

# Police Executive Jobs.com

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October, 2009 Police executive job listings from around the nation.

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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:

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# CALIFORNIA

Position: Police Chief  
Agency: City of Orland  
Salary: Not stated  
Deadline: October 30, 2009

The City of Orland, California is accepting applications for a Police Chief. Orland is 90 miles north of Sacramento along Interstate 5, with a population of 7,483. The Police Department is staffed with nine sworn officers and two administrative assistants. The applicant must have a minimum of ten years in law enforcement, a bachelor's degree in a related field, and possess a POST Intermediate Certificate with the ability to obtain a POST Advanced certificate within six months. A full job description is available at [www.cityoforland.com](http://www.cityoforland.com). Those interested please submit a letter of interest, resume, related certificates, and five professional references to City Manager, City of Orland, 815 4th Street, Orland, CA 95963. Position is open until filled, first cutoff to review applications is October 30, 2009.  
Phone: 530-865-1603

Position: Police Chief  
Agency: City of Carlsbad  
Salary: \$124,300-180,300  
Deadline: November 10, 2009  
Carlsbad, California

The City of Carlsbad, Calif., is a scenic coastal community of 105,000 residents located 35 miles north of the City of San Diego and 25 miles south of Orange County. The City of Carlsbad is known for its strong leadership and fiscal discipline as well as successfully balancing tourism, employment, light industry, the environment and a high standard of living.

Covering nearly 42-square miles, the City of Carlsbad is approaching build out. Thanks to an award winning growth management plan, the city features infrastructure and services that keep pace with development and promote an excellent quality of life. Fully 40 percent of the city has been set aside as permanent open space. Three lagoons, 35 miles of hiking trails and nearly seven miles of coastline are just part of what makes the city an appealing place to live, work and play. Some of Carlsbad's unique features include:

- Legoland California is located on 128 beautifully landscaped acres in the center of Carlsbad. This family theme park features more than 50 rides and activities for children ages 2-12. More than 30 million LEGO bricks were used to create over 1,000 LEGO models that fascinate kids and kids at heart.
- A tribute to Carlsbad's agricultural roots, the world famous Flower Fields draw more than 200,000 visitors each spring when more than 50 acres of red, orange, yellow and pink ranunculus burst into bloom.
- Carlsbad is well known as the golf capital of the world, and is the home of two world class golf resorts, La Costa Resort and Spa and Four Seasons Resort Aviara, and more than 30 golf industry businesses, including the headquarters of Callaway Golf and TaylorMade Adidas.
- Carlsbad's thriving and diverse local economy also includes high-tech, multi-media, health care and biotechnology corporations. The City of Carlsbad is proud to serve as the headquarters of large corporations such as ViaSat, Jenny Craig, Upper Deck, No Fear, Rubios Mexican Grill, the National Association of Making Music, Gemological Institute of

America and Isis Pharmaceuticals.

- Carlsbad's downtown village is a city redevelopment success story, providing the charm of a European village with shopping, quaint restaurants and professional services. The Carlsbad Village Street Faire, held the first Sundays in May and November, is the largest single-day street fair in California.
- During the summer months, thousands of jazz enthusiasts bring their picnic baskets, friends and families to enjoy free concerts under the stars at one of Carlsbad's beautiful community parks. The TGIF Jazz in the Park concerts are celebrating their 24th year.
- The Carlsbad Health and Wellness Weekend is a celebration of healthy living, and features the Carlsbad Triathlon, the longest-running municipal triathlon in the West, rated one of the top five triathlons in the world. More than 10,000 people come each year to celebrate the magic of the ocean.

#### A Great Place to Live and Work

The City of Carlsbad is recognized by the San Diego Society for Human Resources Management and the Employers Group for workplace excellence and was named one of the best places to work in San Diego. It's also a great place to live. With all the amenities of a large city, Carlsbad has maintained a strong sense of community and citizen connection to government. Annual surveys show a high level of confidence in city government and great satisfaction with city services.

A superb climate, quality schools, a vibrant and revitalized downtown and a wide variety of neighborhoods help make Carlsbad one of the most livable communities in the country. The Carlsbad Unified School District consistently ranks among the Top urban school districts in the country. The city also boasts excellent libraries, arts and culture, and an excellent public safety record.

#### The Police Department

Carlsbad Police Department is a full-service police department that prides itself on its strong partnership with the community. Through the hard work and dedication of the men and women of the police department, and the support of City Council members and the community, Carlsbad continues to be a safe community to live, work, and play.

- With an annual FBI index crime rate of 24.9, Carlsbad has one of the lower crime rates among San Diego County's 18 cities.
- Carlsbad Police Department continues to meet its response time benchmark with an average priority one response time of less than six minutes; the average response time for all calls combined continues to be less than 30 minutes.
- Carlsbad residents report high satisfaction with police services; recent survey results indicate that over 90% of the residents are satisfied with police services.
- The department has 162 full time positions, 115 sworn and 47 civilian, who work out of the Carlsbad Public Safety Center, a centrally located, 53,600 square foot facility. The department's 2009/10 operating budget totals \$27,924,000.
- The department consists of uniformed patrol, detectives, K-9, motorcycles, beach patrol, traffic, vice and narcotics. More than 110 community volunteers support the department through a variety of positions and various programs.
- The Carlsbad Police Department has defined community policing as a philosophy, management style, and organization strategy that promotes proactive problem-solving and police/community partnerships. The department fully embraces regional cooperation, provides leadership to regional committees and commits staff to regional task force efforts.

The employees of the Carlsbad Police Department are a team that values close working relationships in a collegial, caring environment. They like what they do; look forward to coming to work each day and perform their duties with a commitment to professional excellence.

#### OPPORTUNITIES AND CHALLENGES

Some of the top priorities for the Police Department are to:

- Implement the new property and evidence system
- Implement the new digital evidence storage system
- Continue to streamline the special event permit process
- Address police records management system by determining which system meets the needs of the department.
- Balance the operational needs with the budget/resource constraints and determine how to best maintain the service levels given the state of the budget locally as well as statewide
- Review the increasing demand for technology and ensure effective implementation
- Reaffirm the culture and direction of the organization

#### THE IDEAL CANDIDATE

The City of Carlsbad is looking for a proactive, visible leader with a collaborative, engaging, management style and an understanding of contemporary, innovative methods of policing.

The continued improvement and development of the department and its commitment to community policing will be a major theme for the new Police Chief. He/she will be comfortable taking a leadership role in the community and possess a demonstrated ability to do so.

Working closely with the City Manager, the Police Chief will be an experienced, tested leader who has the ability to build on the success the department has enjoyed over the years. The new Police Chief will require the right blend of skills to navigate these challenging times and build a bridge to the future. Highly developed communication skills and effective interpersonal skills balanced by a sense of humor are a must for this position. The ideal candidate should be politically astute, but apolitical. Candidates who take an honest interest in the community and who are willing to listen to the concerns of community members will flourish in Carlsbad.

The successful candidate will have a demonstrated track record of leading by example, building team spirit, inspiring excellence and participative decision-making. Candidates must be able to thrive in an environment where they will face many challenges as he/she retools the Carlsbad Police Department to meet the needs of the community for tomorrow. A high level of energy and physical stamina will be required as this will be a hands-on Police Chief position. Candidates must be able to thrive in an environment where innovative thinking, improvisation, and personal courage are necessary to deal with crucial issues facing the City and the department.

