible experience in police work. Half of the experience in any of these categories must have been supervisory. Complete position description available upon request. Applications/Resumes must be submitted by noon on January 9, 2004 to be considered. Reply to: Human Resource Director City of Richmond PO Box 250 Richmond, KY 40476-0250

## LOUISIANA

**Fire Chief**  
**St. Tammany Fire**  
**Protection District No. 1**  
Slidell, LA  
contact: McGrath Consulting Group  
815-728-9111

Application Deadline: **2/20/04**

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

## MARYLAND

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

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

Montgomery County, MD, adjacent to Washington, DC This senior management level department head manages a full service urban police department with 1,600 employees and a \$150 million budget. The Chief is responsible for coordinating and directing a variety of programs

(Continued from page 5)

### Sharon Lubinski

If either Gerold or Lubinski is appointed they will become the first woman to hold the post. With Lubinski there would be another first, she became the department's first openly gay police officer 10 years ago, partly to help improve police service to the gay community.

She began her law enforcement career as a Dane County, Wisconsin sheriff's deputy from 1978 to 1987. Her tenure in Minneapolis began in 1988 and includes time in patrol, as a member of the Whittier Community Policing Project, a sergeant assigned to public housing and the training academy, and then as a lieutenant. She holds a master's degree in public administration from Hamline University.

"In Sharon, every colleague I've talked to about her has had good things to say about her," said City Council Member Barb Johnson. "I've been impressed with her crisp and professional manner. She is every inch a cop."

"She has a unique strength in terms of leadership. To me, she's one of these stand-alone leaders," Rev. Ian Bethel said.

### So who is it going to be?

"I want a chief that is the best qualified, but it is going to be hard for the mayor to look beyond Sharon and Lucy," Council Member Johnson said, and I agree

It should be every chief's goal to prepare people inside the organization to take his place when he leaves, and it appears that Chief Olson has done just that. Both Deputy Chief Gerold and Deputy Chief Lubinski are qualified for the position, and despite the high profile candidates from outside, it is my humble opinion that Minneapolis will soon join Milwaukee and Detroit as a major Midwest city with a woman at the helm of their police department.

So will it be Gerold or Lubinski? That is a tougher question that goes more to local politics than to the qualifications of either woman. To me it looks like Minneapolis has an openly gay woman, who has climbed through the ranks, who has the respect of the department and the community and who has the experience and education to qualify her for the job.

It may be too close to call, but there is a good chance that the City of Minneapolis is about to make a bold statement and break some new ground with the appointment of Sharon Lubinski as the next police chief.

We will not have to wait very long to see.

that emphasize community-oriented service delivery through partnerships, problem solving, and prevention. The Chief is appointed by the County Executive, confirmed by the County Council, and reports to the Chief Administrative Officer. Minimum qualifications for the position are a Masters Degree in Law Enforcement, Public Administration, or a related field and extensive experience in police administration work with at least four (4) years in a managerial or supervisory capacity, or an equivalent combination of education and experience. The successful candidate will have a strong leadership and management background, preferably as a Chief or Assistant Chief of Police in a comparable jurisdiction; experience developing effective labor-management collaboration in a collective bargaining environment; a proven record of increasing diversity in the agency, and effective community relations skills. Salary will be in the mid to upper \$100s depending on qualifications. Apply in confidence to Bruce Romer, Chief Administrative Officer, 101 Monroe St., 2nd Fl., Rockville, MD 20850 or email to: [policechief.recruitment@montgomerycountymd.gov](mailto:policechief.recruitment@montgomerycountymd.gov)

For additional information about Montgomery County see website at:

[www.montgomerycountymd.gov](http://www.montgomerycountymd.gov)  
Position is open until filled. TTD (240) 777-5126

