



J.B. VAN HOLLEN
ATTORNEY GENERAL

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LAW
ENFORCEMENT
BULLETIN

WISCONSIN DEPARTMENT OF JUSTICE

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STATE OF WISCONSIN - DEPARTMENT OF JUSTICE
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MESSAGE FROM THE ATTORNEY GENERAL

Dear Law Enforcement Colleague,

Happy New Year to you and yours! The start of a new year gives us all an opportunity to reflect on the past and look forward to the future. As I look back on 2012, I am very proud of what the Department of Justice has accomplished. As I look forward to 2013, I am excited about what we can achieve together in the coming year.

Some of our biggest accomplishments last year occurred at the Crime Laboratory Bureau (CLB). Wisconsin's three labs were re-accredited; receiving independent confirmation that their standards and procedures meet international laboratory benchmarks. The Crime Labs also reduced the turnaround time for DNA analysis. In partnership with the Training and Standards Bureau, the labs increased the number of Evidence Technician Schools. Hundreds of officers across the state received this valuable training at no cost.

Many changes occurred within the Crime Information Bureau (CIB), particularly the Firearms Unit. With the initial efforts of staff from throughout the agency, CIB successfully managed the initial deluge of concealed carry applications. They are now operating the licensing system completely within their bureau and have issued nearly 150,000 concealed carry licenses. Hundreds of law enforcement personnel were trained on the new concealed carry law. Department staff developed a handgun qualification course that was approved by the Law Enforcement Standards Board now making it easier for retired officers to qualify for a firearm certification card and setting a standard for recruits entering law enforcement academies.

In 2013 we will be promoting legislation to acquire DNA at arrest. This is a massive undertaking, but it's one that will be paramount in protecting our citizens from additional victimization and wrongful conviction, while reducing law enforcement investigative costs. We're also looking to improve certification standards for Wisconsin's law enforcement officers. One part of that improvement process is a Job Task Analysis, which will be released shortly. I ask anyone who receives a survey to promptly complete it. The survey results will help us build a better training program for future officers.

The Department also will sponsor a number of training events throughout the year. I look forward to attending these programs because it gives me a chance to hear directly from you about current law enforcement issues. If you have an issue that can't wait until a conference, please contact the DOJ immediately. I and my entire leadership team are ready to work with you -- and for you -- to continually improve law enforcement in Wisconsin.

Sincerely,

A handwritten signature in black ink that reads "J.B. Van Hollen". The signature is fluid and cursive.

J.B. Van Hollen
Attorney General



LEGAL POINTS

If you have any comments regarding Legal Points, please contact Dave Perlman, Assistant Attorney General, P.O. Box 7070, Madison, WI 53707-7070, 608/266-1420, fax: 608/266-7869.

State v. Devries
Decided by the Court of Appeals
October 24, 2012

Issues:

Whether the police administration of the PBT was a probation search, and thus permissible, or a police search and therefore unlawful. Ultimately, the Court of Appeals determined that the PBT, in this instance, was a probationary search and thus all evidence that flowed from it was deemed admissible.

Facts:

The defendant met with her probation agent at the probation office. After detecting an odor of an intoxicant emanating from the defendant, the agent requested that a law enforcement officer be dispatched to the probation office to administer a PBT test to the defendant.

The police arrived at the probation office and the probation agent advised that they wanted a PBT because they detected alcohol on the defendant. The police administered the PBT and the result indicated a blood alcohol concentration of .128 percent. The police showed the test result to the probation agent, who then placed a probation hold on the defendant. The agent further advised the police that the defendant had driven to the probation office, and from there the police investigated the defendant to see if she had committed drunk driving. Eventually, the defendant was arrested for OWI 6th offense, and convicted of the charge.

Defendant's Argument:

The defendant argued that the PBT was a police search, and therefore illegal, since at the time the test was administered the police had no evidence of illegal activity. The defendant reasoned that even though the investigation was initiated by a probation agent the search was performed by law enforcement, and thus law enforcement rules apply.