The new Police Chief should serve as an example to staff, setting a high standard and encouraging life-long learning. The ideal candidate will have an understanding of training and staff development, including methods to develop staff for increased leadership opportunities.

The new Police Chief must be willing to be involved in more than just the operations of the Police Department. He/she will be a member of the City's leadership team and will be involved in decisions affecting the overall organization and the community's health. Along with focusing his/her time on the department's needs and issues, the incoming Police Chief will participate in organization-wide policy decisions.

The City and Department are looking for a Chief who takes initiative and instills the department's values at all organizational levels.

Along with being visible in the community, the new Chief should have a strong understanding of the concepts and practices of crime prevention and control through community-oriented policing.

Candidates should have a Bachelor's Degree in Criminal Justice, Public Administration, or a related field. Ideally, candidates will have supplemented their Bachelor's Degree with a Master's Degree and/or executive level POST, Command College or FBI National Academy

COMPENSATION

The salary for the position is \$124,300 to \$180,300 depending upon the qualifications and experience of the selected candidate.

In addition, the following benefits are provided:

- Medical, dental and life Insurance;
- Paid leave, including 11 holidays, one flexible holiday,
- Vacation (with a maximum accrual of 320 hours), 56 hours of annual executive leave, sick leave, a deferred compensation program;
- Vehicle allowance; paid professional memberships;
- Voluntary participation in an AD&D plan,
- CalPERS Retirement Plan 3% at 50 with the City paying 8% of the employee's retirement contribution.

#### SELECTION PROCESS FIRST APPLICATION REVIEW

November 10, 2009

Each candidate's background will be evaluated on the basis of information submitted at the time of application to determine the level and scope of the candidate's preparation for this position. The application process requires an application and a detailed resume. Only the more qualified applicants will be invited to participate in the selection process. Final interviews will be conducted by the City Manager or designee.

#### HOW TO APPLY

Interested candidates can apply for this position and obtain additional information at:

City of Carlsbad HR Department

1635 Faraday, Carlsbad, CA 92008

Phone (760) 602-2440 Fax (760) 602-8554

E-mail: [hr@carlsbadca.gov](mailto:hr@carlsbadca.gov)

[www.carlsbadca.gov](http://www.carlsbadca.gov)

We encourage you to use the city's online application process

The City of Carlsbad is an Equal Opportunity/ADA Employer and values diversity at all levels of the organization.

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[Additional Information](#)

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Contact: Human Resources Dept

Contact Email: [HR@carlsbadca.gov](mailto:HR@carlsbadca.gov)

Industry: Public Sector

Manages Others: no

Deadline Information: First Review November 10, 2009

Date Posted: 09-28-09

Salary Range: \$124,300-180,300

Benefits: In addition, the following benefits are provided:

- Medical, dental and life Insurance;
- Paid leave, including 11 holidays, one flexible holiday,
- Vacation (with a maximum accrual of 320 hours), 56 hours of annual executive leave, sick leave, a deferred compensation program;
- Vehicle allowance; paid professional memberships;
- Voluntary participation in an AD&D plan,
- CalPERS Retirement Plan 3% at 50 with the City paying 8% of the employee's retirement contribution.

Job Duration/Time: Full-time

County: San Diego

Position: Police Captain  
Agency: City of Chico  
Salary: \$6,775 - \$11,381 Mo  
Deadline: October 9, 2009

The City of Chico is looking for an individual who has a demonstrated track record of respect and cooperation and who will serve the Department, City and community of Chico with strong command leadership. The ideal candidate will have a well-rounded knowledge/experience of all aspects of modern municipal policing. He/she must have a commitment to Community Policing and development of crime reduction strategies. The candidate must also have strong management skills in the areas of strategic planning, financial oversight, resource allocation and personnel direction. It is desirable to have a strong background in applying technology within law enforcement. The candidate will be expected to demonstrate a proven history of creative and effective problem solving and effective collaborative teamwork.

He/she must have excellent inter-personal skills with the ability to project confidence and credibility within the Department, the City and the community. The candidate is expected to be an effective communicator and should be able to easily interact with a very diverse socio-economic, political and educational community. He/she must demonstrate the highest level of professional integrity at all times.

#### Desired Qualifications

Knowledge of: Modern principles, practices and techniques of police administration, organization, budgeting and personnel management; technical and administrative phases of crime prevention and law enforcement including investigation and identification, patrol, traffic control, juvenile delinquency control, record keeping, and care and custody of persons and property; laws, ordinances and regulations affecting the work of the Department.

Ability to: Communicate clearly and concisely, both orally and in writing; effectively plan, direct, supervise and coordinate the work of sworn and non-sworn personnel; recommend and implement sound departmental policies; properly interpret and make decisions in accordance with laws, regulations and policies.

Experience: Seven years of broad and extensive experience in all major phases of municipal police work, including at least three years in a responsible middle management capacity preferably in a municipal police department.

Education: A Bachelor's Degree from an accredited college or university with major course work in criminal justice, law enforcement administration or public administration. POST Command College and a Masters in a related field is desirable.

Additional Requirement: Possession of a valid California Driver License.

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#### Additional Information

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Contact: Bryna Smith  
Contact Email: [bqsmith@ci.chico.ca.us](mailto:bqsmith@ci.chico.ca.us)  
Industry: Government  
Manages Others: yes  
Deadline Information: Friday, October 9, 2009  
Date Posted: 09-10-09  
Salary: DOE  
Salary Range: \$6,775 - \$11,381  
Benefits: 3% @ 50 CalPERS Retirement; Vacation; Holidays; Sick & Management Leaves; Health/Dental/Vision/Life/LTD Insurance; Deferred Compensation.  
Job Duration/Time: Full-time  
County: Butte

Position: Police Chief  
Agency: City of Livingston  
Salary: \$97,188-\$118,104  
Deadline: November 6, 2009

The City of Livingston, population of approximately 15,000, enjoys the benefits of a small community in a rural setting. Livingston is located just two hours from San Francisco, the Pacific Coast and the majestic Sierra Nevada Mountains. The City is seeking a forward-thinking and visionary individual for their new Police Chief.

The ideal candidate will possess substantial management experience and be a strong leader for the Department. He/she will oversee 34 full-time sworn and civilian personnel with a budget of approximately \$3 million. The City is seeking individuals who will uphold a high level of discipline and morale, but at the same time will be approachable and maintain an open door policy with all staff. The ideal candidate will be a mentor to the staff and have a successful track record of leadership, team building, and conflict resolution. The new Chief will be realistic, and maintain the big-picture perspective while being able to effectively manage issues within the departments. The ideal candidate will be team-oriented and will facilitate communication between Police and other City Departments. The position of Police Chief requires a Bachelor's Degree in Criminal Justice, Public or Business Administration, or a related field. A Master's Degree is preferred.

The salary range for the incoming Police Chief is \$97,188-\$118,104 and is dependent upon qualifications. If you are interested in this outstanding opportunity, please apply on line at [www.bobmurrayassoc.com](http://www.bobmurrayassoc.com). Please contact Bob Murray or Regan Williams at (916) 784-9080 should you have any questions. Brochure available.

Closing date November 6, 2009.



## CONNECTICUT

Position: Chief of Police  
Agency: Town of Madison  
Salary: \$95,000  
Deadline: October 16, 2009

The Town of Madison, Connecticut is seeking a chief of police to provide executive-level leadership, strategic planning, and administrative direction for the Madison Police Department.