## MASSACHUSETTS

### Police Commissioner Boston Police Dept

1 Schroeder Plz  
Boston, MA 02120

Population: 589,141  
Sworn Officers: 2,050  
Application Deadline: **12/29/03**

The City of Boston seeks an innovative and seasoned law enforcement executive to lead one of the nation's top police departments as its new Commissioner. As the powerful head of the Boston Police Department, the Commissioner is responsible for managing a department that employs 3,000 people (including over 2,000 sworn officers), has a \$210 million operating budget, and delivers essential police services to a diverse resident population of 589,141, which swells to over one million during the day. The Department has primary jurisdiction over Boston's twenty, dynamic neighborhoods covering 48 square miles, and it responds to approximately 600,000 service calls each year. The ideal candidate will have deep

experience and a strong track record of accomplishment in: neighborhood/community policing in a complex, urban environment; the effective implementation of modern management practices such as strategic planning and goal setting, budgeting, and the analysis and evaluation of program/staff performance; labor management and union relations; and public relations and communications. S/he will be knowledgeable about cutting-edge strategies to prevent and fight crime; will have worked continuously to improve his/her department's training and methodologies, and will have achieved impressive reductions in crime in his/her community. The next Commissioner will be expected to build on the department's considerable success in neighborhood policing, in increasing public accountability and responsiveness, in fostering collaborative partnerships with community groups to achieve common goals, and in working cooperatively with elected officials and appointees at the local, state, and national levels. S/he will also be expected to promote community order and enhance the City's overall security, manage in an era of budget and personnel constraints, meet the demands of the City's changing demographics, and manage the public safety issues stemming from the upcoming Democratic National Convention meeting.

### Police Lieutenant Stonehill College

320 Washington St  
N Easton, MA 2357  
508-565-1105

Population: 2,200  
Sworn Officers: 12  
Application Deadline: **not stated**

**BASIC FUNCTION AND RESPONSIBILITY** Provide the College community with the highest order of police services and a safe campus environment by means of a partnership between the Stonehill College Police Department and the College Community. Responsibilities include but not limited to: - Responsible for the day-to-day operations for the Police Department. - Assist with the development, implementation and review of department policies and procedures. - Coordinate work activities, including shift schedules, assignments, vacations and training. - Assist with preparation and monitoring of the budget. - Recruitment, hiring and training of personnel. - Conducting Internal investigations. Oversee criminal investigations, and interrogations. - Responsible for the weekly payroll, attendance records. - Prepares, ana-

lyzes, and reviews reports, documents, and statistics. Ø Ensure compliance with federal, state and local reporting requirements; Annual Security Report (Clery Act), daily log, Mass State Police monthly reports, etc. - Supervision of crime prevention and community policing programs. Qualifications: Applicants should have a minimum of five years of law enforcement experience or training in a supervisory capacity equivalent to a campus police sergeant; must possess or acquire, and retain Massachusetts Firearms Identification Card and Massachusetts license to operate motor vehicles as well as any additional licenses/certifications required by the College. Within three months of appointment must possess or acquire and retain a Warrant of Appointment as a Special State Police Officer through the Massachusetts State Police (MGL c 22c § 63). A bachelor's Degree in Police Science may be substituted for one year of required experience or equivalent education/experience. Familiarity with the ARMS records management system a plus.

## MINNESOTA

### Police Chief Starbuck, City of

PO Box 606  
Starbuck, MN 56381  
320-239-2311

Population: 1,312  
Sworn Officers: 4  
Application Deadline: **1/1/04**

Applicants must be MN POST Board licensed or eligible to be licensed by February 1, 2004. Must have a minimum of five years of experience in law enforcement and two years supervisory experience. Send application letters and resumes to Personnel Committee. Personnel Committee-City of Starbuck Box 606 Starbuck, MN 56381