The State's Argument:

The state argued that the search, while performed by the police, was done so at the specific request of the probation officer and the police were merely rendering assistance. Therefore the state argued that the probationary rules, which allowed for the PBT, controlled the issue.

The Court's Holding:

The Court of Appeals agreed with the state and found that the PBT test was not a police search, but rather a probation search and therefore lawful. The court stressed that it was the probation department that wanted the PBT and that the police were called merely to administer the test. Finally the court argued that there was no motivation for a police search at the time of the PBT, since they did not know that the defendant had been driving, as they were told of this after the test had been completed and the results compiled. Accordingly, the court found all the evidence generated by the police from investigating the possible OWI to be admissible.

Note:

A key to this case is that when the police performed the PBT they were following a probation officer request, and had no separate investigatory agenda. This was so, because they were not aware that the defendant had been driving until after the test. If they had been told that defendant was driving before the test, they would likely have had to undergo a preliminary investigation in order to have the requisite suspicion for a PBT.

The general Department of Justice mailing address is P.O. Box 7857, Madison, Wisconsin, 53707-7857. Offices are physically located at 17 W. Main Street, Madison, Wisconsin.

Address all correspondence to: Susan Gafner, Editor, Law Enforcement Bulletin, P.O. Box 7857, Madison, WI 53707-7857, phone 608/266-5710, fax 608/266-1656, gafnersj@doj.state.wi.us. The deadline for all submissions is the 15th of the month prior to the month of publication.

The matter contained in this bulletin is intended for use and information of all those involved in the criminal justice system. Nothing contained herein is to be construed as an official opinion or expression of policy by the Attorney General, the Department of Justice, or any other law enforcement official of the State of Wisconsin unless expressly so indicated.



FBI OFFICERS KILLED

Incident Summaries

Baldwin County Sheriff's Office (BCSO), Alabama,

Advised veteran deputy sheriff, aged 47, with 15 years' law enforcement experience, was fatally shot on 11/23/2012. At approximately 5 P.M., two BCSO deputy sheriffs and sergeant responded to residence for medical assist call. Mother had requested assistance for son, who had mental health history. As BCSO officers were standing on front porch of residence attempting to make contact, subject produced 9 millimeter handgun and fired upon officers. Deputy and sergeant were struck multiple times by ensuing gunfire but were able to return gunfire along with other deputy. Subject was struck multiple times and fatally wounded by officers' return gunfire. Wounded victim deputy and sergeant were airlifted to medical center where victim deputy succumbed to his wounds. Wounded sergeant was listed in critical condition but later stabilized and is expected to survive.

Cold Spring Police Department, Minnesota, Advised veteran officer, aged 31, with over 10 years' law enforcement experience, was fatally shot at approximately 11 P.M. on 11/29/2012. Officer and partner responded to apartment for welfare check based on telephone calls from subject's family stating he was suicidal. Initial attempts to locate subject met with negative results. Officers returned approximately 90 minutes later and were in parking lot when subject, appearing to utilize 20-gauge shotgun, struck victim officer with two gunshot wounds. Several law enforcement agencies from region launched search for subject. Within hour, subject was taken into custody by Stearns County SWAT team investigators and is being held on second degree murder charges.

Topeka Police Department (TPD), Kansas, Advised veteran corporal, aged 50, with over 8 years' law enforcement experience with agency, and officer, aged 29, with over 1 year law enforcement experience with agency, were fatally shot on 12/16/2012. At approximately 6:09 p.m., TPD dispatched three patrol units to suspicious vehicle call located in parking lot of grocery store. When first two single officer patrol units arrived at scene, three females and one male were sitting in suspicious vehicle. Officers removed one female for questioning. After initial

female was questioned, officers asked second female to exit vehicle. At this time, male exited back seat of suspicious vehicle, started shooting, and struck both officers with gunfire in head. During this time frame, third single patrol unit arrived at scene and subsequently shot back at subject resulting in subject fleeing scene. Two wounded officers were transported to local hospitals where they were pronounced dead. During evening, manhunt involving numerous law enforcement agencies was initiated to locate identified subject who had long criminal history and was recently wanted by TPD for robbery and shooting. Subject was located in early morning hours on 12/17/2012 at apartment complex. After extensive standoff, tear gas was introduced into residence. At approximately 6:15 a.m., subject who was carrying handgun exited front of residence and was ordered to drop handgun. After failing to do so, subject was fatally shot by TPD sniper and members of Kansas Bureau of Investigation Response Team.