The chief of police must be a proactive, visible leader with a collaborative and engaging management style and an understanding of contemporary and innovative methods of policing. The successful candidate must be able to work closely with a variety of organizations and agencies within and outside the town.

Madison is a residential community of 36 square miles in southeastern Connecticut, bordering the shoreline of Long Island Sound. The town has a population of 18,793, increasing to approximately 22,000 during the summer. For more information, see <http://www.madisonct.org>. The Madison Police Department consists of 25 certified officers and one animal control officer, and has an annual budget of \$2,698,692.

### REQUIREMENTS

Candidates should have a proven record of accomplishment in policing with at least fifteen years of service, five of those years serving as a lieutenant or higher. Candidates must possess a bachelor's degree from an accredited college or university. Preferred

qualifications include a master's degree from an accredited college or university and evidence of continuing training and self-development, such as graduation from the FBI National Academy or other police leadership development program. Candidates must have excellent management skills, a proven ability to inspire confidence, and bring a strong record of achievement in public safety, security, community policing, and drug enforcement.

The successful candidate must possess or obtain POST certification in the State of Connecticut. The certification process includes, but is not limited to, a polygraph examination, a psychological examination, a physical examination with drug screening, and an in-depth background investigation.

#### SALARY

The salary for this position is \$95,000 or higher, commensurate with qualifications, with a competitive benefits package. The position will be covered under a management contract with a five-year initial term.

#### APPLICATION PROCESS

Replies must be received no later than October 16, 2009.

The International Association of Chiefs of Police is assisting with recruitment for this position. Applications will be evaluated by the Town of Madison. To apply, submit a resume and a letter of interest to:

#### IACP

Attn: Madison, CT, Chief Executive Search  
515 North Washington Street  
Alexandria, VA 22314-2357

Replies may also be e-mailed to [search@theiacp.org](mailto:search@theiacp.org) or faxed to (703) 836-4544.



## GEORGIA

Position: Chief of Police

Agency: City of Alma

Salary: Not stated

Deadline: October 9th, 2009

This is an executive and administrative position that directs all employees and activities of the municipal police department.

Work involves responsibility for the administration, direction, and supervision of all police functions. Work involves the effective operation of the police department through control of activities; the determination of departmental procedure; the planning of department work priorities and goals; the implementation of programs; and the training assigning, and supervising of all department members. Work is performed under the general supervision of the city manager and is reviewed through discussion of problems, reports, and conferences; supervision is exercised directly and through subordinates, over all department personnel.

Illustrative Example of Duties:

Plans, directs, inspects, and exercises general supervision over the work of the entire department.

Formulates and enforces departmental rules, regulations work methods, and procedures in consultation with the city manager.

Administers the enforcement of traffic and safety regulations, work methods, and procedures in consultation with the city manager. Enforces disciplinary measures when necessary.

Prepares budget estimates and controls the expenditures of all department funds.

Assists Federal, State, and County officials in their work, when called upon.

Supervises the selection and periodic review of departmental personnel.

Requisition supplies and recommends the purchase of necessary equipment.

Directs, coordinates, and personally participates when required by circumstances in any and all activities of the police department.

Meets with and answers questions for the public as related to police programs.

Coordinates a central communication center for all emergency service: Fire, Police, and Rescue.

Performs related duties of an executive, as required.

Education and Experience:

Graduation from an accredited high school or receipt of a GED Certificate (Bachelor's Degree is preferred). Three to five years supervisory experience with continued increased responsibilities. Advanced training in police administration, or public administration, considerable experience with a law enforcement agency, POST certification and/or any combination of education and equivalent to the following:

Knowledge of the principles and practices of modern police executive and administrative methods;

Knowledge of federal and state laws and local ordinances;

Knowledge of the geography of the municipality;

Knowledge of department equipment;

Knowledge of financial management;

Knowledge of criminal justice system and court procedures;

Skill in the use and care of firearms;

Skill in using a computer, typewriter, calculator, copier, and audiovisual equipment;

Skill in oral and written communication

Ability to ascertain facts by personal contact, observation and the examination of records;

Ability to establish and maintain an effective working relationship with the general public, municipal officials and employees;

Ability to prepare and present effective oral and written informative material to the activities of the police department;

Ability to lead and direct the activities of police personnel.

Minimum Requirements:

Georgia law 35-8-8 as amended, requires in part that a person employed in any police service classification;

Be a citizen of the United States

Have a high school diploma or its recognized equivalent (Bachelor's Degree is preferred);

Not have been convicted by any state, or federal government of any crime, the punishment for which could have been imprisonment in a federal or state prison or institution; nor have been convicted of sufficient misdemeanors to establish a pattern of disregard for the law;

Be fingerprinted and a search made of local, state and national fingerprint files to disclose any criminal acts and /or records;

Possess good moral character as determined by investigation under procedures pursuant to the act;

Have an oral interview with the hiring authority or his representative (s) to determine such things as applicant's appearance, background, and ability to communicate;

Must possess a valid appropriate Georgia Driver's License

Only the most qualified applicants will be contacted for an interview. Applications, resumes, and references are due Friday, October 9th, 2009 at 5:00 pm.

The salary is negotiable but dependent on experience and qualifications.

Applications can be obtained through the City of Alma's website at [www.cityofalmaga.gov](http://www.cityofalmaga.gov). Please mail your application and resume along with three (3) professional references to the attention of Sheila Whitley, Administrative Secretary, City of Alma, at 502 W. 12th Street, Suite 104, Alma, Georgia, 31510. Applications may also be obtained in person at the City of Alma Administrative Office at the aforementioned address.

The City of Alma is an Equal Opportunity Employer



## ILLINOIS

Position: Police Chief

Agency: City of Eureka

Salary: Not stated

Deadline: October 16, 2009

The City of Eureka with a population of 4,900 is accepting applications for the position of Police Chief. Applicant must have 5 years supervisory experience. The Chief oversees the annual budget expenses for the department and performs a variety of administrative responsibilities, supervisory organization and direct all activities of the police department. The Chief is a member of the City's management team and works closely with other local and regional agencies. The Chief must be accountable, responsive to issues, and able to provide a clear vision and direction for the department. Ideal candidates should possess and demonstrated leadership skills, excellent communication skills, high integrity, and the ability to promote and lead an orientation towards community service. Please mail resume and cover letter along with City of Eureka employment application (request for application and job description by telephone 309-467-2113 or e-mail [anne@eurekaillinois.net](mailto:anne@eurekaillinois.net)) mail to: City of Eureka, 128 N. Main, Eureka, IL 61530. Applications must be postmarked or received by 4:30 pm Friday, October 16, 2009.

Position: Public Safety Chief

Agency: Waubonsee Community College

Salary: Not stated

Deadline: October 20, 2009

This position is responsible for management and supervision of public safety police officers and student cadets whose duties are to promote and protect the safety and security of all personnel, students, visitors, and facilities of the college. The position is also responsible for traffic management on all college campuses and for special events. The incumbent will also provide support to safety education programs and actively participate in the Crisis Assessment Team. The position reports to the Director of Emergency Preparedness and Safety. Uphold college regulations, Code of Student Conduct and enforce applicable State of Illinois and Federal laws and statutes. Supervise full-time and part-time police officers and part-time student cadets and other support staff. Responsible for hiring, training, scheduling, performance review and discipline of police officers and cadets. Ensure the Department of Public Safety is compliant with State and Federal mandates related to certifications, qualifications, reporting and training standards. Assist with budget preparation and monitoring of fiscal resources of the department by organizing, directing, and controlling personnel and equipment. Investigate criminal complaints and interview complainants and witnesses. Complete all required college, state, and federal reports and

records that relate directly to the safety and security function. Develop and implement policies to collect, preserve and safeguard evidence. Develop policies to ensure quality administrative controls, guide officer conduct, and comply with training and qualification standards such as use of force and firearms proficiency. Direct subordinates to manage traffic and provide security at special events and large group activities held on any Waubonsee Community College campus. Take appropriate preventive action to protect persons and property and monitor state and federal "Hazards in the Workplace" regulations.