## MISSISSIPPI

### Chief of Police Louisville, City of

202 S Church St  
Louisville, MS 39339  
662-773-9201

Population: 8,000  
Sworn Officers: 30  
Application Deadline: **1/16/04**

The City of Louisville, Mississippi, is now taking applications for the vacancy of Chief of Police. The individ-

ual will supervise the Police Department. The Chief of Police will report to the Major and Board of Aldermen. **QUALIFICATIONS/REQUIREMENTS:** United States citizenship; minimum age of 21; a high school diploma or state recognized equivalent; ability to pass a physician's exam; possession of valid driver's license; no prior felony convictions or misdemeanor convictions involving moral turpitude; certified law enforcement officer; satisfactory prior work (job) experience; and a good moral character. (A thorough background investigation will be conducted on each applicant). Qualified persons are invited to apply for the job vacancy listed above. Applications will be accepted during normal working hours at the city Hall on South Church Avenue or by mail from December 10, 2003, through January 16, 2004. An equal opportunity employer, the City of Louisville adheres to all federal laws, regulations, and orders prohibiting employment discrimination based upon age, handicap, race, religion, sex, marital status, and veteran status. For inquiry into compensation package or other information, please contact the City of Louisville at PO Box 510 Louisville, Mississippi Telephone: 662-773-9201 Fax: 662-773-4045 Applications are available at the City Clerk's Office, 200 S. Church Avenue, Louisville, MS 39339.

## MISSOURI

### Police Lieutenant St. Louis Community College at Florissant Valley

HR Dept, 300 S. Broadway  
St. Louis, MO 63102

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

St. Louis Community College at Florissant Valley. Req 2 yr deg or equiv (specify tot cr hrs earned), 640 hrs academy training, over 3 yrs rel FT exp. Hrs: 3-11pm. Info [www.stlcc.edu](http://www.stlcc.edu) click on job opps. Cover letter/resume to SLCC HR Dept, 300 S. Broadway, St. Louis, MO 63102. Fax: 314-539-5493. [hrempp@stlcc.edu](mailto:hrempp@stlcc.edu)

## NEW HAMPSHIRE

### Police Chief Whitefield, Town of

7 Jefferson Rd  
Whitefield, NH 03598  
603-837-9086

Population: 2,038  
Sworn Officers: 7  
Application Deadline: **12/31/03**

The Town of Whitefield, NH located in the northern portion of the state, is seeking a Police Chief. The current Police Chief is retiring after 18 years as Chief of Whitefield. The successful candidate will have a proven record in Community Policing, Public Relations, and Team Building. Must be New Hampshire Certified or meet NH PS&TC requirements within nine months of employment. Prior management experience, budget preparation, at least two years of supervisory experience or experience in specialized areas, i.e. investigation, forensics and prosecution, and advanced police experience in varied policing disciplines are a prerequisite. A BA or BS is preferred but may be waived based on experience. Excellent benefits and salary range. If you are considering a move for quality of life issues in a beautiful and bustling community, this is your opportunity. Please submit resume with cover letter to the Whitefield Police Department, c/o Chief Joseph Ciccarella, 7 Jefferson Road, Whitefield, NH 03598 by December 31, 2003.

## NORTH CAROLINA

### Chief of Police Beaufort, Town of

215 Pollock Street  
Beaufort, NC 28516  
252-728-2141

Population: 3,772  
Sworn Officers: 17  
Application Deadline: **12/31/03**

The Town of Beaufort is accepting applications for the position of Police Chief with the Beaufort Police Department (consisting of 15 full time and 3 part time employees with an annual budget of \$830,000). Current Chief is retiring after 5 years of successful leader-

ship. Town seeks a visionary, innovative leader who must be able to build and maintain positive working relationships with citizens, staff and elected officials. Must possess excellent communication skills and demonstrate ability to work effectively with other Dept. Heads as part of the Town's Management Team. REQUIREMENTS: Bachelor's Degree in Criminal Justice or Public Administration supplemented by basic and advanced courses in police science and administration. Considerable law enforcement management experience supplemented by formal law enforcement supervisory and management training or an equivalent combination thereof. Prefer NC Advanced Law Enforcement Certificate and FBI Academy graduation. Salary DOQ and all applications must be turned in by Wednesday, 5:00 p.m. December 31, 2003. Contact: Terri Parker-Eakes, Town Manager Town Of Beaufort 215 Pollock Street/ P.O. Box 390 Beaufort, NC 28516 (252) 728-2141/ bftmgr@beaufortnc.org

