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This publication is a subscription service which is published electronically on a monthly basis. It is intended to aid its subscribers in locating posted police executive positions from around the nation. Although every effort is made to list all currently available positions, there is no assurance given that this publication includes every available position.

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This is a no frills easy to read listing of police executive jobs from around the nation. It is intended to provide you with information on posted positions so you can pursue the position of your choice.

P E J C

Contact Information:

For subscriptions: subscriptions@policeexecutivejobs.com

For all other: admin@policeexecutivejobs.com



ARIZONA

Position: Police Chief

Agency: Town of Clarkdale

Salary: \$55,000.00 - \$70,000.00

Deadline: January 19, 2012

The Town of Clarkdale, Arizona (Pop. 4,100) is recruiting for the position of Police Chief, seeking an experienced, community-oriented, progressive individual. Clarkdale is located in north-central AZ on the banks of the Verde River, ideally situated at an elevation of 3,500 feet. Submissions will be accepted until 5:00 p.m. (MST) January 19, 2012. Please visit the Town's web site information at <http://www.clarkdale.az.gov/employment.html> for details about the position and recruiting processes. The Town of Clarkdale is an Equal Opportunity Employer (EOE) ~ 39 N. 9th Street/P.O. Box 308, Clarkdale, AZ 86324. Candidates must possess a bachelor's degree in criminal justice, public administration or related field, and 15 years increasingly responsible law enforcement experience with at least 5 years of supervisory/management experience. In lieu of a degree, the successful applicant must enroll and remain actively engaged in completion of bachelor's degree. Completion of FBI National Academy, NWU Command & Staff Course or equivalent, and/or certification as Peace Officer Standards and Training (POST) instructor is preferred.



CALIFORNIA

Position: Chief of Police

Agency: City of Simi Valley

Salary: Up to \$166,693

Deadline: January 20, 2012

The City of Simi Valley (pop. 126,366), the third largest city in Ventura County, is conducting a national search effort to seek highly qualified individuals for consideration as the new Chief of Police. The ideal candidate will be a flexible, hands-on law enforcement executive, able to lead and effectively manage a mission and goals-driven Department focused on results, as well as positive relationships. The Police Department consists of 121 sworn and 59 non-sworn personnel with a current budget of \$28.2 million. The Chief will continue to promote community crime prevention/suppression awareness by maintaining and strengthening a partnership with the community to anticipate and resolve concerns. Current or prior California law enforcement experience gained through a career in a community with similar issues and complexities is essential. Bachelor's degree is required with course work in criminal justice, police science, public administration, or a related field; Master's degree preferred. The City of Simi Valley offers a highly competitive salary of up to \$166,693 with an excellent executive benefit package including CalPERS (3%@55). Apply by Friday, January 20, 2012. Electronic submittals should be sent via email to apply@ralphandersen.com. For detailed brochure or confidential inquiries contact Ms. Heather Renschler at (916) 630-4900.

Position: Chief of Police

Agency: City of Capitola

Salary: \$125,000 – \$145,000

Deadline: January 17, 2012

The City of Capitola, a seaside community located in central Santa Cruz County, is searching for a proven leader who promotes teamwork and unity to serve as Chief of Police. Consisting of 21 sworn officers and 11 non-sworn employees, the Capitola Police Department is divided into two divisions: Administration and Field Services.

The ideal Chief will be a hands-on executive with the technical expertise to continue the Department's tradition of top-notch professionalism. The new Chief will be collaborative, innovative, imaginative, and capable of solving complex issues while foreseeing and avoiding oncoming problems. The Chief will be a dedicated leader for the Department with a proven track record of working proactively with the community.

The salary for the incoming Chief of Police is \$125,000 – \$145,000. If you are interested in this outstanding opportunity, please apply online at www.bobmurrayassoc.com, or contact Regan Williams, Bob Murray and Associates, at (916) 784-9080. Closing date January 17, 2012.

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Position: Police Chief

Agency: Pasadena City College

Salary: Not stated

Deadline: **January 6, 2012**

Pasadena City College celebrates a dynamic and diverse community of more than 30,000 students who come from nearby communities and far-off continents. The college is located in the city of Pasadena, about 20 minutes northeast of downtown Los Angeles; it is a progressive and dynamic community. The College is currently seeking a Police Chief to oversee a total budget of \$7,064,000 and a staff of 105. This is a hands-on position and requires the selected candidate to have an open, honest and transparent form of communication. The ideal candidate will be a committed leader who will hold people accountable, be a mentor and be confident and comfortable in a public setting. A strategic thinker who is organized, articulate and can create an environment where people like to be will be excellent attributes of the selected candidate. The incoming Chief should be able to work with people at all levels of the organization, students, and other jurisdictions. The ideal

candidate needs to have an understanding of NIMS and SIMS training and must understand EOC operations and training requirements. The College seeks an individual who can take command and listens to input but at the end makes the final decision. The position requires a Bachelor's degree or equivalent, fifteen years experience in law enforcement (including five years as a supervisor), and possession of current P.O.S.T. Management Certificate. A Master's degree is preferred. The salary range is dependent upon qualifications, and the College offers an attractive benefits package. If you are interested in this outstanding opportunity, please apply online at www.bobmurrayassoc.com. Please contact Mr. Regan Williams at (916) 784-9080 should you have any questions. Brochure available. Closing date January 6, 2012.

Position: Police Captain

Agency: University of California, San Francisco

Salary: Not stated

Deadline: January 31, 2012

Join the UCSF Police Department and Make a Difference...

The University of California, San Francisco Police Department provides contemporary police services including criminal investigation, community policing, crime prevention and suppression, emergency management, and site security services to a daily population of over 30,000 people. Founded in 1864, UCSF includes the 107-acre Parnassus campus that is home to graduate professionals in dentistry, medicine, nursing and pharmacy; a graduate division for pre- and postdoctoral scientists; UCSF Medical Center; UCSF Children's Hospital; and Langley Porter Psychiatric Institute. UCSF is considered one of the nation's premier health sciences teaching, training, and research centers. UCSF is the only UC campus dedicated exclusively to the health sciences.

Description: Second in rank to the Chief of Police, the Police Captain assumes full responsibility for command of the Department in the absence of the Chief of Police and is assigned the responsibility of 24 hour on-call Duty Command Officer on a rotating basis. Under the general direction of the Chief of Police, the Police Captain provides command level management to one of two divisions within the Department.

