

# Police Executive Jobs.com

---

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

[www.policeexecutivejobs.com](http://www.policeexecutivejobs.com)

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.

Police Executive Jobs.com does not provide job placement service or make any claims that subscribing to this service will give you any particular advantage in obtaining a position.

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](mailto:subscriptions@policeexecutivejobs.com)

For all other: [admin@policeexecutivejobs.com](mailto:admin@policeexecutivejobs.com)

---



## **ALABAMA**

Position: Police Chief

Agency: City of Dothan

Salary: DOQ

Deadline: Not stated

The City of Dothan, located in southeast Alabama, is recruiting for the position of Police Chief. This is an unclassified appointed position reporting directly to the City Manager. The Police Chief performs responsible police management work directing all activities and employees of the Dothan Police Department. Plans, directs and controls patrol, traffic, criminal investigations, municipal jail operations, municipal court, municipal E911 communication center, security, animal control, and related services. Supervises the training, assignment and discipline of all department members. Bachelor's degree from a four-year college or university accredited by an accreditation agency recognized by the U. S. Department of Education (USDE) or the Council for Higher Education Accreditation (CHEA) in the field of Criminal Justice or a related field. Ten (10) or more years of progressively responsible experience in law enforcement with a minimum of five years of recent experience at the senior management level.

Master's level degree from an accredited college or university in Criminal Justice or a closely related field is preferred. Graduation from the Federal Bureau of Investigation (FBI) National Academy is preferred. Salary negotiable, DOQ and excellent fringe benefit program.

For more detailed information and to apply go to <http://www.dothan.org>.

Clara Camp

[jobs@dothan.org](mailto:jobs@dothan.org) <http://www.dothan.org>

Phone: (334) 615-3180

Fax: (334) 615-3189



## **ALASKA**

Position: Chief of Police

Agency: Anchorage Police Department

Salary: Not stated

Deadline: September 8, 2009

The Municipality of Anchorage is looking for a Chief of Police to replace the retiring Police Chief. The Chief of Police reports to the Municipal Manager and serves at the pleasure of the Mayor. The Police Chief oversees a department of 396 sworn employees and 149 non-sworn employees with a budget of approx \$82 mil. The Anchorage Police Department is the largest police department in Alaska serving a population of roughly 280,000 in a service area encompassing 159 square miles. For additional information about the Anchorage Police Department and the Municipality of Anchorage review the following websites:

[www.muni.org](http://www.muni.org) [www.muni.org/apd1/apd911.cfm](http://www.muni.org/apd1/apd911.cfm) [www.muni.org/apd1/jobs.cfm](http://www.muni.org/apd1/jobs.cfm)

The Chief of Police is responsible for strategic and operational planning, directing, supervising and co-coordinating the patrol, investigation, records, duties related to aiding prosecution and other activities of the Police Department. The Police Chief enforces the laws and ordinances for the protection of life and property within the corporate limits of the

Municipality. Supervision is exercised over all subordinate employees of the department directly or indirectly through subordinate supervisory personnel. The Chief responsible for the training and discipline of subordinate officers, within the scope of established union agreements and municipal codes and policies. In addition, the Chief is responsible for administering mutual aid agreements with federal and state law enforcement agencies, and maintaining positive relationships with representatives from all community groups. The Municipality of Anchorage offers Health (includes Dental and Vision), Life, Dependent Life, Short Term Disability, Long Term Disability, Public Employees Retirement System (PERS) Retirement and optional retirement savings programs. Interested applicants should submit a comprehensive resume and a cover letter addressing how their qualifications relate to the job requirements to the Municipality of Anchorage, Employment Office, PO Box 196650, Anchorage AK 99519 or fax to (907) 343-4511 no later than September 8, 2009. Note: The Police Chief is an executive level position and in accordance with the Municipality of Anchorage Personnel Rules 3..30.016.D application documents *may* be open for public inspection. The Police Chief's job requirements: Required law enforcement officer certification; Graduation from an accredited college or university with major course work in business, public, or police administration; Successful completion of basic law enforcement training programs; Extensive experience in police management; or any combination of education, training and experience which provides the following knowledge, ability and skills:

- Extensive knowledge of the methods, principles and practices of modern municipal police organization, operations and administration.
- Ability to develop and effectively implement the strategic and tactical direction the police department will undertake in the performance of its mission.
- Thorough knowledge of the standards by which the quality of police service is evaluated.
- Ability to command officers and to plan, assign, direct and supervise their work in a manner conducive to achieving effective and efficient performance and a high degree of morale.
- Thorough knowledge of the use of statistical information and their application to the solution of police problems.
- Thorough knowledge of controlling laws and ordinances.
- Thorough knowledge of the organization and function of municipal government and of State and Federal law enforcement, regulatory and licensing agencies.
- Ability to establish and maintain effective working relationships with federal, state and municipal officials, union leadership and the public.

Email Address: [norsworthykh@muni.org](mailto:norsworthykh@muni.org)

Fax: 907-343-4511



**ARIZONA**

Position: POLICE CHIEF

Agency: City of Mesa

Salary: DOQ

Deadline: September 21, 2009

Bachelors Degree required. (Starting salary & benefits are highly competitive & negotiable, DOQ) The City of Mesa (pop. 460,000) is the 38th largest city in the US and the 3rd largest in Arizona. Mesa offers superb quality of life and affordable housing, superior schools and a low crime rate. Cultural and recreational opportunities abound within Mesa and the Greater Phoenix area. The Police Chief is a member of the City's senior management team and a recognized community leader. Reporting directly to the City Manager, the new Chief will take command of a progressive police agency charged with providing police services to a community with racial and cultural diversity, a variety of socioeconomic factors, heavily traveled streets and highways, dynamic economic development and major ongoing redevelopment. The Mesa Police Department is heavily invested in Community Oriented Policing, a CompStat model and utilization of technological resources. The Department has a new Forensics Services Building and anticipates a new substation and additional capital improvements. The Chief will have a strong commitment to customer service, dedication to policing which involves the community, and an understanding of the importance in managing crime, public order and traffic safety issues. The successful candidate should have broad experience in all areas of a municipal police department including patrol, criminal investigation and administration with an established, successful record of effectively managing the activities and functions of a police department comparable or larger in size and complexity. MPD is a fully functional and modern municipal law enforcement agency comprised of 835 sworn officers and 521 non-sworn members with an annual operating budget of \$146 million.