### Fire/Rescue Chief Greenville, City of

201 Martin Luther King Dr  
Greenville, NC 27835  
252-329-4492

Population: 63,000  
Sworn Officers: 121  
Application Deadline: **1/16/04**

Dynamic & rapidly growing regional medical, educational, retail & industrial center in eastern N.C., is seeking progressive Fire/Rescue/EMS professional to lead Fire/Rescue/EMS Department in continued growth & development. Annual operating budget of \$7+ million, present sworn staff of 121 for 5 stations, including paramedic level EMS functions. Must have proven history of strong collaborative leadership; positive community involvement; excellent management, oral & written communication skills; min. of 10 yrs. progressive exp. in fire/rescue dept., with 5 yrs. as chief or deputy/district chief preferred. B.S. degree in public admin., fire service, or related field req. Salary range: \$88,004.80-\$109,345.60-\$130,686.40. Outstanding benefits package. Apply by 5:00 p.m. on Friday, Jan. 16, 2004, to City of Greenville, Human Resources Dept., 201 Martin Luther King, Jr. Dr., PO Box 7207, Greenville 27834. If out of area, please call 252-329-4492 for application. Resumes will not be accepted in lieu of city application.

## RHODE ISLAND

### Director of Security Pawtucket (City of) Housing Authority

P.O. Box 1303  
Pawtucket, RI 02860  
401-725-9113 ext 6011

Population: n/a  
Sworn Officers: n/a  
Application Deadline: **12/30/03**

Housing Authority City of Pawtucket Housing Authority Director of Security The Housing Authority of the City of Pawtucket is accepting resumes for an independent contractor to act as the Director of Security. This position will not receive any medical benefits or insurance. The contractor is responsible for insurance, social security and payment of all taxes owed. This Director of Security will work closely with PHA staff and will supervise two security managers and be responsible for security operations, including all matters relating to security for the PHA. Term of Contract may extend up to five years in annual increments based upon performance and available funding. The contractor's performance will be evaluated annually and the PHA reserves the right to negotiate the annual fee based upon performance and available funding. Job description and responsibilities are available upon request by calling Tina Sullivan at 725-9113 ext. 6011. To qualify for this position, it is required that an applicant be a graduate of a recognized police academy with at least 10 years of law enforcement field experience, 5 years of which would have been in a supervisory capacity. Please direct all resumes with cover letter and resume no later than Tuesday, December 30, 2003 to: Robert R. Girouard Executive Director Housing Authority of the City of Pawtucket Housing Authority P.O. Box 1303 Pawtucket, RI 02860 An Equal Opportunity/Affirmative Action Employer

## SOUTH CAROLINA

### Chief of Police Chester, City of

100 West End Street, Ste 203  
Chester, SC 29706

Population: 7,200  
Sworn Officers: 25  
Application Deadline: **not stated**

\$42,416 - \$50,889. Associates Degree in Criminal Science, or related field supplemented by 10-15 years of experience in multiple aspects of law enforcement, some of which have been at the supervisory level; or equivalent combination of education and experience which provides the required skills, knowledge, and experience. Completion

of SC Law Enforcement Academy; Additional criminal justice training and education. Must possess S.C. Law Enforcement Certification(s) and a valid state driver's license. Resumes must be mailed to City of Chester, Attention Human Resources Department, 100 West End Street, Suite 203 Chester, SC 29706 or emailed to croof@infoave.net