Qualifications

- Sworn Peace Officer as certified by the CA Commission of Peace Officers Standards and Training (POST)
- Non probationary Police Lieutenant or higher classification and California POST Advanced Certificate or Police Sergeant with a minimum of ten years' experience with progressively more responsibility including significant managerial duties and POST Supervisory Certificate
- Knowledge of Federal, State and Local statutory codes, case law, criminal and civil law procedures, civil and vicarious liability issues, labor law, personnel administration, law enforcement, and emergency telecommunications technology and fiscal management
- Knowledge of computerized systems which support these and the wide variety of applications used in the law enforcement and business professions.
- Knowledge of state of the art police and security management methods, philosophies, law enforcement practices and legal issues; technical knowledge of computerized systems which support the wide variety of applications used in the law enforcement and business professions.
- Knowledge of institutional policies, procedures, rules and practices including administrative guides and policies such as UC Personnel Policies for Staff Members, UCSF Administrative Policy Guide, University wide Police Policies and Administrative Manual, UCSF Campus Emergency Operations Plan, UC Business and Finance Bulletin, applicable labor agreements (CUE/AFSCME and FUPOA), UCSF Police

Department Manuals (General Orders, Special Orders, Police Regulations and Training Bulletins), UCSF Police Department Unusual Occurrence Manual, Field Training Guide, and Personnel Complaint Investigation Guide.

- Ability to pass medical and psychological examinations and an extensive background investigation.
- Possess a valid California Driver's License.
- High school graduate; Bachelor's degree preferred

Compensation:

Benefits:

- \$50,000 life insurance is provided; additional coverage may be purchased up to 4x annual salary rate
- Comprehensive health and welfare plans
- \$1000 per year uniform allowance All leather gear and firearms issued by Department
- University system-wide transfer and promotional opportunities available

Leaves:

- 13 paid holidays
- 18 vacation days per year for full time employees (increases with continued employment)
- 12 sick days per year with UNLIMITED accrual

Retirement:

- Automatic vesting after 5 years of service in the UC Retirement Plan; 3% at 50 (PERS reciprocity and limited reciprocity available-see www.calpers.ca.gov for eligibility requirements)
- 100% of sick leave converted to service credit upon retirement
- 50% of health plan paid by UC with just 10 years of service and up to 100% contribution with 20 years of service for employee and eligible family members

Salary: Negotiated at time of hire

UC Tuition: Reduced UC tuition for eligible employees

How to Apply

1. Persons who meet the above qualifications must send a letter of interest and an original signed application no later than 5:00PM on January 31, 2012. UCSF Police Department application forms can be found at <http://police.ucsf.edu/index.php?/Employment/> reference job code 36953BR. The letter of interest must state how the applicant meets all minimum qualifications and include the dates and locations at which the qualifications were achieved. Your letter of interest and original signed application must be received no later than 5:00PM on January 31, 2012 to:
Cecilia Enad
FAS HR Service Center
1855 Folsom Street, Suite 500
San Francisco, CA 94143-0826
2. Persons who meet the above qualifications must also complete an online application through <http://ucsfhr.ucsf.edu/careers/> and reference job code 36953BR no later than 5:00PM on January 31, 2012.

FILING DEADLINE FOR ALL REQUIRED MATERIALS IS JANUARY 31, 2012.

UCSF is an Affirmative Action/Equal Opportunity Employer EOE/AA/MFDV

Position: Police Support Operations Manager

Agency: Tracy, CA

Salary: \$109,076 - \$132,584

Deadline: **January 9, 2012** by 5:00 PM

Annual Salary Range: \$109,076 - \$132,584 plus excellent benefit package

Final Filing Date: Application and Supplemental Questions must be received in the Human Resources Department by Monday, January 9, 2012 by 5:00 PM. Assessment interviews are tentatively scheduled for the week of January 23, 2012.

The Position: The Police Support Operations Manager is a new "At-Will" position that was created to oversee the Support Operations Division. The Police Support Operations Manager will be responsible for the general oversight of several departmental units including Communications, Records, and Fiscal Planning/Management. This position will report directly to the Police Chief. The Police Support Operations Manager will be a leader who is multifaceted and capable of engaging in sound judgment and decision making; a very able administrator who can simplify complex situations, affect strategic planning initiatives, and provide a clear sense of direction to personnel. The ideal candidate will possess strong analytical, managerial, communication, and interpersonal skills. S/he will be a dedicated professional who establishes positive working relationships with staff, department heads, and other City staff, and is approachable and experienced at developing relationships in a team environment. S/he will act with a high degree of independence and is expected to develop methods and procedures for addressing and resolving problems when encountered. The ideal candidate will have experience in fiscal planning and project management, Risk Management and Labor Relations. Experience in a municipal law enforcement setting is highly desirable.

Requirement:

Any combination of experience and training that would likely provide the required knowledge and abilities is qualifying. A typical way to obtain the knowledge and abilities would be:

- Equivalent to a Bachelor's degree from an accredited college or university with significant coursework in the areas of Business Administration, Public Administration, or related fields.
- Five years of increasingly responsible technical, administrative or analytical experience in a public agency in related function areas or any experience that would have provided the opportunity to develop the required skills, knowledge and abilities. Three of the five years of experience shall be in a lead or supervisory capacity.

Selection Procedure:

Applicants whose qualifications best meet the needs of the City will be invited to participate in the selection process, which may consist of an evaluation of application materials, structured interview, and/or job related assessment centers. Assessment Interviews are tentatively scheduled for the week of January 23, 2012. Eligible candidates will have their names placed on an employment list for further consideration in the selection process.

Supplemental Questions:

1. Describe your experience in managing municipal budgets, including working within serious financial constraints. Detail your role in developing strategies to reduce operational costs.
2. Describe your experience leading and/or managing support operations functions including records management, public safety dispatch, budgeting, project management and risk management.
3. Describe your experience in utilizing and overseeing computer hardware and software programs. Please clearly define your role.

Applications:

Candidates are encouraged to apply online at www.ci.tracy.ca.us. Click on Departments/Human Resources/Employment Opportunities.

Paper applications can be obtained by contacting the Human Resources Department located at 333 Civic Center Plaza, Tracy, CA 95376 or by calling our job hotline at 209-831-6151. Resumes will not be accepted in lieu of a completed application and responses to the Supplemental Questions. A complete job description and benefit summary can be found on the City's website.

Position: Operations Support Services Manager

Agency: Hayward, CA

Salary: \$10,620 - \$12,908 Mo

Deadline: January 23, 2012

Monthly Salary Range: \$10,620 - \$12,908 plus excellent benefit package

Final Filing Date: Friday, January 6, 2012 by 5:00 PM in the Human Resources Department.

Panel and Departmental Interviews to commence the week of January 23, 2012.