Memphis police department, Tennessee, Advised veteran officer, aged 32, with over 9 years' law enforcement experience with agency, was fatally shot on 12/14/2012. Officers attempted to serve narcotics search warrant when subject inside residence opened fire on officers fatally striking one officer and injuring second officer with gunshot wound to leg. Despite being wounded, officers were able to return gunfire resulting in subject being wounded. Subject and officer who received gunshot wound to leg were transferred to medical center. Subject is listed in critical condition and wounded officer was listed in stable condition.

Washington County Sheriff's Office (WCSO), Missouri, Advised deputy sheriff, aged 31, with less than 2 months' law enforcement experience with agency, was fatally shot on 12/15/2012. At approximately 2 a.m., 911 call center received call regarding individual being unresponsive. Since caller became belligerent with 911 operator, EMT requested assistance from WCSO. Deputy Sheriff and field training officer responded to assist. While loading unresponsive individual, subject who was individual's son, utilized 12 gauge shotgun and fired at least one shot at deputy sheriff fatally striking victim deputy in throat and head. Subject fled into nearby woods. FBI St. Louis, Rolla resident special agents responded to scene and was requested by WCSO for assistance. In order to locate subject, SWAT team, emergency response team, FBI surveillance plane and communication equipment were used. Subject was apprehended without incident at approximately 5 p.m. by Missouri state highway patrol. Subject was charged with first-degree murder and armed criminal action.

Additional details regarding incidents are not available. Should you wish to obtain information for condolence purposes, please contact your department's Law Enforcement Online (LEO) representative.



CONFERENCE CALENDAR

NO TRAININGS AT THIS TIME

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Beyond Traditional Policing

By Shauna Froelich, JD, Rasmussen College & Tom Molitor, Green Bay Police Chief

Legendary football coach Vince Lombardi once said, “people who work together will win, whether it be against complex football defenses, or the problems of modern society.”ⁱ Green Bay has a reputation for excellence in football and policing. Over the past year, the Green Bay Police Department took new initiatives and moved away from a traditional police style. The Department is evolving into a proactive department by using districts and concepts from problem-oriented policing. In addition, the command staff determined to combat the most important threat facing the city in 2013. By focusing on one wildly important goal, utilizing problem solving and engaging the community, the Department can have great success in accomplishing their mission. As Vince Lombardi would put it, effective policing requires team work and commitment.

Police Service in Green Bay prior to January 2012

For the past 30 years, the Green Bay Police Department relied mainly on traditional approaches to policing. Officers practiced preventative patrol, routine incident response, criminal investigation and emergency response tactics to deliver services to the Green Bay community. The service delivery depended on these tools as do service deliveries of many other police agencies. Leadership within the Department noticed that officers were focused on the reaction side of problems and less on the prevention side. Officers were slave to the radio, going from call to call and always busy. Calls were handled to the best of the responding officer’s ability and availability. The next call was usually in the hopper and, therefore, an officer would rarely have time to look into incidents to dissect or solve underlying issues. Supervisors and peers pressured officers to “quit milking the call” and to “get back into service”. Efforts toward problem solving were not adequately rewarded in the Department. As a result, the method of service delivery continued to be responding to calls, making arrests when appropriate and conducting criminal investigations when necessary.