The candidate's experience must include a diverse exposure to all aspects of municipal law enforcement management and the successful building of partnerships with the community and other law enforcement agencies. The ability to build consensus from differing points of view and accessibility to the community and departmental employees is essential. The Chief will demonstrate prioritization skills to maximize utilization of existing resources and development of future additional resources, a commitment to customer service, and a record of developing and enhancing effective relationships between the police department and neighborhood organizations, schools, and civic/business groups. Outstanding communication, interpersonal and motivational skills are imperative, with an unblemished record of personal and professional integrity.

Required education will include a Bachelor's degree from an accredited college or university with major coursework in police science, criminal justice, public administration, or a closely related field; a graduate degree in a related field is preferred. Completion of the FBI National Academy, Southern Police Institute or equivalent advanced management training is preferred. Ten plus years experience in municipal law enforcement or equivalent is required, with a minimum of five years experience in a command level position of Commander/Captain or above. City residency and Arizona POST certification are required within one year of appointment. The City may consider substitutions of education, training or experience on a case by case basis. Intensive background review, to include a polygraph examination, is required.

Qualified candidates please submit your résumé online to THE WATERS CONSULTING GROUP, INC. by visiting our website at [www.watersconsulting.com/recruitment](http://www.watersconsulting.com/recruitment). This position is open until filled; however, the first review of applicants will take place on September 21, 2009. Following the first review date, résumés will be screened against criteria outlined in this brochure. Final interviews in Mesa will be offered by the City Manager to those candidates named as finalists, with reference checks, background checks and academic verifications conducted after receiving candidates' permission. The final interview process will be held in late October. For more information please contact Chuck Rohre by calling our toll free number 877.356.2924 or by visiting our website at [www.watersconsulting.com](http://www.watersconsulting.com).

Applicants selected as finalists for this position will be subject to a criminal history/credit/drivers license check prior to interview. Under Public Information statutes, information from your résumé may be subject to public disclosure.

The City of Mesa is an Equal Opportunity Employer and values diversity at all levels of its workforce!

Qualified candidates please submit your résumé online to THE WATERS CONSULTING GROUP, INC. by visiting our website at [www.watersconsulting.com/recruitment](http://www.watersconsulting.com/recruitment). This position is open until filled; however, the first review of applicants will take place on September 21, 2009. Following the first review date, résumés will be screened against criteria outlined in this brochure. Final interviews in Mesa will be offered by the City Manager to those candidates named as finalists, with reference checks, background checks and academic verifications conducted after receiving candidates' permission. The final interview process will be held in late October. For more information please contact Chuck Rohre by calling our toll free number 877.356.2924 or by visiting our website at **[www.watersconsulting.com](http://www.watersconsulting.com)**.

Position: Manager, Investigations and Inspections

Agency: Arizona Department of Gaming

Salary: \$73,518

Deadline: September 4, 2009

(Uncovered; not part of the State Merit System)

Position responsible for the planning, organizing, and directing investigative and inspection activities of Tribal gaming operations under Tribal-State Compacts and applicable state and federal laws. Position manages three units of Special Agents located in central, northern, and southern Arizona offices. Significant law enforcement experience required.

Management experience in investigations (criminal, background, personal, financial). Must possess excellent comprehensive and detailed report writing skills. Unrestricted AZ POST certification preferred. Friday, September 4, 2009 at 5:00 pm

E-mail resume to: [personnel@azgaming.gov](mailto:personnel@azgaming.gov), or

Fax resume to: Personnel, fax number 602-255-3883, or

Mail resume to: Attention Personnel,

Arizona Department of Gaming, 202 E. Earll Dr., Suite 200, Phoenix, Arizona 85012



## **CONNECTICUT**

Position: Chief of Police

Agency: Town of Madison

Salary: \$95,000 or higher

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  
1-800-THE-IACP

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



## **FLORIDA**

Position: Police Chief

Agency: City of Clearwater

Salary: \$95,000 - \$120,000 DOQ

Deadline: Not stated

Educational Requirement: Bachelors Degree

The City of Clearwater is seeking a Chief of Police to oversee the Clearwater Police Department (CPD); an agency that operates with a budget of over \$37 million, and consists of 250 sworn personnel and 142 full-time equivalent civilian employees. The Police Chief reports directly to the City Manager and is assisted in the administration by a Deputy Chief, three Police Captains and support staff. 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. Qualifications: Bachelors Degree in Business, Police or Public Administration, Criminal Justice or related field; Masters Degree preferred; eight years of senior police management experience, including five years in a command level position; experience in high service demand communities or communities with a significant tourism presence is preferable. Target salary: \$95,000 - \$120,000, with a competitive benefits package. For more information and to apply, visit our web site at [www.MyClearwater.com](http://www.MyClearwater.com). Clearwater is an Affirmative Action/Equal Opportunity/ADA Employer. Under Florida Law, all resumes are subject to disclosure.

City of Clearwater

100 South Myrtle Avenue

Clearwater, FL 33756

Phone: (727) 562-4871

Contact: Dina Hyson

E-mail Address: [dina.hyson@myclearwater.com](mailto:dina.hyson@myclearwater.com)

Website address: [www.myclearwater.com](http://www.myclearwater.com)



## **GEORGIA**

Position: Chief of Police

Agency: Swainsboro Police Department

Salary: \$48,000 - \$55,000

Deadline: September 30, 2009

The City of Swainsboro is seeking a highly responsible administrative and technical individual to lead, coordinate and direct the City's Police Department. The current police chief will be retiring later this year after 14 years of service as chief.