The Position: The Operations Support Services Manager is responsible for directing the activities of a major division of the Police Department. The incumbent will be responsible for planning, organizing, directing and coordinating the activities of the Operations Support Division within the Police department. The Operations Support Services Manager will oversee approximately 90 full-time employees and 25 volunteers as he/she manages the day to day operations of the Communication Center, Jail, Records, Animal Services and Property/Evidence. Responsibilities include: coordinating the activities of the assigned programs with those of other divisions and departments; managing and accomplishing the complex and varied functions of the department; program planning; developing and implementing divisional goals, objectives, policies and procedures; planning, organizing and directing administrative support activities; directing, overseeing and participating in the development of the assigned work activities, projects and programs; monitoring work flow; reviewing and evaluate work products, preparing the division budge, assisting in budget implementation and administering the approved budget; developing staffing plans, studying crimes, calls for service and other reports to determine trends and make recommendations for changes in organization and operating procedures; serving as acting Chief of Police as assigned; and other related duties.

Bi-lingual applicants are encouraged to apply.

Requirements:

Any combination of experience and training that would likely provide the required knowledge and ability is qualifying. A typical way to obtain the knowledge and abilities would be:

Experience: Five years (5) of currently increasing responsible experience in public safety support and/or administrative services, including at least two (2) years at a mid-management level within a public safety related field.

Education: Equivalent to a Bachelor's degree from an accredited college or university. Possession of a Master's degree is desirable.

License: Possession and maintenance of a valid California driver's license.

Selection Procedure:

Candidates must submit a completed City of Hayward job application and a response to the Supplemental Questions, which fully describes the nature of their professional experience and qualifications. Application packets will be screened by a qualifications appraisal panel and candidates considered best qualified based on the information provided, will move forward in the examination process. Candidate's background and qualifications will be further evaluated by a competitive examination process that may include a writing exercise and/or oral interview, which will result in ranking on an eligible register to be submitted to the department for hiring consideration.

Supplemental Questions:

Please include response to the following questions with your application.

1. Describe in detail a project that you have managed from beginning to end. What were the key issues, what steps did you take and what was the outcome? If you had to do the project again, would you change anything. Why or why not?
2. Describe your philosophy on teamwork and collaboration with other teams outside the scope of your division. How does this philosophy fit into your management style?
3. Tell us what interests you about this position and what strengths you would bring to the City of Hayward Police Department.

Applications:

Candidates are encouraged to apply online at www.hayward-ca.gov or www.calopps.org. Paper applications can be obtained by visiting the Human Resources Department at Hayward City Hall located at 777 B Street, Hayward, CA 94541. Office hours are Monday through Friday, 8 a.m. to 5 p.m. Resumes cannot be submitted in lieu of an application. A complete job description and benefit summary can be found on the City's website.



FLORIDA

Position: POLICE CHIEF

Agency: CORAL SPRINGS, FLORIDA

Salary: Not stated

Deadline: January 23, 2012

Mission– To be the nation’s premier community in which to live, work and raise a family.
Mission – To provide professional, high quality and effective police service in partnership with the community. Compensation: *Beginning salary will be highly competitive and is negotiable DOQs; Benefits are excellent.* Coral Springs, Florida is located in Broward County approximately 20 miles northwest of Fort Lauderdale and 10 miles southwest of Boca Raton. The City covers 24 square miles with a family oriented community of almost 125,000. It is the 15th largest in the state of Florida. Coral Springs is governed by a strong City Manager and five-member City Commission. The City Commission sets the policy for the City and the City Manager is responsible for overseeing the City’s daily operations. Coral Springs is the first local government in the nation to receive the coveted Malcolm Baldrige National Quality Award, a Presidential honor that recognizes U.S. companies for organizational performance excellence. The City’s commitment to quality and customer satisfaction runs deeper than just earning awards. In 1993, Coral Springs began using a business model that takes customer input and data analysis into consideration before mapping initiatives in its Strategic and Business Plans. The City develops process improvements while comparing results to Fortune 500 businesses and top local governments. The most important result of this system of governance is that Coral Springs residents and businesses have given the City government a 97% satisfaction rating in its bi-annual community survey. The system has also earned the City a variety of prestigious management recognitions including twice winning the Florida Governor’s Sterling Award; designation by Money Magazine as one of the country’s Best Places to Live; three years in a row by American Promise as one of the 100 Best Communities for Young People; the ICMA Center for Performance Measurement Certificate of Excellence; and CQ Press recognition for having the lowest crime rate in Florida for cities of over 100,000. The Coral Springs Police Department (CSPD) is a nationally recognized police department comprised of a diverse workforce of 202 sworn and 100 civilian employees. Since 1988, CSPD has been nationally accredited through the Commission on Accreditation for Law Enforcement Agencies (CALEA). It has now achieved

CALEA's Flagship Accreditation. CSPD is also accredited at the state level through the Florida Commission for Law Enforcement Accreditation. Through a variety of problem solving initiatives including substations throughout the community, a wide variety of juvenile programs and a safe driving campaign, CSPD has proven its commitment to ensuring that Coral Springs continues to be a premier city. CSPD is headquartered in a beautiful state-of-the-art, newly renovated and expanded public safety building. The Police Chief reports to the City Manager and is responsible for the overall management of CSPD. With the support of a dedicated Public Information Officer, the Chief serves as official spokesperson for CSPD, providing information to the news media and public as needed. The Chief's primary objective is to enforce and ensure the general welfare and safety of the lives and property of all residents, businesses and visitors of Coral Springs. Additionally, the Police Chief directly supervises the grants and accreditation processes, prepares and controls a (\$47M) departmental budget and jointly directs the coordination of natural disaster preparedness, homeland security and emergency response. In Coral Springs, the Police Chief has traditionally been provided considerable independent discretion and initiative. Minimum requirements include a Bachelor's Degree in Criminal Justice, Law Enforcement or related field (Master's Degree preferred) supplemented by more than ten (10) years progressively responsible supervisory/management experience in law enforcement; or an equivalent combination of education, training, and experience. Must possess certification as a sworn Police Officer in the State of Florida, or have the ability to obtain certification upon hiring, and possess and maintain a valid Florida Driver's License. For additional information about Coral Springs and CSPD, please visit www.coralsprings.org.

Please send your resume and cover letter with salary history by January 23, 2012 to:

Robert E. Slavin, President SLAVIN MANAGEMENT CONSULTANTS

3040 Holcomb Bridge Road, Suite A-1

Norcross, Georgia 30071

Phone: (770) 449-4656

Fax: (770) 416-0848

E-mail slavin@bellsouth.net www.slavinweb.com



GEORGIA

Position: Chief of Police

Agency: City of Morrow

Salary: Not stated

Deadline: Not stated

This is a high-level, exempt position responsible for directing, supervising and planning 24/7 operations of the Police and E-911 Communications Departments. Salary will be determined based on experience. The City of Morrow is a heavily commercial area (shopping, Clayton State University, National Archives, nature preserve, parks, and more) located south of Atlanta Hartsville International airport, with approximately 6,500 residents. Interested candidates should log on to the City of Morrow website at www.cityofmorrow.com, click on the careers page and complete an on-line application. In addition, a resume should be mailed to Human Resources, 1500 Morrow Road, Morrow, Ga. 30260.