Problem Oriented Policing

Although police can never ignore the urgent, there is a need for more substantive aspects of police functioning. Problem-oriented policing is a framework developed to improve the systematic process for examining and addressing specific community problems.ⁱⁱ Under this paradigm, officers are committed to more methodical inquiry and problem solving. This movement requires a shift in the traditional view of police. “One of the most common views of the police characterizes them as primarily concerned with meeting immediate, emergency-like needs; as alleviating problems rather than solving or curing them. Greater rewards are attached to improving immediate responses—to increasing speed and efficiency, for example – than to seeking more permanent, longer lasting solutions to the problems that require such responses.”ⁱⁱⁱ According to Goldstein and Susmilch, there are many other factors inherent in the nature of policing that attribute to the lack of adequate attention to substantive matters. Nonetheless, to improve policing, there needs to be a greater concern for substantive matters. The knowledge that police have on a wide range of community problems should be tapped. “Greater awareness by the police of the substantive aspects of their operations, plus the development of skills to collect and use relevant data, would go a long way....”^{iv} A key element to problem-oriented policing is the analysis of problems before trying to solve them. In the end, the police function needs to engage more in exploring the impact of police operations on community problems.

Community Policing in Green Bay

The Green Bay Police started its Community Police program in 1995 with five members. Undoubtedly, the problem-oriented policing concepts impacted this program. Officers were assigned to small beat areas in the city. The program flowed out of problems focused on community engagement. Officers were tasked with meeting with businesses and citizens in an effort to become known and trusted in their areas. It wasn’t long before community engagement led to the illumination of problems that needed to be solved. The community officers and the program continued to evolve over time to its present form and success. The Community Police program expanded to every district of Green Bay with ownership of problems in those areas. There currently are twelve community police and five additional officers assigned to neighborhood response units. The community police officers seek out partnerships with governmental, business, civic and citizen groups to identify and solve problems of crime and disorder in their areas. Green Bay’s Community Police program is very effective at problem solving due to the methods that they employ and the partnerships they utilize. The Department utilizes a commonly used problem solving method called the SARA model. Ultimately, this model contains the following elements: scanning, analysis, response and assessment.^v This model gives a strategic approach to problem solving. When officers use this model, they can better understand where a problem exists, what the problem is and likely solutions. Officers can also assess the impact of the solution; whether it had an effect on mitigating harm to the community or preventing future crime or disorder problems.

Community officers routinely utilize city building inspectors, probation and parole officers, landlord groups, neighborhood associations, retail businesses, faith-based groups and any other non-traditional groups as partners to mitigate or prevent crime and disorder. While enforcement is a component to the response to crime, it is rarely the sole solution. The more complicated a problem, the more likely officers reach out to other stakeholders in the community to share in the development and execution of a solution.

Green Bay Police Department in 2012

As of January 2012, the Green Bay Police Department began an effort to change the way police services are delivered to the community. In an effort to become more “pro-active”, the police department incorporated key elements of problem-oriented

policing by changing districts. The city was divided and districted to foster accountability among officers in solving criminal and social disorder problems in their district.

The foundation of districting Green Bay stemmed from observing the effectiveness of the Community Police program. The leadership of the Department decided to take many of the positive elements from the Community Police program and overlay those lessons learned onto the rest of the Department. Many of these insights support the concepts of problem-oriented policing. Some of the key lessons learned are:

1. Assignment of officers and supervisors on a near permanent basis to a geographic area in the city. This allows the officer to know the people, business and rhythms of their district.
2. Engagement in problem solving using the SARA model allows for the best understanding of the problem, possible solutions and impacts.
3. Ownership of problems in an assigned area creates an officer's obligation to see projects through to the end.
4. Development of non-criminal justice system solutions to crime and disorder problems. Since the criminal justice system is overburdened, prosecution alone is ineffective in deterring offenders. Solutions or avenues to explore include taking away opportunities, increasing the difficulty and risk of offending and taking away the benefits derived from offending.
5. Utilization of government, business and citizen partnerships prevent or minimize the incidence of crime and disorder. This allows for stakeholder involvement and empowerment, widening the array of responses and not placing sole responsibility on the police.

The Green Bay Department created four districts, two on each side of the Fox River. Each district is headed by a captain who has a staff of three lieutenants assigned to a day, afternoon or night shift. These lieutenants have six or seven officers assigned to them as a team. Additionally, each district captain has at least two community police officers assigned. Although the assigned officers must still take calls on their respective shifts, they are accountable for solving problems in their district. A problem is defined as two or more incidents, similar in nature, that are of concern to the police and public. Using problem-oriented policing concepts, analysis would likely indicate the need to involve stakeholders alongside an enforcement component.