Implement procedures to provide college-wide notifications in regard to emergency college closing, severe weather conditions or other campus emergency events. Coordinate investigation, communications and training with outside public safety agencies such as sheriff's office, fire departments, and 911 dispatch center. Perform other duties as assigned by the Director of Emergency Preparedness and Safety.

Educational Requirements: Bachelor's degree in Criminal Justice or related field. Five years of full-time experience with a recognized police agency or college campus law enforcement agency.

Agency Contact: Human Resources, Waubonsee Community College

Address: Route 47 at Waubonsee Drive - Sugar Grove, IL 60554

Telephone: 630-466-2718

Email: [ndiehl@waubonsee.edu](mailto:ndiehl@waubonsee.edu)

Closing Date for Applications: October 20, 2009

Position: Chief of Police

Agency: City of East St. Louis

Salary: \$68,828 to \$73,400

Deadline: October 30, 2009

Description: The City of East St. Louis operates under a Council/Manager form of government. The Police Chief reports directly to the City Manager and is assisted in his administration of the department by a Deputy Chief and Command Staff as established by the City Government. The Police Department serves an area of 14.4 square miles and a population of approximately 29,000. The Department consists of 62 Sworn Officers and 23 civilians with a budget of approximately 5.6 million. The City is a high activity center within St. Clair County which is directly east of the City of St. Louis Missouri and plays an active roll in the Metro Area. The Department is a full service agency involved with the community, schools and businesses. The community has a very active crime component and requires many police services.

Duties: The Police Chief is responsible for planning, developing and coordinating all functions, services and activities of the Police Department and for directing and commanding the police force through the supervision of subordinate personnel. The chief establishes department direction and goals and motivates and inspires the employees to achieve the vision of both the department and the City. The City is looking for a person to reorganize, motivate, and reestablish the Department as a leading Police agency with unquestioned integrity. The City seeks a creative and motivated "Problem Solver" who will create a Police Department that reflects the expectations of the citizens and leaders in the community.

Requirements: Bachelor's Degree in Business, Police or Public Administration, Criminal Justice or directly related field. A Master's Degree is preferred. A minimum of Eight (8) years of progressively responsible, senior police management experience in a mid-sized municipality. Proven police department management experience in a high service demand community. Able to obtain Illinois Police Training Board Certification within 6 months and become a resident of East St. Louis within 1 year.

COMPENSATION: Target entry salary range for this position is \$68,828 to \$73,400

depending on qualifications. The City of East St. Louis will provide the Police Chief with a highly competitive benefits package.

CLOSING DATE FOR APPLICATIONS: October 30, 2009

Position: Police Chief

Agency: Village of Lyons

Salary: \$81,972.00 - \$106,605.00

Deadline: October 31, 2009

The Village of Lyons is an inner-ring suburb located just twenty minutes from downtown Chicago, and offers the multiple advantages of small town living and close proximity to a world-class city. The Village operates under the manager form of government established by voter referendum in 1996. In this form of government, the Chief of Police reports directly to the Village Manager. The Lyons Police Department serves a Village of approximately 11,000 residents within 2.2 square miles with a \$4 million budget and 26 sworn officers. A new, state-of-the-art police station, communications center, and detention facility became operational in March of 2009.

**POSITION** The Chief of Police establishes and implements the principals, practices, and procedures of a modern police department in accordance with professional standards, modern management applications, and the administration of a high degree of morale and accountability throughout all levels of the department.

**EDUCATION** Baccalaureate in Business, Police, or Public Administration or other degree applicable to the position.

**EXPERIENCE** Minimum of eight years or progressively responsible, senior police management experience in a similar or larger local government, five of which must be comparable to Police Chief or Deputy Police Chief. Proven police department management experience.

**KNOWLEDGE, SKILLS, ABILITIES:** Knowledge of principals, practices, and operations of modern police science and administration.

Personnel practices, labor relations and contract negotiations.

Finance and budgeting.

High level decision making skills.

Professional written and oral communication skills.

Public relations.

Ability to work with other municipal officials, subordinates, government authorities, and the public.

Establishing and enforcing a high degree of professional behavior and performance of subordinates.

Initiate short and long term goals for the department.

Application of modern principals and methods of all law enforcement functions, including crime prevention, investigation, training, and public education.

Ability to represent the department at various public functions.

**APPLICATION PROCESS**

Submission of a cover letter and current resume with five professional references by October 31, 2009 to:

Roy T. Witherow

Village Manager

Village of Lyons

4200 S. Lawndale Av.

Lyons, IL. 60534

Email: [rwitherow@villageoflyons-il.net](mailto:rwitherow@villageoflyons-il.net)

Phone: 708-442-4500

Fax: 708-442-4431



# KANSAS

Position: CHIEF OF POLICE  
Agency: City of Junction City  
Salary: DOQ  
Deadline: 10/30/2009

The City of Junction City, Kansas, a city of approximately 21,000 citizens and continuous growth is seeking to fill the position Chief of Police. The Chief will administer the overall operation of the Police Department; and perform a variety of tasks which include: administrative and supervisory functions; and develop and propose programs and policies necessary to maintain a modern, efficient Police Department. The Chief directly reports to the City Manager. Must be respectful and kind to citizens, show leadership and be community minded. Salary - DOQ + benefits. Must be willing to reside in Geary County within 90 days of employment.

This position requires an Associates Degree or greater in Law Enforcement or a related field; more than five year supervisory experience; knowledge of Federal & State statutes. Also requires Kansas State Law Enforcement Certification within 12 months of employment; valid Kansas Driver s license. Must pass an extensive background check.

AN APPLICATION MUST BE SUBMITTED ON-LINE TO BE CONSIDERED FOR THIS POSITION.

Applications accepted until FRIDAY, OCTOBER 30, 2009. Application link available at [www.jcks.com](http://www.jcks.com) on the employment page or at [www.hrepartners.com](http://www.hrepartners.com). Questions? Please contact Tricia Gowen @ 785-238-3103 extension 112.

The City of Junction City is an equal opportunity employer.

Close Date: 10/30/2009

Position: CHIEF OF POLICE  
Agency: City of Concordia  
Salary: \$48,351.58 to \$55,376.86  
Deadline: Not stated

The City of Concordia, Kansas, is seeking to fill the position of Chief of Police.

The City of Concordia, county seat of Cloud County, is in north central Kansas on US Highway 81, half way between I-70 and I-80, 150 miles north of Wichita. The City population is 5208. The City also has a hospital and a community college.

The police department has a total compliment of 11 commissioned officers, including a school resources officer, a K9 officer and drug dog, 5 communications specialists, and one animal control officer.

The Position of Police Chief.