Minimum Qualifications:

- Bachelors Degree with a major course work in police science, police administration law enforcement, management, or related disciplines. Masters degree preferred.

- Graduate of nationally recognized law enforcement training program (FBINA, SPI, Command College. Etc..).
- Twelve (12) years in police service and eight (8) years of progressive supervisory experience.
- Completion of police training and education as required by Georgia Law.
- A valid Georgia Drivers License
- Successful completion of all backgrounds.
- Motor Vehicle Report which meets City guidelines.

A full job description may be viewed from the careers page of the City of Morrow website.



ILLINOIS

Position: Chief of Police

Agency: Village of Carpentersville

Salary: \$120,000 +/- DOQ

Deadline: ***January 6, 2012***

The Village of Carpentersville, Illinois, population 37,690, a full-service community located in northeastern Kane County, IL, approximately 30 miles northwest of Chicago IL, seeks an experienced police professional to lead its Police Department. The Carpentersville Police Department staff consists of 61 full-time sworn, 1 part-time sworn, and 10 full-time non-sworn employees. The Police Department is recognized as being professional and well-trained, with employees dedicated to the community's safety. Carpentersville is a diverse community with a mix of multi- and single-family housing, retail establishments and light industry. A portion of the Spring Hill Mall is within Village limits. Requirements: The Village is seeking candidates with strong communication, public presentation and leadership skills and a proven record of visibility and community participation. Experience with community partnership efforts such as community/problem-solving policing and successful partnerships with law-enforcement and other governmental agencies are highly desired. The ideal candidate must be an effective leader, capable of gaining the trust and respect of members of the community, department and elected officials; must have a proven record of responsible fiscal management; and must be committed to training, professional development, customer service and community engagement. Education Requirements: Must possess a bachelor's degree in criminal justice, business administration, public administration or a related field and have at least ten years of law enforcement experience in a unionized environment of an equivalent or larger size agency, and six years of progressively responsible supervisory and administrative experience in law enforcement, including at least two years in a senior management-level position. A master's degree and/or advanced executive-level training is desired. Appointment is made by the Village Manager. Starting Salary: \$120,000 +/- DOQ. Residency is required within 12 months of date of hire. Closing Date for Applications: January 6, 2012. To Apply: Submit resume and cover letter to Linda Mogren, Human Resource Director, Village of Carpentersville, 1200 L.W. Besinger Dr., Carpentersville, IL 60110, or Via Email. Email: lmogren@vil.carpentersville.il.us. The Village of Carpentersville offers a competitive benefits package and is an Equal Opportunity Employer.



Position: Chief of Police

Agency: City of Grinnell

Salary: \$60,000 to \$77,000

Deadline: February 13, 2012

City of Grinnell, Iowa (9,200), a civil service community, seeks Chief of Police to manage and lead the activities of a 17-member department. The ideal candidate will have a successful record of progressively responsible supervisory experience and graduation from an accredited four year college or university with major coursework in police administration or related field. Minimum five years experience with a public law enforcement agency, or three years comparable experience in public law enforcement and two years of comparable experience or educational training. Requires possession of or ability to obtain certification as a law enforcement officer by the Iowa Law Enforcement Academy within 12 months after appointment. Pre-employment physical including drug and psychological testing. The Grinnell community values service, complete objectivity, integrity, responsibility, innovation, teamwork, community policing, and organization. East central Iowa historic college community included in 100 best places to live in America. Annual salary range is \$60,000 to \$77,000 plus a generous benefit package. Materials must be postmarked or received electronically by February 13, 2012. Send salary history and resume with cover letter to Russell Behrens, City Manager, 927 4th Avenue, Grinnell, Iowa 50112 or citymanager@grinnelliowa.gov.



MICHIGAN

Position: Chief of Police

Agency: Boyne City

Salary: Not stated

Deadline: ***January 9, 2012***

Boyne City, a growing, progressive full service Northwestern Michigan waterfront community of 3,735 seeks exceptional person to lead well running Police Department. Involves hands on and supervisory skills. Demonstrated creative problem solving, public relations, communication, organizational and budgeting skills desired. Current Chief retiring after over 35 years with the department and 20 as Chief. Must be M.C.O.L.E.S certifiable. Comprehensive wage (DOQ) and benefit package. Submit resume, letter of interest, salary history and requirements with 3 references to: Michael Cain, City Manager
City of Boyne City
319 North Lake Street
Boyne City, MI 49712-1101

Position: Chief of Police

Agency: Village of Milford

Salary: Not stated

Deadline: January 27, 2012

The Village of Milford is seeking an experienced law enforcement professional with demonstrated management capabilities and leadership skills as the Chief of Police due to the retirement of our current chief. The Chief of Police is responsible for the policy development, control, supervision and program implementation of the department and is accountable for the effective delivery of police services to the Village of Milford and the surrounding Milford Township, both comprising an area of 36 square miles and with a combined population over 17,000. The department consists of 17 sworn officers, five dispatch positions and civilian support with an annual budget of \$3.1M. Position reports to professional manager. EOE. Job Requirements Minimum Qualifications: A Bachelor's degree in Criminal Justice, Public Administration or similar field is required. An executive program in law enforcement command is preferred. Applicants should have a minimum of ten (10) years of law enforcement experience in progressively more responsible positions, with three (3) years in a command position equivalent to the rank of Lieutenant in the Milford Police Department; or any equivalent combination of education, training and experience which provides the requisite knowledge, skills and abilities for this job. Must have a valid driver's license. Must live within 20 miles of the Village.

Current knowledge of applicable police procedures, regulations codes and criminal case law.

- Knowledge of municipal government and police department operations and technology.
- Knowledge of basic employment law and related operating rules and regulations.
- Ability to create maintain positive relations with the public , represent the Village/Township at various functions and play a visible role in the community and as part of the Village management team.
- Knowledge of the budgeting process and basic accounting principles.

Send resume with references and salary expectations to:

Village Clerk

Village of Milford

1100 Atlantic Street

Milford, MI 48381

Label Envelope: POLICE CHIEF APPLICATION

Closing date: January 27, 2012.