In 2012, district captains conducted a threat assessment in each of their districts. This assessment took into account viewpoints, statistics and opinions from internal police sources and external stakeholder groups. A list of the major crime and disorder problems were assembled from these inside and outside perspectives. Command staff synthesized one list from the four districts and determined that the most important threat facing the city and the police department's mission was the incidence of burglaries and neighborhood thefts.

During the same time of the threat assessment, the leadership read and analyzed the concepts in the book, *The Four Disciplines of Execution*. This book outlines an operating system to execute an organization's most critical strategy in the midst of the "real work". The first discipline is "focusing on a wildly important goal (WIG)."^{vi} An organization increases accountability, team engagement and success by focusing on one tactical goal. The Department pulled their WIG out of their threat assessment: Reducing burglaries and neighborhood theft by 10% from January 1, 2013 to January 1, 2014.

The Green Bay Police Department's WIG will have the greatest impact on the success of their mission:

....to provide service through partnership with the community that builds trust, reduces crime, creates a safe environment, and enhances the quality of life in our neighborhoods.^{vii}

The command staff realized that in order for officers to have the opportunity to solve crime and disorder problems, four changes must occur. First, officer discretionary time must be increased. By utilizing non-sworn personnel, community service interns, low level complaints such as graffiti, damage to property, animal complaints and parking problems can create officer discretionary time. Additionally, Green Bay is in the process of designing software to enable the public to report minor crimes on-line. Both of these programs should allow for increased discretionary time for officers, and the ability to focus on the Department's goal. Second, any response activities must be focused. Third, officers need to receive adequate training in situational crime prevention, crime prevention through environmental design and other concepts in criminal problem solving. Fourth, officers need instruction on crime mapping and statistics. With increased officer discretionary time and fundamental police training, the goal for reducing burglary and neighborhood theft by 10% is attainable.

Conclusion

The Green Bay Police Department is evolving from a reactive, traditional style police agency to a proactive police department. Vince Lombardi would applaud the focus of the Green Bay Police Department with his words "success demands singleness of purpose."^{viii} The Department's strategic goal, to reduce burglary and neighborhood theft, engages officers and the community. Officers will utilize problem solving techniques, in-depth analysis and partnerships with critical community stakeholders. These techniques will be applied Department wide and are no longer solely the function of our community police officers. The police do not hold the means to solve all problems in Green Bay. Developing partnerships and engaging the community in problem solving will create ownership. The community will have a role, with the police, in developing a durable solution to crime and disorder.

¹ Lombardi, V. (November 27, 2012). *Vince Lombardi Quotes*. Retrieved from <http://vincelombardi.com/quotes.html>

¹ Scott, M. (November 29, 2012). *The Key Elements of Problem-Oriented Policing*. Retrieved from <http://www.popcenter.org/about/?p=elements>

¹ Goldstein, H. & Susmilch, C. (1981). The Problem-Oriented Approach to Improving Police Service. *Development of Problem-Oriented Policing Series, Volume 1*, 13. Retrieved from <http://popcenter.org/library/researchprojects/DevelopmentofPOPVol1.pdf>

¹ Ibid., 17.

¹ Scott, M. (November 29, 2012). *The Sara Model* Retrieved from <http://www.popcenter.org/about/?p=sara>

¹ McChesney, C., Covey, S & Huling, J (2012). *The Four Disciplines of Execution*. New York, NY: Free Press.

¹ Green Bay Police Department. (October 16, 2012). *Mission Statement*. Retrieved from <http://gbpolice.org/>

¹ Lombardi, V. (December 9, 2012). *Vince Lombardi Quotes*. Retrieved from <http://vincelombardi.com/quotes.html>



Submit Your Employment Opportunities On-Line

The Department of Justice has automated the process of submitting an employment announcement for publication in the Law Enforcement Bulletin and posting on WILENET. The on-line submission form is on WILENET at www.wilenet.org. From the Welcome to WILENET page, click on Employment Opportunities then follow the link to submit an employment opportunity. This link is open to the public; no login or password is required.