## TENNESSEE

### Chief of Police Bristol, City of

801 Anderson St, Rm 204  
Bristol, TN 37620  
423-989-5600

Population: 23,932  
Sworn Officers: 66  
Application Deadline: **1/1/04**

Qualifications: Bachelor's degree in criminal justice, public administration, or related field required, Master's degree preferred, with six to nine years of law enforcement, administration, and progressive management experience, preferably with a local government. Must possess required State certifications for Police Officer. Responsibilities: Supervision and administration of 88 member accredited department which includes certified officers and clerical staff, Public Safety Officer program, Central Communications, Animal Shelter, and Youth Services; Oversees personnel matters such as hiring, evaluations, training, discipline and terminations. Prepares and controls departmental budgets, plans and implements departmental policy and procedures, oversees records management, maintains highest level of operations for accreditation purposes, coordinates information to other law enforcement organizations, media, general public, community organizations, and City Council. Special Conditions: Must have demonstrated effective leadership and administrative abilities and excellent interpersonal and communication skills. For more information, contact: Donna F. Miller Human Resources Department 801 Anderson St., Room 204, P. O. Box 1189 Bristol, TN 37621-1189 USA Fax: 423-968-7197 dmiller@bristoltn.org www.bristoltn.org

### Fire Chief Kingsport, City of

1644 Fort Henry Drive  
Kingsport, TN 37664  
423-229-9423

Population: 42,420  
Sworn Officers: 99  
Application Deadline: **2/2/04**

Monthly salary range (\$4, 971 to \$7, 300). Benefits package included. City of Kingsport Kingsport, Tennessee Incumbent will be committed to providing excellent service to its citizens with highly skilled fire and emergency management ser-

vices. Reporting to the City Manager, plans, directs and administers all activities of the Fire Department including fire suppression, fire prevention, community outreach and education. Works in conjunction with the Leadership Team in meeting the City's Strategic Initiative and Plan. This position requires strong leadership, strategic planning, quality management, financial management and positive interpersonal and communication skills. Associates Degree in Fire Science or closely related field desired plus twelve years full time experience in fire service with three years in an increasing responsible administrative supervisory capacity. Certification as a Firefighter II, Fire Officer I, Fire Department Instructor I by the commission on Fire Fighting Standards and Emergency Medical Technician also required. Possess or be able to possess a valid State of TN or VA Driver's License. Residency within the city limits within four months of employment. Must have knowledge of SBCCI Fire Prevention & Building Codes, EOA and TOSHA regulations. Completed applications may be mailed or faxed. Please no resume. Human Resources City of Kingsport 1644 Fort Henry Drive Kingsport, TN 37664 FAX: 423-224-2474 www.ci.kingsport.tn.us Closing date for application: 5PM Friday, January 2, 2004

## TEXAS

**Police Chief**  
**Sugar Land, City of**  
1200 Hwy 6  
Sugar Land, TX 77478  
877-356-2924

Population: 61,587  
Sworn Officers: 87  
Application Deadline: **12/29/03**

Base salary is negotiable and highly competitive DOQ with excellent growth potential, plus a generous benefits package including TMRS (7% employee contribution, matched 2:1 by employer) and vehicle allowance (relocation assistance negotiable). City of Sugar Land, Texas Sugar Land (pop. 66,000), a dynamic, culturally diverse and rapidly growing community located 20 miles southwest of downtown Houston, is seeking a new Police Chief. Under direct supervision of the City Manager's Office, the Chief supervises a staff of 109 sworn and 38 non-sworn members with budget responsibility of \$9.6 million. The nationally accredited Police Department occupies a recently renovated facility. The Department provides a full

range of municipal law enforcement services with exemplary, demanding service levels. The Police Chief is an integral part of the City's management team and has a highly visible role in the organization and community. The City is seeking a talented, seasoned and visionary law enforcement professional with a diverse background in municipal or related police management. Dedication to internal communications and employee involvement, community interaction and participation, analytical thinking and problem-solving, accountability at all levels within the agency, and unquestioned personal and professional ethics are essential. Proven track record in leadership and Community Oriented Policing philosophy. Bachelor's degree in police, business or public administration or a closely related field is required; an advanced degree in a related field helpful. Completion of the FBI National Academy, LEMIT or related advanced training is preferred. Minimum of ten years recent, related work experience to include service as chief or assistant/deputy chief or equivalent in a comparable or larger agency is required. Current TCLEOSE certification or ability to obtain within one year. Apply on-line at [www.ralphandersen.com](http://www.ralphandersen.com)