Position: Chief of Police

Agency: Village of Pinckney

Salary: Not stated

Deadline: January 26, 2012

Pinckney, MI 48169, United States

Min. Experience: 7 – 10 years

Contact Person: Rebecca Foster, President Phone: 734-878-6202

Fax: 734-878-9749

Email: president@villageofpinckney.org

The Village of Pinckney, MI is seeking applications for a new Chief of Police due to the retirement of the current Chief. The Village is a growing community of 2400 citizens located about 20 miles northwest of Ann Arbor, MI. The current Police Department provides 24/7 coverage of the Village with 4 full time officers including the Chief, 7 part time officers, 8 Reserve Officers and 1 Civilian part-time employee with an annual budget of \$360,000. The Chief of Police is a "working Chief" performing patrol and officer duties. Applicants should possess strong leadership and communication skills, experience in police operations/supervision, budgeting and personnel management, understanding of

community policing, crime prevention/intervention strategies, ability to be NIMS certified and the ability to work with other department and community organizations. The Chief of Police plans, organizes, directs and controls the administrative tasks for the effective and efficient operation of the department. The Chief is an at will employee that is appointed by the Village Council and reports directly to the Village President on day to day business. Candidates must have a minimum of 7 years police experience, Bachelors Degree in Criminal Justice or related field. Hold a valid Michigan drivers license and be a certified police officer meeting Michigan Commission on Law Enforcement Standards requirements. Applications can be found at www.villageofpinckney.org Application form, resumes, and cover letters must be received by 4:00 pm on Thursday, January 26, 2012 for consideration. Applicant packages can be emailed to clerk@villageofpinckney.org or sent to Village of Pinckney, Att: Village Clerk, 220 S. Howell St., Pinckney, MI 48169.



MINNESOTA

Position: Police Chief

Agency: Lake Crystal MN

Salary: \$45,295 to \$64,707

Deadline: ***January 9, 2012***

Applicants must be POST License certified and possess a valid MN Driver's License by the time of appt. Minimum 2 years police certification and 5 years or more experience considered. Bachelors Degree and 5 or more years of experience preferred. Applicants required to pass a psychological test and a background check. Starting salary range is \$45,295 to \$64,707, depending upon qualifications. Applications may be obtained by contacting City Hall, 100 E Robinson St, Lake Crystal MN 56055 or call 507-726-2538. Resumes may accompany applications.

Application Deadline: January 9, 2012 at 4 p.m.



MISSOURI

Position: Chief of Police

Agency: City of Rock Port

Salary: Not stated

Deadline: Not stated

The City of Rock Port, Missouri, has an immediate opening for a Chief of Police. Salary based on experience. Must be 21 years of age, a high school graduate or (GED), Post Certified and be able to pass a thorough background investigation.

Please send resume and letters of reference to: City of Rock Port, 500 S. Main St., Rock Port, MO 64482. (660) 744-2636. EOE



NEW HAMPSHIRE

Position: Police Chief

Agency: Town of Moultonborough

Salary: Not stated

Deadline: ***January 5, 2012***

Scenic community on the shores of Lake Winnepesaukee shoreline just a short drive from the White Mountains region and urban centers of Portland, ME and Boston, MA seeks new Police Chief. Oversees budget of \$1.7M with 11 f.t. and 4 p.t. sworn officers and 8 civilian support and dispatch staff serving a community of 4,000 year round and 25,000+/- peak seasonal residents and visitors. Successful candidate will be (a) knowledgeable in NH criminal law and procedure, (b) proficient in general business administration including preparing and managing budgets, (c) experienced in involving the community in a pro-active manner and best management practices, and (d) skilled in written and oral communications. Requires a Bachelors degree in Criminal Justice, Business Administration or a related field and ten (10) years of law enforcement experience with some of that in supervisory positions or an equivalent combination of education and experience. Must have, or be able to obtain, certification as a full time NH full-time Police Officer. Candidates without a current NH certification are encouraged to fully explore the rigorous requirements, including a physical agility test, imposed by the NH Police Standards and Training Council before they apply. See the full Profile and Challenge statement and standard town application form at www.moultonboroughnh.gov (click on Paid, Volunteer and Contract Openings). Submit seven (7) copies of application letter, resume and standard town application form, to Mr. Carter Terenzini, Town Administrator, 6 Holland Street, PO Box 139, Moultonborough, NH 03254. Position is open until filled with application reviews beginning January 5, 2012. Competitive salary and benefits DOQ/DOE. EEO Employer.

URL: www.moultonboroughnh.gov



OHIO

Position: Police Chief

Agency: Village of Whitehouse

Salary: \$46,734 to \$66,438

Deadline: January 27, 2012

The Village of Whitehouse, Ohio, a strong community of 4,200 located in Lucas County, is accepting applications for the full time Police Chief position until Friday, January 27, 2012 at 5:00 pm. The Village is seeking a candidate that understands the importance of and is committed to working with all Village departments toward the overall Village good. The successful candidate must prove an aptitude for: effective community policing, personnel management, and budget and grant administration within the department. Above all, the Village seeks a leader with character and commitment to providing premium services to the Village. The candidate must also be a knowledgeable, law enforcement professional with expertise in effective policing practices, current training methods, and crime prevention techniques. Further, the candidate should show an ability to anticipate future criminal threats as it relates to the Village. An Ohio Peace Officer's Certificate is required and a

Bachelor's Degree in Law Enforcement is preferred. The salary range is from \$46,734 to \$66,438 and the Village offers excellent fringe benefits. Candidates should have a minimum of ten (10) years of law enforcement experience and at least five (5) years of senior level supervisory experience. Under the Village Charter, the Police Chief reports to the Mayor. Interested candidates should send a detailed résumé, with cover letter, five professional references and salary history to: Village Administrator, PO Box 2476, Whitehouse, Ohio 43571. EEO

Position: Director of Public Service and Safety

Agency: City of St. Marys

Salary: Not stated

Deadline: ***January 6, 2012***

The City of St. Marys, a city of 8,332 residents in west central Ohio with an annual budget of \$45 million, invites applicants to apply for the position of Director of Public Service and Safety. Successful applicant will be appointed by and serve at the pleasure of the Mayor and will plan, direct, and manage administrative, public safety, public works, and public utility services; prepare and monitor City's budget and expenditures; develop and enforce policies and procedures; and administer five labor agreements. Degree in mechanical, civil, or electrical engineering with five years experience as a practicing engineer required. Registered Professional Engineer is preferred. Must become a City resident within six months. Salary commensurate with experience. Interested applicants can request an employment application by contacting Sue Backs at the City of St. Marys at (419) 394-3303 ext. 3105 or at sbacks@cityofstmarys.net. A properly completed application and resume must be submitted by January 6, 2012 to be considered. EOE



OKLAHOMA

Position: Chief of Police

Agency: City of Tonkawa

Salary: Not stated

Deadline: Until filled

The City of Tonkawa is seeking candidates for the position of Chief of Police. The Chief of Police reports directly to the City Manager and is responsible for planning, directing, and oversee activities of the Police Department, which include but not limited to operations, investigations, communications, training, and emergency management. Candidates must be CLEET certified and be willing to reside in Tonkawa and have a positive public image attitude. Salary will be determined by qualifications and experience. Benefits include contribution to the police pension system, paid time off, health and life insurance benefits. Interested applicants must submit their resume to: City Manager Matt Mears, City of Tonkawa, 113 South 7th Street, Tonkawa, Oklahoma 74653. Applications will be accepted until the position is filled. The City of Tonkawa is an Equal Opportunity Employer.