The Police Department has an annual budget of approximately \$1.4 million; a staff of 23 sworn officers and 3 civilian employees; and is housed in a new building.

The city is located in southeast Georgia between Augusta and Savannah. Swainsboro lies in the heart of one of the fastest growing regions in the Southeastern United States. For more information about Swainsboro, go to: <http://cityofswainsboro.org/>

Minimum Qualifications: Bachelors degree in criminal justice or related field is preferred; POST Basic Peace Officer certification or the ability to obtain certification; 10 years of law enforcement experience with a record of progressive advancement; and 5 years of supervisory/management experience.

Salary Range: \$48,000 - \$55,000.

**TO APPLY:**

Please submit: a resume; cover letter; and names, addresses, and telephone numbers of three (3) work-related references to: Mayor Charles Schwabe, City of Swainsboro, P.O. Box 600, Swainsboro, Georgia 30401.

As a condition of employment, applicants should be prepared for a background check that includes: fingerprint/criminal history check via GCIC, driver's license check via DMVS, polygraph, credit history check; medical exam and complete POST review.

The Georgia Association of Chiefs of Police will be assisting the City with an Assessment Center for selecting the City's next Police Chief.

**Position:** Deputy Chief of Police

**Agency:** Georgia Institute of Technology

**Salary:** Not stated

**Deadline:** September 30, 2009 or position is filled

Ranked seventh among U.S. News & World Report's top public universities, the Georgia Institute of Technology is one of the nation's premiere universities and is a national and international leader in scientific and technological research and education. Year after year, Georgia Tech is consistently the only technological university ranked in U.S. News & World Report's listing of America's top ten public universities. In addition, Georgia Tech's College of Engineering is consistently ranked in the nation's top five by U.S. News. These impressive national rankings reflect the academic prestige long associated with this premier Educational Institution.

The Georgia Institute of Technology Police Department is a fully operational State agency devoted to the protection of the campus, its students, faculty, staff and visitors. Reporting to the Chief of Police, the Deputy Chief of Police is responsible for the overall leadership and direction of the Police Department.

**Main Responsibilities:**

- Provide day-to-day oversight and leadership of patrol operations, investigations, administration and support operation activities, and/or other duties as directed
- Supervise Police Captains as well as other staff and coordinate the activities of the Police Department and its operations with other criminal justice and governmental agencies
- Manage the department administratively on a daily basis including establishing and implementing internal procedures to appropriately carry out campus and departmental policies and procedures, overseeing departmental implementation of personnel programs, policies and procedures and overseeing, coordinating and taking personnel actions as delegated by the Chief of Police
- Plan, coordinate and develop special programs to address department and community needs. May also oversee project development and implementation of activities
- Monitor and develop special programs, as well as various operations of the Police Department to ensure effectiveness and standards of performance, including developing and managing a sound and effective employee relations and staff development program, establishing effective communications with employees, encouraging team building approaches, and effective employee participation in program development.
- Serve as the acting Chief of Police in the Chief's absence and/or directed by the Police Chief and represent Department at functions as directed by the Chief
- Perform a variety of other special assignments as required.

**Education**

Bachelor's Degree in a related field and extensive responsible law enforcement leadership and command experience, with at least five years Command experience. Must be Georgia POST-certified or become Georgia POST-certified within 9 months. Prefer a Master's Degree in emergency management, criminal justice, public administration, or an equivalent combination of education and experience.

## Experience

Minimum Ten years of work related experience in Supervisory/Management with computer experience in Word, Windows, and Excel.

The successful candidate will also have:

- Knowledge of modern leadership philosophies and methods as applied to campus law enforcement administration as well as comprehensive knowledge of modern law enforcement requirements, programs and activities, including research and analysis methodologies.
- Ability to work effectively with adjacent law enforcement agencies and the other public safety, criminal justice, and social service agencies that serve the community.
- Effective communication skills, both oral and in written.
- Ability to establish and implement effective employee relations and community relations programs.
- Ability to work well with diversity among the employees and in the community
- Ability to analyze complex police problems and issues and to adopt effective and reasonable courses of action with due regard to surrounding hazards and circumstances.

The selection process will include the successful completion of a pre-employment background screening.

A unit of the University System of Georgia, Georgia Tech is an Equal Education/Employment Opportunity institution. We offer great state benefits, competitive compensation, 15 Vacation Days, 12 Official Holidays, Alternative Work Schedules, Flexible Hours, Health & Life Insurance Plans, State-of-the-Art Recreational Facilities & Much More. Interested candidates please apply online at:

<https://ea.ohr.gatech.edu/careers>.

The posting is listed under the

"Classified Employment/Administrative/Managerial" section.

Job Number -ACC8379

Position: Deputy Chief of Police

Agency: Albany Police Department

Salary: \$59,397 TO \$89,597

Deadline: 9/15/09 or until position is filled

The City of Albany, Georgia is seeking candidates to apply for Deputy Chief of Police. This position will assist the Police Chief in the managerial and administrative functions associated with overseeing police services and departmental administrative activities, protecting life and property, and enforcing federal, state, and local laws. This position is responsible for management of the day to day operations of the strategic leadership of one of three divisions within the Albany Police Department including the functions of traffic control, traffic ordinance enforcement, accident and criminal investigations, crime prevention, law enforcement, narcotics and intelligence, juvenile and adult offender apprehension, special details, and identification for the protection of life and property within the City of Albany. Bachelor's degree in Criminal Justice, Social Science, Public/Business Administration, or a related field required; three years of management experience in local government involving law enforcement, criminal investigation, police administration, or a related field; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job. Must possess a valid Georgia driver's license. Must meet all promotional eligibility requirements. Must be at least 21-years of age. Must be a U.S. Citizen or resident status. Must be Peace Officer Standards and Training (POST) certified as a law enforcement officer or must have the ability to obtain POST certification. Must be licensed and qualified to operate a firearm. STARTING SALARY \$59,397.77 TO \$89,597.47 ANNUALLY, DOQ. This position is OPEN UNTIL 09/15/09 or until position is filled. Interested applicants should apply online at our website [www.albany.ga.us](http://www.albany.ga.us). For

information please call (229) 431-2806. All information submitted may be subject to public review under the Georgia Open Records Act. EOE.