## VIRGINIA

**Chief Deputy**  
**Clarke County**  
102 N Church St., 2nd Floor  
Berryville, VA 22611

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

The County of Clarke is accepting applications for the position of Chief Deputy Sheriff. Duties include but are not limited to all duties of Deputy Sheriff, and supervisory duties as assigned by the Sheriff. Three years previous experience as a Law Enforcement Officer is desired. Requirements: High School Diploma or GED Valid Drivers License Current Virginia Law Enforcement Certification Applicant must submit to a full background investigation including but not limited to criminal history, work history, credit history. Applicant must be willing to undergo and pass a complete physical and psychological examination. Send letter of interest and resume to: County Administrator Clarke County 102 N. Church Street 2nd. Floor Berryville, VA 22611

## Chief of Police

### Norfolk, City of

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

Population: 234,000  
Sworn Officers: 746  
Application Deadline: **1/1/04**

Requirements include seven to ten years' executive command experience as Chief, Assistant/Deputy Chief or Major Division Commander in a large urban or suburban department serving a community with a diverse population. A minimum of a bachelor's degree in criminal justice, public administration, police science or related fields is required. A master's degree is preferred with advanced schooling at the FBI National Academy, LEEDS, or PERF's Senior Management Institute highly desirable. Candidates should have backgrounds in progressive organizations which emphasize community-oriented policing and citizen service concepts. Strong oversight of advanced technology systems, establishing continuous quality improvement and outcome-based measurement efforts must be evident in background. A thorough knowledge of Homeland Security issues, emergency/disaster management response and a strong record of promoting interagency cooperation must be demonstrated. Residency in the City of Norfolk will be required. The selected individual will also be required to obtain State Certification within six-months of employment and maintain that status for the duration of service. Responsibilities: The Police Chief will assume responsibilities for a large municipal law enforcement agency with three Assistant Chiefs and 746 sworn officers plus 130 civilian personnel. The Norfolk Police Department (NPD) operates with a 47 million budget. This recruitment represents a replacement for a Chief who provided outstanding service for a period of ten years before moving to a larger jurisdiction. Reporting to the City Manager, the Chief serves a highly diverse urbanized community from a Police Headquarters and two precincts. State-of-the-art automated systems are currently being installed which focus on advanced CAD/RMS, 800 MHz systems; use of wireless communications; vehicle cameras; and automated

## WASHINGTON

**Police Chief**  
**Centralia, City of**

PO Box 609  
Centralia, WA 98531  
360-330-7672

Population: 14,962  
Sworn Officers: 27  
Application Deadline: **not stated**

The City of Centralia is currently recruiting for the following openings: Police Chief - up to \$5790 /month if you have interest in any of these positions, please call 360-330-7672 or write City of Centralia, PO Box 609, Centralia, WA 98531

## WISCONSIN

**Fire Chief**  
**Bristol, Town of**

PO Box 187  
Bristol, WI 53104  
262-857-2368

Population: 4,600  
Sworn Officers: n/a  
Application Deadline: **12/31/03**

The Town of Bristol is accepting applications for the position of Fire Chief. Responsibilities include day-to-day administrative functions of the fire department, including management, planning, coordination, control and supervision of fire suppression, EMS, rescue, prevention, and emergency management activities. The position requires supervision of paid-on-call employees with experience of similar department. MINIMUM REQUIREMENTS: An associate degree from an accredited institution in fire science or administration, public or business administration or a related area, supervisory Fire/EMS experience at the lieutenant level or higher, certified firefighter II and EMT - Intermediate (I99) or equivalent combination of education and experience which provides the required knowledge, skills and abilities. Deadline is December 31, 2003. Ph. 262-857-2368 or: Send letter and resume to: Attn: Fire Chief's Position Town of Bristol PO Box 187 Bristol, WI. 53104