OREGON

Position: Chief of Police

Agency: City of Carlton

Salary: \$50,017-\$54,352

Deadline: *January 5, 2012*

CARLTON, OR-CHIEF OF POLICE - \$50,017-\$54,352, (Open until filled, first screening will be early 2012). City of Carlton, OR is situated in Oregon's Yamhill County wine country and seven miles from the county seat. A city of 2,015 residents, it is an historic community incorporated in 1899. City of Carlton Chief of Police performs a variety of complex administrative, supervisory and professional work in planning, coordinating, directing and supervising of the activities of the Police Department. Acts as the chief administrative officer of the Police Department and works under the general supervision of the City Manager. This position requires an Associate's Degree in police science, law enforcement, criminal justice, public administration or a closely related field. A Bachelor's Degree is preferred. An equivalent combination of education and experience may be considered. Candidates must have at least seven (7) years of progressively responsible experience in municipal police work, three (3) of those in a supervisory role. Certification ability to obtain a DPSST Management Certificate or acceptable equivalent), within two (2) years of appointment, is required. Please submit a City of Carlton employment application, cover letter, resume and supplemental questions to the City Manager at 191 E. Main Street, Carlton, OR 97111. Closing date is Thursday, January 5, 2012 by 4PM. Applications can be found on our website at www.ci.carlton.or.us or by calling (503) 852-7575. EOE.



PENNSYLVANIA

Position: Chief of Police

Agency: Hamburg Borough

Salary: \$65,000

Deadline: January 13, 2012

CHIEF OF POLICE HAMBURG BOROUGH, BERKS COUNTY, PENNSYLVANIA

Hamburg Borough is conducting a search to fill the position of Chief of Police. Hamburg is located in the extreme northern portion of Berks County Pennsylvania, approximately 18 miles north of Reading. The Borough is primarily residential, with professional and service businesses providing most of the commerce. The Borough has an area of approximately 2.2 square miles and a population of approximately 4,014. The Hamburg Borough Police Department is comprised of 5 FT, 4 PT sworn officers and one civilian employee. The annual operating budget for the Department is approximately \$400,000. Hamburg operates under the conventional Borough form of government with the Chief of Police reporting to the Mayor. The Chief of Police is a non-civil service position. The Chief of Police is the principal administrative officer of the police department and is responsible for supervising all personnel, functions, and operations. The Chief must also be available to fill in as a patrol officer when the need arises.

Required Knowledge, Skills and Abilities For The Position Include: Extensive academic background in the management field, with extensive knowledge regarding law enforcement agency management, budgets, grant preparation, planning, hiring, coordinating, policy development, information technology and leadership. Command level municipal police experience is a plus.

Preferred Educational Requirements Include: Bachelor's Degree in Criminal Justice Administration or related field; FBI National Academy, Southern Police Institute, Northwestern School or Staff and Command or equivalent. Minimum Educational

Requirements Include: High School diploma or equivalent, additional college level coursework in social science, public administration, criminal justice or a related area; at least ten years of policing experience which includes supervisory experience; Pennsylvania Act 120 (53 Pa. C.S.A. § 2161) certification or PA State Police certification and eligible for municipal police certification.

A comprehensive medical examination, psychological examination and extensive background investigation will be required prior to appointment. Salary for the position is approximately \$65,000 and includes a competitive benefits package.

Interested applicants should forward a cover letter and resume that includes positions held, education, experience, history of police responsibilities and accomplishments. Resume and cover letter should be marked "Hamburg Borough Police Chief Search".

Resume must be postmarked or emailed not later than January 13, 2012.

Send via email to: tarmstrong@pachiefs.org

Via USPS to: Pennsylvania Chiefs of Police Association
Consulting Division

3905 N. Front Street
Harrisburg, PA 17110

HAMBURG BOROUGH IS AN EQUAL OPPORTUNITY EMPLOYER

Position: Chief of Police

Agency: North Huntingdon Township

Salary: \$83,520 to \$106,942

Deadline: January 27, 2012

North Huntingdon Township, Westmoreland County, PA, population 30,000, located approx. 20 miles east of Pittsburgh, is conducting a search for a Chief of Police to be responsible for a 29 FT officer department. A minimum of an Associate's Degree in Police Science, Criminal Justice Administration, Public Administration, Business Management or related field; ten years of police experience as a full-time sworn police officer; five years of experience as a full-time police corporal, or above, that has actively supervised, for at least that period of time, a minimum of four sworn police officers, and has strongly demonstrated police management and personnel oversight in a police department. Must be a graduate from at least one police command training school such as the FBI Academy, POLEX or POSIT, or a related supervisory command school. Sound experience in budgetary responsibility, selective bargaining, computer literacy, and community policing is required. In addition, must be PA Act 120 Certified and have a valid PA Driver's License. Salary range is \$83,520 to \$106,942, based on experience and qualifications, that includes a full fringe package. Must pass a medical, psychological & background investigation. Send resumes, with cover letter, by Certified Mail, Return Receipt Requested to: North Huntingdon Township Police Chief Search Committee, C/O Bill Gamble Police Testing Consultant, P.O. Box 248, Oakdale, PA 15071, by January 27, 2012. In addition, resumes may be sent electronically, by the above date to: billygam@comcast.net.

Important: Resumes must include a separate paper documenting, in detail, the required qualifications, as listed above, or they may not be given further consideration.

E.O.E AN EQUAL OPPORTUNITY EMPLOYER



Position: Chief of Police

Agency: City of Mount Pleasant

Salary: Not stated

Deadline: January 30, 2012

The City of Mount Pleasant (pop. 16,000) is actively recruiting for the position of Chief of Police. Mount Pleasant is a growing community located on I-30 between the Dallas-Fort Worth metropolitan area (DFW) and Texarkana in northeast Texas. Under the general direction of the City Manager, this executive level position is responsible for departmental budgeting, supervision of all aspects of police operations including but not limited to patrol, traffic, criminal investigations, 911 dispatch and animal control. The department employs 45 employees (30 sworn) and has an operating budget of \$3.1 million. The ideal candidate will have a thorough knowledge of the principles and practices of modern police administration; have an extensive level of expertise in law enforcement; demonstrate a record of strong leadership; and have broad experience in all areas of a municipal police department including patrol, criminal investigations, administration and public relations. Additional information is available at the City of Mount Pleasant website: www.mpcity.net
Education: A Bachelor's Degree (Master's Degree preferred) in Criminal Justice, Public Administration or a related field from an accredited college or university (or equivalent experience) is required.