Position: Police Captain

Agency: Albany Police Department

Salary: \$48,464 - \$73,119

Deadline: 9/15/09 or until position is filled

The City of Albany, Georgia is seeking candidates to apply for Police Captain. This position will supervise, direct, and coordinate the functions and operations during an assigned shift associated with protecting life and property, responding to the needs of the general public, deterring criminal activity within the community, enforcing all city statutes, ordinances and the laws and regulations of the state, and performing investigations, special details, and specific assignments. Bachelor Degree required. Must possess a valid Georgia driver's license. Must be at least 21-years of age. Must be a U.S. Citizen or resident status. Must be Peace Officer Standards and Training (POST) certified as a law enforcement officer or have the ability to be POST certified. Must meet departmental qualifications with a firearm. STARTING SALARY \$48,464.00 - \$73,119.26 ANNUALLY, DOQ. This position is OPEN UNTIL 09/15/09 or until position is filled. Interested applicants should apply online at our website [www.albany.ga.us](http://www.albany.ga.us). For information please call (229) 431-2806. All information submitted may be subject to public review under the Georgia Open Records Act. EOE



## **ILLINOIS**

Position: Chief of Police

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. 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. Requirements: Applicant must have five years of supervisory experience.

Other Requirements: Ideal candidates should possess and demonstrate leadership skills, excellent communication skills, high integrity, and the ability to promote and lead an orientation towards community service. Instructions: Mail resume and cover letter along with City of Eureka employment application (application and job description available by telephone listed below) to:

Contact: Anne Sandvik

Address: City of Eureka

128 N. Main

Eureka, IL 61530

309/467-2113

Email: [anne@eurekaillinois.net](mailto:anne@eurekaillinois.net) Web Address: [www.eurekaillinois.net](http://www.eurekaillinois.net)

Closing Date for Applications: Friday, October 16, 2009, 4:30 PM



## **MAINE**

Position: Chief of Police

Agency: Town of Lincoln

Salary: Not stated

Deadline: September 4, 2009

The Town of Lincoln is accepting applications for Chief of Police for its department of 5-full time union officers, 1-full time secretary and 10-reserve officers. The Police Chief is responsible for the fiscal and operational performance of the department. The Chief reports to the Town Manager and manages a \$383,280 budget. The successful candidate will have a strong sense of community policing and a demonstrated ability to manage.

The Town is seeking a self-motivated candidate who supports a philosophy of accountability, responsibility, customer service, and community mindedness. The successful candidate will be requested to demonstrate leadership ability, employee management/motivation skills, oral and written communication skills, a community policing program and organizational skills. The Chief of Police works with 7 other department managers who together provide exceptional public service for the Town of Lincoln.

The Chief will have no criminal history and no more than two minor traffic violations, with an active Maine license. The successful candidate will be subject to a background investigation, a polygraph examination, a personality profile assessment and a thorough physical by a physician of the Town's choice. Please send cover letter, resume, and salary requirement by September 4, 2009 at 5:00 PM to:

Town of Lincoln

Attn: Lisa Goodwin, Town Manager

Police Chief Search

63 Main Street

Lincoln, Maine 04457

(EOE/AA)

Contact Email: [townmanager@lincolnmaine.org](mailto:townmanager@lincolnmaine.org)

URL: [www.lincolnmaine.org](http://www.lincolnmaine.org)



## **MASSACHUSETTS**

Position: Police Chief

Agency: Town of Burlington

Salary: \$83,487 - \$108,616

Deadline: September 25, 2009

The Town of Burlington (population 24,320) seeks applications from qualified candidates for the position of Police Chief. Burlington is located approximately 13 miles northwest of Boston and spans 11.88 square miles. Route 95/128 runs east/west through southern portions of the Town and Route 3 runs north/south through the western portion of the Town. Burlington is home to over 1,500 corporations, partnerships and businesses including numerous office and industrial parks and high tech campuses. Burlington has approximately 9,100 residential housing units with 73% of housing being single family and

27% multi-family condominiums and rental apartments. There are 700 additional units currently under construction.

The Chief leads a department of 42 Patrol Officers, 9 Sergeants, 4 Lieutenants, and 2 Captains, as well as 3 Civilian Dispatchers, 1 Animal Control Officer, and clerical staff. The Burlington Police Department became accredited through the Massachusetts Police Accreditation Commission in 2008.

Position is expected to begin on or about January 1, 2010. The Police Chief is appointed by and reports to the Town Administrator. Starting salary is negotiable depending on qualifications. Interested candidates should mail or fax resume and cover letter by September 25, 2009 to:

Joanne M. Faust, SPHR  
Human Resources Director  
Town of Burlington  
29 Center Street  
Burlington, MA 01803  
Fax: 781-238-4696  
[jfaust@burlmass.org](mailto:jfaust@burlmass.org)

Post until September 25, 2009. Applications shall be accepted until 4:00pm

Qualified candidates will have a solid background in teambuilding, community outreach, staff development, and working within a unionized and Civil Service environment. The ideal candidate should possess a proven record of establishing and reaching goals, seasoned leadership experience in a collaborative fashion, the ability to analyze the strengths and weaknesses of the department, a positive labor relations background, strong budgeting skills, and a passion for public service. The candidate must have the capacity to build trust and motivate staff including outstanding interpersonal and communications skills, honesty, flexibility, the ability to develop and maintain lasting relationships with internal and external constituencies, and the initiative to continually develop both oneself and the department. Must have ten years of progressively responsible law enforcement experience, five of which should be in a supervisory capacity. BA required in a related field, MA preferred, with advanced training in law enforcement management. Related experience may be substituted for desired education and experience.