The Police Chief will be a part of the City s management team reporting to the City Manager in a commission-manager form of government. The Chief is responsible for a department encompassing all aspects of municipal law enforcement, including patrol, investigations, administrative services, D.A.R.E. program, and management responsibilities to include staffing, training, budgeting and purchasing for the police department, and dispatch communications for Cloud County.

Qualifications/Requirements.

The ideal candidate will be a modern and progressive leader who employs a collaborative management style and is visible and actively engaged in the community and the department. Applicant must possess strong skills in communication, organization, problem solving and management.

The applicant must have any combination of experience and training equivalent to an Associates degree. A minimum of 10 years law enforcement experience and at least 5 years command or administrative experience is required. The position requires a Kansas driver s license and Kansas law enforcement certification. Salary range - \$48,351.58 to \$55,376.86. An Equal Opportunity Employer. Reasonable accommodations are available for persons needing assistance. Requests for accommodations should be made at the time of application.



## KENTUCKY

Position: Police Chief

Agency: City of Paris

Salary: Not stated

Deadline: Open until filled

PARIS, KY (9,300) Current chief retiring. Appealing, full-service city, now taking new, organizational steps ahead. Neatly located near I-75, amenities of Lexington; 1-hour from Cincinnati. County seat, Bourbon County; city-manager form of government.

Require bachelor's, prefer master's degree in criminal justice, public safety, or related field.

Must be DOCJT Certified, per KRS Chapter 15 (or attain same within 12 months of hire).

Completion of professional command training via FBI Academy, or Southern Police Institute, or other similar skills-enhancement program strongly preferred. Evidence of continued professional development / self-participation in professional membership associations [i.e., IACP] considered a plus. 10-years experience minimum as a police officer required, with at least 5 years in a command capacity and demonstrated skills/background in teamwork, staff

accountability & development & leadership, budgeting, progressive departmental organizational policies & dynamics & planning, and managing a cost-conscious department with insight and fresh thinking. Departmental/area features include detective bureau, K-9 unit, bike patrols, officer home-based cars, special response team, school resource officer(s), more. New contemplations for next chief include additional use of part-time staff, greater community policing efforts, increased downtown visibilities, possible enactment of 12-hour shifts, further collaboration with nearby law enforcement agencies, etc. Complete job description available upon request. Cover letter, resume, 5-references, completed application required; Attn: City Manager, 525 High Street, 40361; ph: 859-987-2110, fax: 859-9874640; spuckett @paris.ky.gov mail to: spuckett @paris.ky.gov

EOE Open until filled.



# MASSACHUSETTS

Position: POLICE CHIEF  
Agency: TOWN OF COHASSET  
Salary: \$100k to \$120K  
Deadline: October 9, 2009

The Town of Cohasset, MA (pop. 7,200) seeks qualified candidates for the position of Police Chief. The department staffing is comprised of a chief, 2 lieutenants, 3 sergeants, 1 detective, 10 patrolmen and 10 part time officers, and is also responsible for the civilian dispatch and animal control functions. Bachelors degree in law enforcement, public administration or related field preferred, ten years or more of progressively responsible experience, five of which have been in a supervisory capacity, or an equivalent combination. Must have solid background in teambuilding, community outreach, staff development, and working within a union and civil service environment. Salary range \$100k to \$120K DOQ plus benefits.

Send resume and cover letter no later than October 9, 2009 to William R. Griffin, Town Manager, 41 Highland Ave., Cohasset, MA 02025 or to [wgriffin@townofcohasset.org](mailto:wgriffin@townofcohasset.org) AA/EOE



# MICHIGAN

Position: CHIEF OF POLICE  
Agency: City of Ypsilanti  
Salary: \$75,000 -\$95,000  
Deadline: October 15, 2009

Excellent Fringe Benefit Package including medical, dental, prescription and vision insurance for employee and family; life insurance; short & long term disability insurance; defined benefit retirement plan; 457 deferred compensation plan; generous paid-time off policy.

The City of Ypsilanti is seeking an innovative, creative, entrepreneurial minded individual to lead a young community oriented police department in a dynamic, multicultural, urbanized environment. Ypsilanti is the home of Eastern Michigan University and lies approximately 7 miles east of Ann Arbor and the University of Michigan. The City is located just north of Interstate 94 approximately 2 miles east of the US-23 Interchange.

The Ypsilanti Police Department is a full-service 24 hour operation supporting several specialized functions including, on-site dispatch, SWAT, accident investigation, evidence technicians, narcotics enforcement and K-9 Unit. The police department has an annual budget of \$5.2 million and is comprised of 34 sworn personnel and 9 civilian staff. Ypsilanti has a Council-Manager form

of government with the Police Chief reporting to the City Manager.

Duties:

#### PRINCIPAL DUTIES AND RESPONSIBILITIES

- Directs the planning, organization, coordination and operation of the Police Department, including patrol, traffic, criminal investigation, crime prevention, records maintenance, community relations, and related activities through subordinate supervisors
- Develops, implements and enforces Department policies and procedures; periodically reviews Department policies and operating procedures and makes recommendations for improvement
- Conducts regular meetings with command officers
- Within the limits of delegated authority is responsible for police selection, promotion, training and development, safety, evaluation and discipline of Department personnel
- Participates in preparing the annual Department budget and reviews and approves all department expenditures
- Prepares and reviews operational and administrative reports
- Answers inquiries and resolves citizen problems and complaints
- Works with county, State, and Federal officers in the apprehension and detention of wanted persons and with other city departments on police related activities
- Attends meetings and serves on committees, boards and agencies related to crime prevention and law enforcement; speaks to citizen groups on police related issues and meets with the news media for interviews
- Performs other related duties as assigned by the city manager

Qualifications:

The successful candidate will possess strong leadership skills, progressive command experience, a collaborative management style, excellent communication skills, experience in labor relations; will be fiscally responsible with extensive knowledge of the budget process and with the ability to optimize limited resources; possess experience in a diverse community and urban environment, demonstrating commitment to the community policing philosophy and customer service model.

It is preferred that candidates have a Bachelor's degree in criminal justice, business administration, public administration or a related field; 10 years of progressively more responsible management experience in police service. Additional training from the FBI N.A., School of Police Staff and Command or similar program is highly desirable. A valid Michigan driver's license and current MCOLES certification or the ability to obtain both is required.

Serious candidates should complete an application online and post a cover letter, resume, salary history and a list of 5 professional references to:

[www.cityofypsilanti.com/citydepartments/humanresources/jobpostings](http://www.cityofypsilanti.com/citydepartments/humanresources/jobpostings).

Questions about the position can be directed to the Director of Administrative Services, April McGrath, by phone at (734) 483-7290 or by email at [amcgrath@cityofypsilanti.com](mailto:amcgrath@cityofypsilanti.com). Application deadline is October 15, 2009, at 5:00 p.m.

Position: Director of Public Safety

Agency: City of Petoskey

Salary: To \$81,000

Deadline: Not stated

Petoskey, Michigan (population 6,000) is seeking experienced candidates to lead its fully-integrated, 22-member Department of Public Safety. This position reports directly to the City Manager and supervises a department where all public safety officers are trained to perform police, fire, and EMS functions. The Department provided response to 6,495 total calls for service in 2008. The Director oversees police operations, community policing, crime prevention, fire suppression and prevention, and emergency medical services.