Successful completion of a management training program equivalent to the Leadership Command College, International Law Enforcement Administration or FBI National Academy.

Experience: A minimum of ten (10) years progressively responsible supervisory experience in municipal law enforcement with a minimum of five (5) years of command staff experience. Candidates should have extensive knowledge of and skill in administrative, supervisory, budgetary and management principles.

Required Licenses and Certifications:

Current possession of or ability to be certified by the Texas Commission on Law Enforcement Officer Standards and Education (TCLEOSE) as an Advanced Peace Officer prior to date of employment. Current possession of or ability to obtain a valid Texas driver's license. APPLICATION: Interested applicants who meet the minimum qualifications are asked to submit a letter of interest that addresses current responsibilities and qualifications along with a current resume and references by January 30, 2012 to:

City Manager Mike Ahrens

ATTN: Police Chief Search

501 N. Madison

Mount Pleasant, Texas 75455

Position: Chief of Police

Agency: City of Pilot Point

Salary: DOQ

Deadline: Not stated

Chief of Police for the City of Pilot Point, Texas, a city of 5,047 citizens, a Home Rule City. Reports to the City Manager; responsible for the professional, administrative, and personnel supervision of the department including tasks in directing the daily operation of the Police Department; develops, reviews, and approves for administrative consideration, departmental policies, procedures, and plans; formulates, recommends, and implements departmental priorities, goals and objectives; confers with the Mayor, City Council, and City Manager on administrative matters, legislation and policies, making recommendations for action; develop and administer the department budget on an annual basis, and perform

other departmental tasks; must be community minded. Compensation is DOQ. Benefits offered: health, dental and vision insurance, TMRS retirement (2 to 1 matching), vacation, sick and holiday leave. Requirements include, but not limited to, a Bachelor's degree from an accredited college or university in Law Enforcement or a related field or ten (10) yrs equivalent work experience; must have an Advanced Peace Officer TCLEOSE certification; valid Texas driver's license and shall have maintained an excellent driving record; U.S. citizen; minimum ten (10) years experience in city, county or state law enforcement, preferable in a smaller community or working atmosphere such as Pilot Point; eight (8) years progressive management experience with at least five (5) of these years being progressive police administration/management experience with direct supervision experience; some course work in Criminal Justice preferred; successful completion of extensive background check and drug test. Residency Preferred: Required to live within the vicinity of, or within the Pilot Point city limits, or with the city ETJ within one (1) year of employment. Pilot Point is an equal opportunity employer. Obtain city-approved application at www.cityofpilotpoint.org or by emailing the City Secretary Alice Holloway at aholloway@cityofpilotpoint.org. CITY OF PILOT POINT
102 E. MAIN STREET
PILOT POINT, TX 76258
P: 940-686-2165 F: 940-686-4338
www.cityofpilotpoint.org

Position: Police Chief

Agency: City of DeSoto

Salary: \$115,000.00 - \$125,000.00

Deadline: Not stated

The position has been created due to the retirement of our long-term Chief, who has had a 34 year career with the department, fourteen (14) of which were as Chief. The Chief is a valued contributing member of the Executive Management Team and is expected to be a community leader as well. This position directs the planning, organizing, staffing, and controlling of all Police functions and activities within the City. The Chief must be strongly committed to public service, dedicated to community policing, and understanding of the importance of managing crime and perceptions of public safety. Developing and implementing effective management approaches and programs to address emerging trends and patterns will be key to this position. Special attention is also expected with regard to automation, paperless processes, and technology implementation. The successful candidate will have broad experience in all areas of municipal policing, including patrol, criminal investigation, and administration, with an established, successful track record of directing activities in a city of similar size and complexity. Additionally, other areas of review will include the following:

- Knowledge of the principles and practices of municipal policing, implementation, and administration.
- Ability to attract, develop and retain high quality law enforcement personnel.
- Skill in municipal budget preparation, presentation, implementation, and administration.
- Ability to define clear goals, vision and direction for departmental personnel and the ability to maintain distinct levels of accountability.
- Ability to demonstrate leadership of a department, which has emphasized proactive and preventive activities, a customer service and community based philosophy and to develop and present acceptable performance standards.
- Knowledge of the principles of personnel management and employment law and their application within a police agency, preferably with some Civil Service-related exposure.
- Ability to be passionate and committed to the development and enhancement of a community-oriented policing philosophy and with the development of effective

relationships between the police department and neighborhood organizations, schools, and civic and business groups.

- Experience with regional cooperation and developing and maintaining positive working relationships with local, state, and federal law enforcement agencies and elected officials and bodies.
- Exceptional communication skills and demonstrated effective methods of communicating with members of the Police Department at all levels.
- Insight and experience in working within an increasingly diverse community.

Required education will include a Bachelor's degree from an accredited college or university with major coursework in police administration, criminal justice, public administration, or a closely related field. A Master's degree and completion of advanced management training such as the FBI National Academy, ILEA Management College or equivalent executive level training, is preferred. Ten years of experience in municipal law enforcement or equivalent is required, with a minimum of five years of experience in a command level position Lieutenant or above. Police management experience in a comparable or larger police agency, preferably within an urban environment, is essential. Possession of, or ability to obtain, a valid Texas driver's license within thirty days and possession of advanced peace officer certification from the Texas Commission on Law Enforcement Standards and Education, or the ability to obtain within 12 months, is required. While the City of DeSoto has established minimum qualifications and credentials as described, each candidate's background and employment history will be reviewed for an outstanding level of professional accomplishment, community interaction and ethical conduct. The candidate's background and experience should include a diverse exposure to all aspects of municipal law enforcement management, with experience and competency in the management and direction of police personnel, policy and procedure development, budget development and administration, program implementation and successful building of partnerships with the community and other law enforcement agencies. Please visit our website at www.ci.desoto.tx.us to apply.

Position: Chief of Police

Agency: City of Bayou Vista

Salary: \$47,000 - \$52,000

Deadline: *January 5, 2012*

The City of Bayou Vista is taking application for the position of Chief of Police. This is a full-time position of 40 hours a week. Some patrol is required. Salary range \$47,000 - \$52,000 DOQ. Insurance and retirement benefits. Not required to be a resident of Bayou Vista, but must live within 15-20 minutes of the City of Bayou Vista. Fax resume and completed application to 409-935-1205. Applications will be accepted until January 5, 2012 - 5:00 P.M. For more City information visit www.bayouvista.us.