## **MICHIGAN**

Position: POLICE CHIEF

Agency: CHARTER TOWNSHIP OF FLUSHING GENESEE COUNTY

Salary: Not stated

Deadline: September 10, 2009

The Charter Township of Flushing is seeking applications from qualified candidates to serve as Chief of Police. The Police Department employs 8 full time sworn officers, patrols approximately 140 miles of road, and has an approximate annual operating budget of \$1,100,000. The 2000 population was 10,230.

The Chief's responsibilities include, but are not limited to: management and oversight of daily operations; pursuant and attainment of established departmental goals; planning, organizing and directing law enforcement and other activities; developing, interpreting, and implementing rules, regulations, policies and procedures; preparing and monitoring the departmental budget along with conducting patrol and complaint response activities as

needed. The qualifications include: a bachelors' degree or equivalent combination of education and experience that provides appropriate knowledge, skill and abilities with a proven track record of successful law enforcement management. This requires a minimum of ten (10) years in a supervisory position as a "full time law enforcement officer." Must have certification from the Michigan Commission of Law Enforcement Standards (MCOLES); possess a valid driver's license; have considerable knowledge of police enforcement laws; must possess the ability to work effectively with diverse groups; have excellent verbal and written communication and interpersonal skills and understanding of management methods and principals. Beginning salary will be negotiated at time of employment offer.

Please send cover letter, resume, and references by the newly extended deadline date of Thursday, September 10, 2009 at 5:00 p.m. to: Bids Committee

Charter Township of Flushing  
6524 N. Seymour Road  
Flushing, Michigan 48433  
Phone: 810-659-0800



## **MINNESOTA**

Position: Chief of Police

Agency: City of Breckenridge

Salary: \$51,994 to \$61,169

Deadline: September 17, 2009

The City of Breckenridge, Minnesota (pop. 3539) is seeking a Chief of Police. Requirements include a minimum of 2 years post-secondary education in Law Enforcement or Criminal Justice, be licensed by POST; a combination of five years related experience in law enforcement, preferably in a supervisory position. Salary range is from \$51,994 to \$61,169; depending on qualifications. Applications must be postmarked by September 17, 2009. For an application, you may contact Liane Mauch, 420 Nebraska Avenue, Breckenridge, MN 56520, [лмауч@breckenridgemn.net](mailto:лмауч@breckenridgemn.net) or call 218-643-1431. EOE.



## **NEW HAMPSHIRE**

Position: Chief of Police

Agency: Town of Groton

Salary: \$46,000

Deadline: September 4, 2009

The Town of Groton, NH (population approximately 510), seeks a Chief to manage their Police Department, composed of the full-time Chief and 2 part-time officers, with an operating budget of \$83,000. The Chief reports directly to a 3-member Board of Selectmen and is responsible for the daily operations of the Department and the preparation and management of the Department's budget. The Chief performs regular law enforcement duties, including patrol, investigations, prosecutions, traffic control and responding to calls for service. Must be a full-time certified police officer in NH or another state or able to

obtain NH certification. Military police experience/qualifications will be considered or any equivalent combination of education and experience which demonstrates possession of the required knowledge, skills and abilities. Five years supervisory experience is preferred, prosecution experience a plus. The anticipated salary is \$46,000. Medical and other benefits are provided. The Chief is required to live within a 10 mile radius of the Police Department. The selected candidate must successfully complete pre-employment requirements, including a psychological and polygraph test, criminal background and reference check. Submit cover letter and resumes in confidence, including salary history and requirements to: Professional Recruitment Service, Groton PC, P.O. Box 617, Concord, NH, 03302-0617, by September 4, 2009. EOE



## **NORTH CAROLINA**

Position: Chief of Police  
Agency: Town of China Grove  
Salary: DOQ  
Deadline: 9/18/09

China Grove, pop. 4,298. Req's. performance of complex prof. & admin. work directing all departmental activities including super. of 12 sworn officers & 1 admin. asst.; must possess comprehensive knowledge of laws, rules & regs. that relate to admin. of criminal justice & L.E. Reports to town mgr. Must have ability to relate to elected officials, town staff & citizens. Must be able to establish & maintain effective community relations, to develop a positive public image & to promote citizen understanding & support of crime prevention. Strong written & verbal comm. skills req'd. Pref'd. edu. req's. include grad. from an accredited college/univ. w/ either a B.S. or B.A. in criminal justice or police science supplemented by adv. courses in police admin. Exp. req's. include a history of stable tenure that includes 10-15 yrs. of progressive resp. exp. in L.E., including 3-5 yrs. of major command resp. Successful applicant must pass thorough background check & pre-employment drug test. Salary: DOQ. App. closing date: 9/18/09. Submit request for an app. to: Amanda A. Eller, Town Clerk, email: [aeller@chinagrovenc.gov](mailto:aeller@chinagrovenc.gov) ; phone: 704-857-2466. Mail app. & resume to: 205 Swink St., China Grove 28023. Only applicants who meet these min. quals. will be accepted. EEO/ADA employer.

Position: Chief of Police  
Agency: City of Roxboro  
Salary: \$67,191-\$70,550  
Deadline: 9/18/09

Chief of Police – Roxboro, pop. 8,876. N. Piedmont region of N.C. along the Va. border. Candidate must have 10 yrs. L.E. exp. incl. a min. of 5 yrs. in a mid/upper managerial & supervisory role. Dept. of 34 sworn officers, 3 admin. personnel, 1 animal control officer & 1 parking enforcement officer. Annual dept. op. budget of \$2.5 M. Desire progressive community leader w/ high ethical standards, ability to build/maintain effective working relationships w/ citizens, staff & elected officials. Should have a comb. of edu. & exp. equiv. to associate's degree in criminal justice, police science &/or related field, supplemented by adv. courses in police admin. & considerable exp. in muni. L.E. activities. Also must possess a N.C. Adv. L.E. Cert. & completed min. req's. established by the N.C. Justice Training &

Standards Council for cert. L.E. officers. Hiring range: \$67,191-\$70,550, plus benefits. Prefer apps. & resumes to be rec'd. by 9/18/09 , however, the city will continue to accept apps. & resumes until position is filled. Interested applicants should submit a City of Roxboro app. & resume to: City of Roxboro, Attn: H.R. Manager, P.O. Box 128, Roxboro 27573. Apps. available at 105 S. Lamar St. &/or downloaded from the City of Roxboro's website at [www.cityofroxboro.com](http://www.cityofroxboro.com) . or by calling 336-599-3116 ext. 223 to request an app. by mail. EOE.