Bachelor's Degree in criminal justice, fire science, public administration or related discipline preferred with 10 years progressive experience in fire or law enforcement management. Equivalent experience in a public safety department preferred. Master's Degree and/or advanced professional development training is desirable. Applicants must possess or be able to obtain Michigan Police and Fire Certifications within one year.

Candidates should possess strong skills and/or experience in leadership, community policing, labor relations, community partnerships, fire suppression, emergency services, and budget preparation. Starting salary to \$81,000, depending on qualifications. Send résumé with cover letter and five work-related references to the City's Executive Search Consultant: The PAR Group , 100 N. Waukegan Road, Suite 211, Lake Bluff, Illinois 60044.

Tel: 847/234- 0005; FAX: 847/234-8309. Email: resume@ pargroupltd.com. Inquiries may be directed to Steve Bernard, Senior Vice President. Cell: 616/308-4899; Email: sbernard@ pargroupltd.com. Equal opportunity employer; women and minorities are encouraged to apply. Additional position information can be found at [www.pargroupltd.com](http://www.pargroupltd.com).

Position: PUBLIC SAFETY DIRECTOR

Agency: Emmett Township

Salary: \$55,000 - \$60,000

Deadline: October 15, 2009

ABOUT US: Emmett Township rests nearly midway between Detroit and Chicago with a six mile stretch of I-94 running through it. We have a growing population exceeding 12,000 residents. Of all of the townships in our county, Emmett holds the highest true cash value at over one Billion dollars. Our borders connect us with the City of Battle Creek, Pennfield Township, Marshall Township and Newton Township.

We boast of our diversity, having several thriving business districts, multiple residential subdivisions, five mobile home parks and a vast amount of rural residential and agricultural properties.

Emmett Township is host to one of the largest school districts in Calhoun County with a new 2500 student high school, a renovated middle school, two renovated elementary schools since 2004 and a \$1.4 Million dollar multi sport complex added to the school district in summer of 2009.

The township has numerous denominational churches, three public parks (Kimball Pines, Historic Bridges, and Ott Biological Preserve), a handsome golf course, two multi structural apartment complexes, the August 2009 newly opened Firekeepers Casino, one five story hotel, a two story hotel and one hotel beginning construction, along with other projects in the works.

SALARY RANGE: \$55,000 - \$60,000 Commensurate with experience.

POSITION TYPE: Management

DESCRIPTION / DUTIES: With a current staff of two Lieutenants, one Detective, 16 full time Public Safety Officers including one canine team, 15 on call Public Safety Officers, one

Commercial Motor Vehicle Enforcement Officer and two clerical members, our Director will be charged with leading a comprehensive public safety program. Under a unique agreement between the Nottawaseppi Huron Band of the Potawatomi Tribe, our Public Safety Director and their subordinates are contracted to provide firefighting, first responder rescue and law enforcement services, also encompassing Tribal and Federal laws upon Indian Country (Casino property). Our Director, as head of the department, reports to the Supervisor and the Township Board. The duties include, but are not limited to, providing administrative direction and leadership for the day to day operational, financial and personnel activities for the department. Our Director, is responsible in part, for: the enforcement of all state and local laws and ordinances; proper maintenance of public safety equipment, records and legal documents; functioning within a prepared proposed annual budget, implementation and monitoring of budget controls; fire and crime prevention programs; development and implementation of department policy and procedure subject to review and approval by the Board; all police, fire, MFR and Bureau of Indian Affairs training; recommendation the hiring of public safety employees a, as well as, the disciplinary action of department personnel; serving as co-chair, or there designee, on the oversight committee between the Tribe and our Public Safety Department; attending monthly and other meetings as directed. **MINIMUM QUALIFICATIONS:** Applicant must hold and maintain a valid Operators License; possess a MCOLES and MFFTC Class II certifications or equivalent certification from out of state, within 180 days of hiring; have a Bachelor's degree in a related field from an accredited college or university or an equivalent combination of education and work experience; have a minimum of five years progressive supervisory experience with two years at senior level command of law enforcement or a public safety setting; demonstrate ability to interact with our Board, your staff, the public and law and firefighting counterparts with dignity and professionalism; hold proficiency working in a computer network system. NFA-MFFTC Fire Officer certification and Grant writing experience or program administration is desired. Applicants will be subject to a satisfactory criminal history, background and credit checks prior to an oral interviewing process. **BENEFITS:** This position includes family health coverage with dental and optical insurance and a MERS retirement plan, paid sick and vacation time. **CLOSING DATE:** October 15, 2009  
Send Resumes and list of references to:  
Emmett Township Clerk  
620 Cliff Street  
Battle Creek Michigan 49014



## MINNESOTA

Position: Chief of Police  
Agency: City of Hibbing  
Salary: \$63,900 – \$71,000  
Deadline: November 7, 2009

The City of Hibbing is seeking a progressive Chief of Police. The ideal candidate will possess a proven record of community and organizational leadership, outstanding executive management skills, successful experience implementing community-policing programs, a record supporting a team based management style, a history of successful innovation, experience implementing current technology in department operations, and expertise in

effective community relations and customer service programs. The City's Police Department operates with a \$3.5 million budget, 31 sworn personnel and 4 non-sworn personnel.

REQUIREMENTS: A minimum of 10 years successful law enforcement experience in Minnesota. POST certified. Considerable knowledge of State Statutes, City Ordinances, Civil Service regulations, Human Rights Act, POST Rules and Regulations, OSHA regulations. Ability to command personnel, Supervisory Experience Preferred.

Salary Range: \$63,900 – \$71,000 DOQ with a competitive benefits package.

APPLICATIONS: Resumes will be accepted with a completed application. Applications are available on the City of Hibbing website <http://www.hibbing.mn.us/>. Interested applicants are required to submit a cover letter, completed application and resume to City of Hibbing, Human Resources Department, 401 E. 21<sup>st</sup> Street, Hibbing, Minnesota 55746

Applications will be accepted through October 14, 2009.

The City of Hibbing is an E.O.E.



## NEW JERSEY

Position: Director of Police

Agency: City of Camden

Salary: \$150,000

Deadline: Not stated

Camden, New Jersey (population 76,182) is a historic community located in the southwest area of the state, adjacent to Philadelphia, PA. We are seeking experienced police professionals as candidates for the non-sworn position of Director of the Camden Police Department. The Camden Police Department employs 515 individuals: 360 sworn officers, 86 non-sworn staff and 69 school crossing guards. The current operating budget is \$42,369,000. Appointed by and reporting to the Attorney General of the State of New Jersey, the Director has overall responsibility for the performance of the Camden Police Department. The Director is responsible for managing and directing the efforts of the Police Chief. Working with the Chief, the Director develops and implements policies, strategies and tactics to contribute to the safety and well being of the people who reside, visit, and work in the City of Camden. The Director also is the primary liaison between the sworn members of the department and the Chief Operating Officer, Mayor, Council, and the Attorney General. Camden is receiving considerable funding from the State of New Jersey for community development, infrastructure enhancements, and public safety technology. The city will also be hiring at least 50 recruit police officers in 2010. The calendar year 2009 salary for this position is \$150,000.