Position: Chief of Police

Agency: City of Corpus Christi

Salary: Not stated

Deadline: January 16, 2012

The City of Corpus Christi, Texas (Population 305,215) is seeking an energetic, self-driven and results-oriented municipal law enforcement professional to serve as its next Chief of Police. Corpus Christi is located about 140 miles southeast of San Antonio on Corpus Christi Bay, an inlet off the Gulf of Mexico. The community boasts the 5th largest seaport in the United States by tonnage, and is a center for petrochemical manufacturing, large-scale fabrication, marine research, maritime shipping, and tourism. The City government has a staff of approximately 3,400 employees, including 451 sworn and 266 civilian personnel in

the Police Department. Divisions within the Police Department include: Community Policing, Special Services, Communications, Criminal Investigation, Professional Standards, Crime Prevention, Organized Crime, Training and Administration. For additional information about the Corpus Christi Police Department, go to www.CCTexas.com/police. Candidates should possess 10+ years of progressively responsible experience in law enforcement that includes command experience, with a proven track record of managerial effectiveness and demonstrated ability to lead a complex police organization to achieve critical goals. Candidates must prioritize and be effective at both internal and external communications, and must have knowledge of and experience with intelligence-led policing and the principles of COMPSTAT. A BS/BA degree in Criminal Justice or a related field is required. Salary is negotiable depending on experience. **NOTE:** Applicants be advised, as Texas is an open-government records state, your resume and/or application may be released to the public in the event of requests under the Texas Public Information Act. The Police Executive Research Forum (PERF) is assisting the City of Corpus Christi in the recruiting effort. Initial inquiries may be made confidentially to CorpusChristiChief@policeforum.org. To be considered, send a letter of interest and resume summarizing your qualifications, along with the names of five professional references by January 16, 2012 to: CorpusChristiChief@policeforum.org or Police Executive Research Forum
ATTN: Corpus Christi Police Chief Search
1120 Connecticut Ave. NW, Suite 930
Washington, DC 20036
Electronic submission preferred.



VIRGINIA

Position: Chief of Police

Agency: City of Harrisonburg

Salary: \$69,076-\$123,011

Deadline: January 18, 2012

(pop. 48,914). Located in the heart of the Shenandoah Valley and home to James Madison University, Harrisonburg is one of the fastest growing cities in Virginia. Current chief retiring March 31 after 20 yrs. of service. The Police Department is comprised of 87 sworn officers plus civilian administrative staff. Responsible for planning, organizing and directing all police operations, as well as managing a \$7.9 million bdtg. Reqs. demonstrated positive and effective leadership abilities, along with outstanding oral and written communication skills, and extensive knowledge of law enforcement principles, policies and regulations. The ability to maintain cooperative relationships with city officials, University leaders, other law enforcement and the general public is req'd. Reqs. valid Va. driver's license or ability to obtain one. Any comb. of educ. and work exper. equiv. to graduation from accredited college or university with major coursework in law enforcement, public administration or related field. Should possess 10-plus yrs. of progressively responsible exper. in law enforcement that includes command exper., with a proven track record of managerial effectiveness and demonstrated ability to lead a complex police organization to achieve critical goals. Must have current Va. DCJS law enforcement certification or the ability to obtain within 1 yr. Successful applicants will be subject to a DMV Motor Vehicle check and must complete a satisfactory drug screening, credit check and criminal background check. Submit City of Harrisonburg application form, resume, cover letter, salary history and 3

work-related references. Applications will be accepted online only at www.harrisonburgva.gov/jobs. Job #3879. Deadline: Jan. 18. EOE.



WASHINGTON

Position: Police Chief

Agency: City of Roy

Salary: \$3,000 - \$3,500 /mo

Deadline: Open until filled

The City of Roy, Washington, is accepting applications for Police Chief. The position is exempt. Applications for full-time or part-time work will be accepted. Please see complete job description at <http://cityofroywa.us>



WEST VIRGINIA

Position: Chief of Police

Agency: City of Charles Town

Salary: Not stated

Deadline: February 3, 2012

The City of Charles Town, WV is seeking applications for a new Chief of Police due to the retirement of the incumbent. Charles Town is a growing community of just over 5,000 citizens and is located 60 miles west of Washington D.C. The current Police Department has 14 police officers, a 3 person civilian support staff, and an annual budget of \$1.6M. The Police Chief reports to the Mayor and is a highly responsible member of the City's professional management team. The City is seeking a proven law enforcement professional who is committed to the community policing philosophy to lead our Police Department. The ideal candidate will have a Bachelor's Degree and at least 5 years of police experience at a supervisory level of sergeant or above. The candidate must have excellent management and supervisory skills, knowledge of all modern law enforcement practices and proven leadership abilities. Graduation from the FBI National Academy is a plus but not required. To view a detailed job description and available benefits, please visit the City website at www.charlestownwv.us. Salary will be commensurate with experience and qualifications. To apply, submit a resume and cover letter to Chief of Police Selection Committee, Attn: Mayor Peggy A. Smith, 101 E. Washington Street, Charles Town, WV 25414 by February 3, 2012. The City of Charles Town West Virginia is an Equal Opportunity Employer.



WISCONSIN

Position: Chief of Police

Agency: Village of Thiensville

Salary: Not stated

Deadline: January 16, 2012

The Village of Thiensville, Ozaukee County, Wisconsin, population 3,230 is seeking Chief of Police candidates. The current chief is retiring after 38 years with the department and 20 years as chief. The candidate is to have progressive leadership and command training with ten years in police work preferred, with 3 years supervisory or administrative experience in management positions in law enforcement or a related field is preferred. Minimum requirements include a high school diploma, a Bachelor's Degree in law enforcement or a related field is preferred, a valid Wisconsin driver's license and certification by the State Training and Standards Board. Ideal candidates should possess strong leadership and communication skills, experience in police operations/supervision, budgeting and personnel management, understanding of community policing, grant administration and crime prevention/intervention strategies, experience in labor relations, ability to be NIMS (National Incident Management System) certified and the ability to work with other departments and community organizations. The Chief plans, organizes, directs and controls the administrative tasks for the effective and efficient operation of the department. These duties include determining the goals/objectives and overall resource needs. The Chief position is a "working Chief." The Chief will perform patrol or officer duties as needed. Salary DOQ + benefits. Residency is preferred or within 10 miles or 20-30 minutes from the Village. The selection process includes the following: written exercise, oral interviews, psychological profile, medical examination, vision examination, drug screening, background investigation and other evaluations deemed appropriate. Request an application packet in writing from Dianne S. Robertson, Administrator, Village of Thiensville, 250 Elm Street, Thiensville, WI 53092. Include name, mailing address and phone number with the request. Email requests can be received at: drobertson@village.thiensville.wi.us Application and a job description can be obtained at www.village.thiensville.wi.us No phone calls please. Deadline: January 16, 2012 at 4PM. EOE.