Position: Chief of Police

Agency: Town of Sharpsburg

Salary: \$47,854 - \$67,617

Deadline: September 11, 2009

The Town of Sharpsburg (population 2,600) is located in eastern North Carolina. It is centrally located between Rocky Mount and Wilson on US Highway 301.

The Town of Sharpsburg seeks an experienced, progressive and energetic law enforcement executive to fill the position of Chief of Police. The successful candidate will have a strong track record in problem solving, developing community partnerships, staff development, and exhibit a high degree of personal and professional ethics and integrity.

The Police Department currently has a full time force of 7 sworn officers and a departmental budget of approximately \$476,000 for FY 2009-2010. The Police Chief will be a part of the Town's management team reporting to the Mayor Council form of government.

Responsibilities The Chief is responsible for a department encompassing all aspects of municipal law enforcement including patrol, investigations, and community policing, as well as management functions including staffing, training, personnel and fiscal management.

Requirements Graduation from a college or university with a bachelor's degree in police science, law enforcement, criminal justice, public administration or a closely related field, and Seven years of experience in police work, three years of which must have been equivalent to a police sergeant or higher, and Completion of the basic law enforcement training academy or equivalent, or an equivalent combination of education and experience.

Application Process A completed Town of Sharpsburg Employment application, including a notarized Personal Information Release form, must be submitted in order to be considered for this position. Resumes are welcome and can be included in addition to Town Applications. Only completed application packages received by 5:00 pm on September 11, 2009 are guaranteed full consideration.

Please submit all application documents to:

Town of Sharpsburg

Attn: Police Chief Search

PO BOX 1759

Sharpsburg, NC 27878

Please refer all questions to Town Administrator, Robert Masters at: (252) 977-1334

Email - [rmasters@sharpsburgnc.com](mailto:rmasters@sharpsburgnc.com)

Selection Process

The selection process requires successful applicants to undergo extensive pre-employment screening followed by an assessment centre process. Finalists will undergo a thorough background investigation. Out of state applicants must meet the North Carolina Criminal Justice Education Training Standards Commission certification standards within the prescribed timeframe.

The Town of Sharpsburg is an Equal Opportunity Employer



# **OREGON**

Position: POLICE CHIEF

Agency: City of Canby, OR

Salary: \$82,956 - \$110,184

Deadline: September 9, 2009

For a complete job description and application materials, please visit the Prothman Company at: <http://www.prothman.com/Current.htm>.

The City of Canby, Oregon, incorporated in 1893, is a growing community just 20 minutes south of Portland and is nestled in the heart of the Willamette Valley. This Clackamas County community offers all the amenities of a larger city while maintaining a rural "hometown" feel and enjoys a relatively low cost of living when compared to the Portland metro area. Outdoor recreational activities in the area include hiking, skiing and sightseeing at Mt Hood, and great fishing and boating in the Willamette and Columbia Rivers. The Police Department employs 25 sworn officers and 6 civilian staff and has a budget of \$4,080,000. The Police Chief is appointed and supervised by the City Administrator and is responsible for the management and administration of the department. This position requires a bachelor's degree from an accredited college or university in criminal justice, public or business administration or related field, and over eight (8) years of progressively responsible law enforcement experience, including five (5) years in a senior level, supervisory position. A combination of experience and training may substitute for formal education. Certification or ability to obtain DPSST Executive Certificate within one (1) year of appointment is required. The City of Canby is an equal opportunity employer. All qualified applicants are strongly encouraged to apply by September 9, 2009 (first review, open until filled). To apply, please send a letter of interest, resume, completed application & answers to the supplemental questions to Prothman via email at [humanresources@prothman.com](mailto:humanresources@prothman.com) or mail to: Prothman, 3633 136th PL SE, Suite 206, Bellevue, WA 98006; ph: 206-368-0050; fax: 206-368-0060.

Position: Police Chief

Agency: City of Gervais, OR

Salary: \$4748 - \$5258/month DOQ

Deadline: September 11, 2009

Hiring range for starting in this position \$4748 - \$5258/month DOQ, plus excellent benefits.

Description:

Position serves as a working Police Chief to oversee the operations of a department made up of a Sergeant, two Officers and a varying number of Reserves (no more than 10).

Position reports to the City Manager/Recorder and the City Council. (Population: 2260).

Requirements:

Requires excellent communication skills, both verbal and written; proficient working knowledge of law enforcement policies, procedures and activities; and ability to effectively use law enforcement equipment and related computer software.

Qualifications:

Minimum qualifications include a valid driver's license; DPSST Intermediate Certificate; and two years law enforcement supervisory experience; or equivalent combination of experience and training. Current Oregon certification and higher level certifications preferred. Must obtain DPSST Management Certificate within two years of hire. How to apply:

Submit resume and cover letter to City of Gervais, Attn.: Police Chief Recruitment, PO Box 329, Gervais, OR 97026 or e-mail to [finance@gervais.com](mailto:finance@gervais.com).