We are seeking candidates with proven leadership skills, a collaborative approach to management, and a record of visibility and participation in the community. Candidates must be recognized for their visionary and creative approaches to problem solving, their ability to leverage technology innovatively as a force multiplier and in furtherance of public safety, and willingness to make well-reasoned, objective and sustainable decisions. Candidates should have experience implementing and operating intelligence-led policing, with an emphasis on proactive crime prevention methods, possess a strong philosophical understanding of such strategies and methods, and be capable of translating that understanding into an operational reality through coaching and mentoring. Candidates should be prepared to make a multi-year commitment to this position. Candidates must hold a minimum of a bachelor's degree in the field of criminal justice, public administration,

management or related subjects. A master's degree is preferred, along with advanced leadership training at the F.B.I. National Academy, LEEDS, Northwestern University's Center for Public Safety, the Southern Police Institute, PERF Senior Management Institute or similar programs. Candidates must have at least ten years of experience at the executive or senior command level, with a proven record of managing a sworn work force of 200+ officers in a multi-cultural, urban, environment. They must have proven experience in data driven analysis, strategies, and tactics utilizing COMPSTAT or similar resources and demonstrated success in violence reduction and crime prevention.

Contact Person: Leo McCann

Email Address: [resume@pargroupltd.com](mailto:resume@pargroupltd.com)

Phone: 847-234-0005

Fax: 847-234-8309



## NEW YORK

Position: Chief of Police

Agency: State University of New York Institute of Technology at Utica/Rome

Salary: Not stated

Deadline: November 7, 2009

The State University of New York Institute of Technology (SUNYIT) is a comprehensive institute providing a range of undergraduate and graduate programs. Centrally located in scenic upstate New York, this technologically sophisticated and beautifully landscaped 800-acre campus is adjacent to the City of Utica and the foothills of the Adirondack Mountains. Company Description:

The State University of New York Institute of Technology (SUNYIT) is a comprehensive institute providing a range of undergraduate and graduate programs. Centrally located in scenic upstate New York, this technologically sophisticated and beautifully landscaped 800-acre campus is adjacent to the City of Utica and the foothills of the Adirondack Mountains. Reporting to the VP for Administration, the Chief of Police responsibilities include all administrative, operational, organizational, financial, personnel and resource management responsibilities for a 24/7, 365 days a year operation. Incumbent will manage patrol, crime prevention, officer recruitment and training, crime statistic reporting, access control, community relations and other safety/police services; will work closely with a variety of constituents to develop and implement programs and services related to the welfare and safety of students, faculty, staff and visitors, the protection of college property and prevention of crime.

Qualifications: A bachelor's degree required in criminal justice, police science or related field, master's preferred, five to seven years of law enforcement administration supervision, and experience in college/university law enforcement.

Apply online. Application deadline is November 7, 2009. Please upload letter of application, resume and complete contact information for three references.

EEO/AA Employer



# OREGON

Position: Police Captain  
Agency: City of Woodburn  
Salary: \$75,000 to \$96,500  
Deadline: Not stated

The Woodburn Police Department strives to be a leader in law enforcement by providing continuous and innovative improvement in service to its community, building partnerships and valuing its members. The Police Captain is responsible for the administration and management of the Police Department Support or Operations Division and providing supervision to police sergeants, police officers, non-sworn members and support staff. Reporting directly to the Police Chief, this position is responsible for serving as a division commander, and acting as Chief of Police in his or her absence. We are looking for a talented police captain with extensive experience in a police department of comparable complexity and size. Education: Bachelor's degree or equivalent. Experience: Eight (8) years of police experience, at least two (2) years at supervisory level; or any equivalent combination of education and experience which demonstrates the knowledge, skills and abilities to perform the essential functions of the job. Bi-lingual skills in Spanish or Russian are desirable. Special Requirements: Possession of the DPSST Supervisory Certificate within 18 months of hire; valid Oregon driver's license with acceptable driving record. Salary: \$75,000 to \$96,500 DOQ. To apply, please send a letter of interest, resume, and completed application to Sasha Sprauer, HR Specialist, Woodburn City Hall, 270 Montgomery Street, Woodburn, Oregon 97071, via email to [sasha.sprauer@ci.woodburn.or.us](mailto:sasha.sprauer@ci.woodburn.or.us), or by fax to 503-982-2376. Please see the full job brochure and obtain application form at [www.ci.woodburn.or.us](http://www.ci.woodburn.or.us). EOE.



# PENNSYLVANIA

Position: POLICE CHIEF  
Agency: The Borough of Pen Argyl, Northampton County  
Salary: Not stated  
Deadline: October 16, 2009

The Borough of Pen Argyl, Northampton County, Pennsylvania seeks an experienced and skilled individual to serve as its Police Chief. For complete job description, go to [www.penargylborough.com](http://www.penargylborough.com). Resumes must be submitted by Noon, Friday, October 16, 2009 to Borough Manager Robin Zmoda, Borough of Pen Argyl, 11 North Robinson Street, PO Box 128, Pen Argyl, PA 18072. The Borough is an Equal Employment Employer.



## SOUTH DAKOTA

Position: Chief of Police

Agency: City of Flandreau

Salary: Not stated

Deadline: October 23, 2009

The municipality of Flandreau, SD, approximate population 2500, is seeking a responsible individual to direct and manage the City police department. This individual will be responsible for directing all activities of the five-employee police department within the City and land under the jurisdiction of the Flandreau Santee Sioux Tribe. The candidate must be a certified law enforcement officer by the State of South Dakota and have five years of progressively responsible experience in law enforcement with supervisory work experience. A bachelor's or associate's degree in criminal justice or related field is a plus; salary dependent upon qualifications. Interested individuals are encouraged to apply by submitting a resume and cover letter, including salary requirements, to the City Administrator, City of Flandreau, P.O. Box 343, 1005 W. Elm Avenue, Flandreau, SD 57028-1223. Call (605) 997-2492 for more information. Applications must be postmarked by October 23, 2009. The municipality of Flandreau, SD is an Equal Employment Opportunity employer.



## TEXAS

Position: Police Chief

Agency: City of Hearne

Salary: Not stated

Deadline: Not stated

Police Chief under limited supervision with broadly outlines objectives, performs highly responsible administrative and professional law enforcement working directing the operations of the City Police Department. Work involves protecting lives and property through the organization and direction to all police functions, including patrol, investigation and enforcement, and formulating departmental policies, regulations and priorities. employee is also responsible for creating an administering the department budget, and monitoring expenditures; communicating with the media and attending meetings and public gatherings to explain the activities of the Department and to cultivate favorable public relations; and for appearing in court. Employee is also responsible for organizing citizen's safety groups and directing the Police Reserves. Residency is preferred after employment. current certification by the Texas Commission on Law Enforcement Officer Standards for Education (TCLEOSE) as peace officer, High School Diploma/GED Valid Texas Driver License required. Salary: depending on Qualifications and Experience  
Send Resumes to  
City of Hearne  
attn: Pee Wee Drake, City Manager  
209 Cedar Street  
Hearne, Texas 77859  
979-279-3461

Position: Chief of Police  
Agency: City of Loraine  
Salary: Not stated  
Deadline: Not stated

Chief of Police for a small West Texas community located off of I-20, with a population of approximately 650. Must be a highly motivated and dedicated individual with proven leadership, critical thinking skills, teamwork, a professional and a strong desire to make a difference in the community.

Education, training, experience:

Must be TCLEOSE certified and have a valid Texas Drivers License. Two year Law Enforcement experience required. Qualified applicants may undergo a background investigation. Resumes may be sent to the City of Loraine, P.O. Box 7, Loraine, Texas 79532. Phone (325) 737-2222 or Fax (325) 737-2452

Position: City Marshal  
Agency: Grand Prairie, TX  
Salary: \$15.97 - \$25.55 DOQ  
Deadline: Not stated

Excellent Benefits Package!!!