**Fire Chief  
Grand Chute, Town of**  
1900 West Grand Chute Blvd  
Grand Chute, WI 54913  
920-235-0279

Population: 19,500  
Sworn Officers: 7  
Application Deadline: **1/15/04**

This department in the rapidly growing Fox Valley area is a combination of 7 career firefighters and 45 PT/paid-on-call firefighters. An organizational study resulted in the creation of a three-person engine company staffed with a combination of part-time and career full-time employees on a 24/7 basis. Degree in fire science, public administration, or related field and/or National Fire Academy Certification is desired with a minimum of five years of progressive experience. Applicant names subject to public release by state law unless confidentiality is requested. Confidentiality cannot be guaranteed for finalists. Submit cover letter and resume with at least five professional references to: William or Denise Frueh Public Administration Associates, LLC P.O. Box 282 Oshkosh, WI 54903 920-235-0279 paassoc@northnet.net Closing date for application: January 15, 2004

**Police Chief  
Menomonee Falls, Village of**  
W156 N8480 Pilgrim Rd  
Menomonee Falls, WI 53051  
262-532-4200

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

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

**Chief of Police  
Middleton, City of**  
7426 Hubbard Ave  
Middleton, WI 53562  
608-827-1005

Population: 16,088  
Sworn Officers: n/a  
Application Deadline: **2/6/04**

Chief of Police \$68,000--\$75,000, depending on qualifications. The City of Middleton seeks an energetic individual to serve as Chief of Police under the general direction and policy guidance of the City Police Commission. Qualifications: Strong leadership/communications skills and demonstrated abilities in strategic planning, budgeting, organizational development, supervision and police personnel management; Ten (10) years of law enforcement experience, including five (5) years of progressively responsible management experience; Wisconsin Law Enforcement Standards Board certification or eligibility; and a Bachelor's Degree from an accredited college or university. Responsibilities: Supervise a department with 30 full-time sworn officers and 22 full- and part-time civilians, including seven (7) full-time paramedics in the Middleton EMS. Manage a budget of approximately \$3.7 million. Deadline: Postmarked by February 6, 2004. For more information: Mike Davis, City Administrator, 7426 Hubbard Ave., Middleton, WI 53562. Phone: (608) 827-1058. Fax: (608) 827-1057. E-Mail: mdavis@ci.middleton.wi.us City Web Site: http://www.ci.middleton.wi.us How to apply: Submit resume, including professional employment history, and cover letter to contact by the deadline.

**Police Chief  
Phillips, City of**  
PO Box 21  
Phillips, WI 54555-0021  
715-339-3125

Population: 1,675  
Sworn Officers: 5  
Application Deadline: **12/31/03**

Position profile and brochure are available upon request. Submit resume detailing experience and references to: Office of City Clerk-Treasurer, PO Box 21, Phillips, WI 54555-0021; (715) 339-3125; fax: (715) 339-3265.

## WYOMING

**Communications Center  
Manager  
Laramie County  
Government**  
310 W. 19th Street, Ste 320  
Cheyenne, WY 82001  
307-633-4355

Population: n/a  
Sworn Officers: n/a  
Application Deadline: **1/5/04**

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

**Ambulance Director  
Washakie County**  
P.O. Box 260  
Worland, WY 82401  
307-347-3131

Population: n/a  
Sworn Officers: n/a  
Application Deadline: **12/31/03**

Washakie County is taking applications for a full-time Ambulance Director. Qualifications: Current licensure (or qualified to obtain) a Wyoming Emergency Medical Technician Intermediate. Five years EMT experience (At least three of these as an EMT I.) Application, Job Description and employee benefit information can be received by writing Washakie County, P.O. Box 260 Worland, WY 82401 or calling at (307) 347-3131 or by visiting our website at www.washakiecounty.net Applications will be taken until December 31, 2003.

**The Brass Key**  
[www.policeexecutive.com](http://www.policeexecutive.com)  
[www.fireexecutive.com](http://www.fireexecutive.com)

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

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