## **PENNSYLVANIA**

Position: Chief of Police

Agency: Minersville Borough, Schuylkill County

Salary: DOQ

Deadline: September 4, 2009

Minersville Borough, Schuylkill County is conducting a search to fill the position of Chief of Police. The Borough is a rural community of approximately 4,500. The Borough operates under conventional Borough form of government with the Chief reporting to the Mayor. Responsibilities include providing leadership and supervision to a department of 5 sworn personnel and assisting with preparation of a \$575,000 annual budget. Candidates are preferred to have a bachelor's degree in criminal justice or related field, 10 years of police experience with 5 years at command level or equivalent as determined by Council. Extensive knowledge of current issues in police management, the principles of public administration and constitutional, statutory, and procedural law and civil liability; and the ability to organize, direct, and control local police affairs consistent with legal requirements, union contracts, and municipal policy. The ideal candidate would have experience in and demonstrated commitment to community-oriented policing, excellent interpersonal and communication skills, team leadership ability, participative management style, a proactive approach to problem solving, and the ability to work with diverse groups and individuals. Salary depends on qualifications. The successful candidate may be subjected to a physical and psychological examination as well as a drug screening. A thorough background examination will be conducted. The candidate must be certifiable under Pennsylvania Act 120, (53 Pa. C.S.A. § 2161). Interested applicants should forward a resume that includes positions held, education, experience, type of police responsibilities, and accomplishments along with at least five references. Resumes must be postmarked or emailed no later than September 4, 2009. Send via email to [rhammon@pachiefs.org](mailto:rhammon@pachiefs.org)  
USPS to: Pennsylvania Chiefs of Police Association  
Consulting Division  
3905 N. Front Street  
Harrisburg, PA 17110



## **TENNESSEE**

Position: Executive Director

Agency: University of Tennessee Institute for Public Service

Salary: Not stated

Deadline: 9/30/2009

The University of Tennessee Institute for Public Service (IPS) invites applications for LEIC Executive Director. The Law Enforcement Innovation Center (LEIC) provides specialized training and technical assistance services to public safety personnel and community

members throughout the United States as part of the university's public service mission. The LEIC Executive Director is responsible for leadership of the agency including strategic planning, workforce development, stakeholder relations, grant and contract management and private fund raising. The Executive Director must establish and maintain relationships with national, state and local public safety leaders and organizations through the LEIC advisory board and with targeted national and state professional organizations. The executive director is responsible for overall agency management including human resources, budget issues and performance measures. The executive director serves as a member of the IPS Leadership Team, and is expected to promote collaboration across IPS agencies and the University. Qualifications include a master's degree in behavioral or social science (criminal justice, criminology), education, forensic science or a related field and a minimum of 10 years executive experience as a senior leader in a public safety or related organization. Senior level experience with a major training component is expected. Experience in the leadership and supervision of an organization with forensic evidence identification, collection, preservation, security, accountability and submission responsibilities is preferred. Position requires experience in training and education of adult learners with a preference for experience in public safety training. Position requires demonstrated ability to build and sustain effective partnerships with public safety organizations from federal, state and local jurisdictions. The position will be based in Oak Ridge, Tennessee and will require extensive travel. To apply, send a resume and cover letter detailing how the applicant's credentials meet the requirements of the position. Include information on salary expectations. Send all information to LEIC Executive Director Search Committee Chair Dr. Karen E. Holt via email at [karen.holt@tennessee.edu](mailto:karen.holt@tennessee.edu). For more information on the position and the statewide UT Institute for Public Service, visit [www.leicexecdir.ips.tennessee.edu](http://www.leicexecdir.ips.tennessee.edu). All qualified applicants will receive equal consideration for employment and admissions without regard to race, color, national origin, religion, sex, pregnancy, marital status, sexual orientation, gender identity, age, physical or mental disability, or covered veteran status. Eligibility and other terms and conditions of employment benefits at The University of Tennessee are governed by laws and regulations of the State of Tennessee, and this non-discrimination statement is intended to be consistent with those laws and regulations. In accordance with the requirements of Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990, The University of Tennessee affirmatively states that it does not discriminate on the basis of race, sex, or disability in its education programs and activities, and this policy extends to employment by the University. Inquiries and charges of violation of Title VI (race, color, national origin), Title IX (sex), Section 504 (disability), ADA (disability), Age Discrimination in Employment Act (age), sexual orientation, or veteran status should be directed to the Office of Equity and Diversity (OED), 1840 Melrose Avenue, Knoxville, TN 37996-3560, telephone (865) 974-2498 (V/TTY available) or 974-2440. Requests for accommodation of a disability should be directed to the ADA Coordinator at the Office of Equity and Diversity.



Position: Chief of Police  
Agency: City of Marlin  
Salary: \$42,000

Deadline: SEPTEMBER 30, 2009

Chief of Police for City of Marlin, Texas, a small city of 6,600 citizens. Must be TECLEOSE certified. Must have received some formal training as Chief. Should have ability to properly train and deploy 14 officers, plus animal control, court bailiff, and several dispatchers. Should possess the ability to organize and motivate employees under Chief's supervision. Should be able to present a professional and authoritative appearance before state agencies and local governments. Should be respectful and kind to citizens on the street, and be community minded. The Chief will develop and administer the department budget on an annual basis, and perform other departmental tasks.

In addition to being TECLEOSE certification, the applicant must have at least 6 years continuous experience in the police field. Must have at least 3 years experience in police administration, with demonstrated success. Must have supervisory experience of at least 3 officers and dispatch. Should submit a list of all previous experience as a law enforcement officer, and should include the names of each mayor and city manager in each jurisdiction served.. Must be willing to live in Marlin full time within 120 days of being hired. Marlin is an equal opportunity employer. A drug test is required.

Obtain city-approved application and release form by e.mail by contacting Sandra Herring, City Secretary (254-883-1450) or sandeherring@yahoo.com.

Submit completed application, release and resume' by USPS mail. MUST BE POSTMARKED BY 5:00 PM SEPTEMBER 30, 2009. Email sandeherring@yahoo.com to receive application forms. Contact Fred Stephens at 254-883-1450 with questions.