The Deputy City Marshall will serve and protect the citizens and other employees of the City by translating for the judge; completing distribution runs; providing court security; performing warrant service and prisoner transfers.

Other duties include completing telephone calls; administering civil processes and juvenile directive to apprehend; and interacting with other City employees and citizens.

Requires a High School diploma or GED supplemented by college credit, and four years of experience as a Patrol Officer; or a current police reserve officer with a law enforcement agency with at least four years of continuous reserve duty as a patrol officer. Bilingual preferred.

A valid Texas Class C Drivers License and Texas Certified Peace Officer License required, and a Intermediate Peace Officer Certification issued by TCLEOSE preferred.

For more information & application please apply online [www.gptx.org](http://www.gptx.org)



**VIRGINIA**

Position: Chief of Police  
Agency: Town of Woodstock  
Salary: \$65,000  
Deadline: October 16, 2009

SALARY: \$65,000-plus DOQ/DOE (+) benefit. Replacing retiring chief. Lead department of 15 sworn officers, one administrative assistant, and one parking enforcement officer.

Manage \$1.5 million annual dept. operating bldg. Desire a community leader with high ethical standards and ability to build/maintain effective working relationships with citizens, staff, elected officials, and surrounding law enforcement agencies. Must possess strong leadership and problem-solving skills; excellent interpersonal skills, community outreach, and public speaking; knowledge of law enforcement principles, policies and regulations; ability to hire, train, supervise, and evaluate staff. Reqs. min. 10 yrs. of relevant law

enforcement exper. with demonstrated exper. in managerial/supervisory role; H.S. diploma. Associates or bachelor's degree a plus. Prefer Va. DCJS law enforcement certification. Appointed by town council; functions as member of management team reporting to the town manager. FLSA-exempt position. Applications available at: Town of Woodstock Municipal Office, 135 N. Main St., Woodstock VA 22664. Deadline: Oct. 16. EOE.



## WEST VIRGINIA

Position: Police Chief  
Agency: City of Fairmont  
Salary: \$54,503  
Deadline: October 26, 2009

The City of Fairmont is accepting applications for the position of Police Chief for the Fairmont Police Department. The starting salary for the position is \$54,503.00. You may obtain a Job Description and complete Application Packet at the City of Fairmont Customer Service Department located in Room 301 of the J. Harper Meredith Building, 200 Jackson Street, Fairmont, WV or download the Job Description and Application Packet from the City of Fairmont's website at [www.fairmontwv.gov](http://www.fairmontwv.gov). Please forward a cover letter, resume and complete application to the City of Fairmont, C/O the City Manager's Office, P.O. Box 1428, Fairmont, WV 26555-1428 by 4:30 p.m., Monday, October 26, 2009 for consideration. The City of Fairmont is an Equal Opportunity Employer.



## WISCONSIN

Position: Police Chief  
Agency: City of Columbus  
Salary: \$65,000 - \$72,000  
Deadline: October 30, 2009

Police Chief – Columbus, WI (est. pop. 4,870) PFC has target date of 1/1/2010 for appointment to fill vacancy created by retired Police Chief. Salary of \$65,000 - \$72,000 DOQ plus benefits. Department has 11 full-time sworn officers, 2 civilian personnel, 5 squads including a canine unit. Basic Qualifications: U.S. citizen & valid driver's license. Wisconsin Law Enforcement Standards Board Certified/Certi fiable. 60 college level credits. Ten years as a full-time sworn law enforcement officer, with 6 years progressively responsible supervisory/management experience. A record of civic, community and professional service. Oral interviews, background checks, written and physical exams, psychological profile and drug screening involved. See application packet for details, including information on benefits, job description, qualification and residency preferences and community information. Contact City Administrator Boyd Kraemer [BKraemer@columbuswi.us](mailto:BKraemer@columbuswi.us), Columbus City Hall, 105 N. Dickason Blvd, Columbus, WI 53925, 920-623-5900, for the required application packet. Allow time for completed & sealed application marked: PFC APPLICATION, including resume, references and essays, to

reach Consultant Larry Haseman, N4242 Oak Grove Drive, Columbus, WI 53925, 920-623-9296, no later than Friday October 30th. Confidentiality subject to state law and cannot be guaranteed for finalists, who will be so notified. EOE.

Position: Police Chief

Agency: City of New Holstein

Salary: DOQ

Deadline: October 30, 2009

Police Chief – New Holstein. Salary DOQ + benefits. Qualifications: U.S. Citizen; Driver's License; Good driving record; Good physical condition; 60 college credits; Ability to possess a firearm; No felony convictions; No domestic abuse convictions; Vision correctable to 20/20; Good verbal and written communication skills; Previous experience; React quickly and effectively to stressful situations; Able to work evenings, weekends, and holidays; Knowledge and skills in operating computer systems; Clear and concise speech; Ability to handle several tasks simultaneously; Supervisory/Management Experience; Ability to perform essential functions of this position; Ability to use all standard law enforcement equipment; The successful candidate will have 12-15 years of LE (Law Enforcement) experience with 3 – 5 years of a supervisory position preferred. Candidate must be WI LESB (Wisconsin Law Enforcement Securities Board) certified. Deadline: October 30, 2009.

Submit DJ-LE-300 (application available at [www.wilenet.org](http://www.wilenet.org)) and Resume to City Clerk, City of New Holstein, 2110 Washington St, New Holstein, WI 53061 Phone: (920) 898-5766; [www.ci.new-holstein.wi.us](http://www.ci.new-holstein.wi.us). Oral interviews; psychological profile; medical examination; vision examination; drug screening; Background investigation.



## WYOMING

Position: Chief of Police

Agency: City of Sheridan

Salary: \$70,000.00 - \$105,000.00

Deadline:

The City of Sheridan, Wyoming is currently accepting applications for the position of Police Chief. Sheridan is a growing community nestled at the base of the beautiful Big Horn Mountains (population 18,000) Sheridan offers endless recreation opportunities and a wonderful family environment. As part of the City's executive team, the person in this position plans, organizes, directs and manages the Police Department. The Department's consists of 29 sworn officer positions, a communications center (dispatch) and a staff of 7 civilian support personnel. Qualified applicants should have a Bachelor's degree in a related field and three to five years of progressively responsible experience in a similar position. The salary range for this position is \$70,749.57 - \$107,653.84 DOE. The City offers a comprehensive benefit package. Submit a resume in confidence to the City's Human Resources Department at 55 Grinnell Plaza, Sheridan WY 82801 or call 307-674-6483 for more information. For a complete job description and more information on the department, please see [www.sheridanwyo.us](http://www.sheridanwyo.us).

Minimum Qualifications

-Knowledge and level of competency commonly associated with the completion of a baccalaureate degree in a course of study related to the occupancy filed.

-Experience sufficient to thoroughly understand the diverse objectives and functions of subunits in the division/department in order to direct and coordinate work within the division/department, usually interpreted to require three to five years of related experience.

for a complete job description please visit our city's website: [www.city-sheridan.wy.net](http://www.city-sheridan.wy.net).

Contact Person: heather Doke

Email Address: [hdoke@sheridanwy.net](mailto:hdoke@sheridanwy.net)

Apply URL: <http://city-sheridan.wy.net>

Phone: 307-674-6483