MAIL COMPLETED RESUME PKG TO: Fred Stephens, Interim City Mgr. PO Box 980 Marlin, Texas 76661



## **VIRGINIA**

Position: Chief of Police

Agency: Town of Farmville

Salary: \$60,000-\$80,000

Deadline:10/01/2009

Chief of Police, Farmville. SALARY: \$60,000-\$80,000 DOQ/DOE (+) benefits. (pop. appx. 7,000) Seeking experienced, progressive and energetic law enforcement executive to replace retiring chief. University community has Police Department with 26 sworn officers, one civilian position and \$2.18 million bdgt. Will function as member of management team reporting to the town manager. Prefer visionary with strong track record in community relations, problem solving, community partnerships; staff development; and a high level of professional ethics and integrity. Will work in collaboration with the Prince Edward and Cumberland County sheriff's offices, Longwood University police and other law enforcement agencies. Reqs. 10 yrs. exper. in modern police work that has afforded progressively responsible exper. in a variety of police functions, including major command responsibilities, supplemented by formal training in police administration and scientific methods of crime detection; relevant bachelor's degree. Other combinations of experience and education that meet the min. qualifications may be substituted. Applicants are req'd to complete an employment application, which may be obtained from the Town Manager's Office, 116 N. Main St., Farmville, VA 23901. A resume must be submitted with the application. For additional info, visit [www.farmvilleva.com](http://www.farmvilleva.com) or contact Town Manager Gerald Spates at 434/392-5686. Deadline: noon Oct. 1. EOE.

Position: Deputy Chief of Police

Agency: Hopewell Police Department

Salary: \$61,873-\$92,809

Deadline: September 11, 2009

The Hopewell Police Department serves a modern community of more than 22,500 citizens. The Police Department has 59 authorized sworn positions; the E911, and Animal Control services also are under the command of the Police Department. The FY 09 Budget for the department was nearly \$7.0 million dollars.

The Deputy Chief, under administrative direction of the Chief of Police, directs, manages, supervises, and coordinates the activities and operations of the three major Bureaus within the Police Department; serves as second in command to the Chief of Police; oversees the day-to-day operations of the Police Department; coordinates assigned activities with other divisions, departments, and outside agencies; and provides highly responsible and complex administrative support to the Chief of Police..

Salary Range

\$61,873-\$92,809

Qualifications

Minimum Education and Experience:

- Currently holds an associate degree in Criminal Justice, Law Enforcement or related field at least 10 years progressively responsible police supervision and work experience . Bachelor's degree in related field either held or in progress; attainment within 24 months from appointment. Current Bachelor in Criminal Justice or related field preferred.

Licenses and/or Certifications:

- VA driver's license and VA Department of Criminal Justice Services certification held or obtained within six (6) months of appointment
- Must maintain physical requirements as well as all Department and State training and education requirements.

How to Apply

Resumes, applications and completed questionnaires must be received by Friday, September 11, 2009. (Those applicants who submitted their application prior to the original closing date are still under consideration.)

The successful applicant must have satisfactory results in a Background Investigation, Polygraph Test, Psychological Test and Drug Test.

Interested candidates may apply by submitting responses to the below questions, along with your resume and Police Department application, in person, by mail, facsimile or e-mail to the following address:

City of Hopewell Human Resources Department

300 N. Main St., Municipal Building, Room 221

Hopewell, VA 23860

(804) 541-2211 / Fax (804)541-2339

Visit our website—[www.hopewellva.gov](http://www.hopewellva.gov)—to access a Police Department application



# **WISCONSIN**

Position: Police Chief  
Agency: City of Beloit  
Salary: \$100,000 plus  
Deadline: October 2, 2009

The City of Beloit is seeking qualified candidates for the following position:

**DESCRIPTION:** Seeking Police Chief to oversee a department of 89 employees with an annual budget of \$11 million. Strong management and leadership skills with experience in a diverse environment required to plan, coordinate, supervise and evaluate police operations.

Requirements - a Bachelor's degree in police science, law enforcement, criminal justice, public administration or a closely related field and ten (10) years of experience in police work. See the "Recruitment for Police Chief" brochure on the City of Beloit's website.

**STARTING SALARY RANGE:** \$100,000 plus; dependent upon qualifications and experience. Family Health and Dental benefits provided along with pension and life insurance.

**APPLICATION DEADLINE:** Friday, October 2, 2009. Please obtain an application and instructions to complete at [www.ci.beloit.wi.us](http://www.ci.beloit.wi.us) or at the City Hall, 4<sup>th</sup> Floor, Human Resources.  
Send to:

City of Beloit  
Human Resources Division  
Attn: Joe Simpson, PHR  
100 State Street  
Beloit, WI 53511  
Email: [simpsonj@ci.beloit.wi.us](mailto:simpsonj@ci.beloit.wi.us)

Equal Opportunity Employer  
Phone: 608-364-6685  
Fax: 608-364-6759



# **WYOMING**

Position: Police Chief

Agency: City of Riverton

Salary: \$75K to \$85K

Deadline: Open until filled

The City of Riverton is accepting applications for the position of Police Chief. The City of Riverton is an Equal Opportunity Employer. We do not discriminate on the basis of race, religion, color, sex, age, national origin or disability.

**REQUIRED QUALIFICATIONS:** Any combination of training and experience equivalent to a Bachelor's Degree in Criminal Justice or related field is required. At least ten years of Law Enforcement experience including five years of administrative management and/or Police Chief experience. POST certified in Wyoming or eligible for such certification.

**SALARY:** The salaried pay range for this position is \$75K to \$85K annually and includes a generous City of Riverton benefit package.

Applications and complete job description may be obtained by contacting the Human Resources Department for the City of Riverton at (307) 856-2227, by accessing our web site at [www.rivertonwy.gov](http://www.rivertonwy.gov), or at Employment Resources, located at 422 E. Fremont Ave. in Riverton, WY. The Police Chief will report directly to the Riverton City Administrator on an at-will basis. This position will be open until filled.