Agencies who wish to announce an employment opportunity should complete and submit the on-line form. The announcement will be stored in a database and will be immediately accessible by WILENET users. Announcements meeting the LEB publication deadline will be pulled from the database and printed in the bulletin each month.

EMPLOYMENT OPPORTUNITIES

The employment information contained below is also available via WILENET at www.wilenet.org. This information is outside the secure area and can be viewed by anyone.

ADJUNCT INSTRUCTOR - CRIMINAL JUSTICE

Western Technical College, La Crosse, WI **Reason For Announcement:** Establish Eligibility List, Part-time.

Responsibilities: For complete details and to apply online, go to <http://www.westerntc.edu/employment/>.

Salary & Benefits: Salary dependent on qualifications.

Qualifications: Driver license; Associate degree; Bachelor degree; Previous experience; Ability to perform essential functions of this position; See <http://www.westerntc.edu/employment/> for complete details. **Apply:** Ongoing Recruitment. Submit Agency Application. To Associate Dean Gary Trulson, Western Technical College, 400 7th Street North, La Crosse, WI 54601, Phone: (608) 789-4765, Internet: <http://www.westerntc.edu/employment/>. To obtain application materials: <http://www.westerntc.edu/employment>. **Note:** Background investigation.

EOE

ASSOCIATE DEAN OF PROTECTIVE SERVICES

Milwaukee Area Technical College, Oak Creek, WI **Reason For Announcement:** Fill Vacancy, Full-time. **Responsibilities:** Please review posting at www.matc.edu, or specifically at link below. **Salary & Benefits:** \$79,725 - \$105,000 per year.

Wisconsin retirement fund; Health insurance; Life insurance; Sick leave; Dental; Paid holidays - 8; Vacation.

Qualifications: Eligibility for

Wisconsin Law Enforcement Standards Board Certification; Master degree - Protective Services or Related Field; Good verbal and written communication skills; Previous experience; Knowledge and skills in operating computer systems; Clear and concise speech; Supervisory/Management Experience; Ability to perform essential functions of this position. **Apply:** Ongoing Recruitment. Submit Agency Application. To H.R. / Employee Relations Teresa Scaggs, Milwaukee Area Technical College, 700 West State Street, M254, Milwaukee, WI 53233-1443, Phone: (414) 297-7672, Fax: (414) 297-7627,

Email: scaggst@matc.edu, Internet: careers.peopleclick.com/careerscp/Client_matc/external/jobDetails.do?functionName=getJobDetail&jobPostId=2895&localeCode=en-us. To obtain application materials: www.matc.edu.

Note: Oral interviews; Background investigation.

AA/ADA/EOE

CORRECTIONAL OFFICER/COMMUNICATION OFFICER

Marquette County Sheriff's Office, Montello, WI **Reason For Announcement:** Fill Vacancy, Full-time. **Responsibilities:** Be able to perform all essential duties required for both the Jail and 911 Center. **Salary & Benefits:** \$38,136.52 - \$44,866.50 per year. Wisconsin retirement fund; Health insurance; Life insurance; Sick leave; Dental; Paid holidays - 11; Clothing allowance; Longevity pay;

Deferred compensation; Vacation.

Qualifications: U.S. citizen; Minimum age - 18; Driver license; Good driving record; Good physical condition; High school diploma; No felony convictions; No domestic abuse convictions; Vision correctable to 20/20; Good verbal and written communication skills; React quickly and effectively to stressful situations; Able to work evenings, weekends, and holidays; Ability to keyboard/type words per minute - 60; Knowledge and skills in operating computer systems; Clear and concise speech; Ability to handle several tasks simultaneously; Ability to perform essential functions of this position; Ability to use all standard law enforcement equipment. **Apply:** 4:00 PM, 01/25/2013. Submit Agency Application. To Chief Deputy Joseph R. Konrath, Marquette County Sheriff's Office, 67 W. Park Street, P.O. Box 630, Montello, WI 53949, Phone: (608) 297-2115, Fax: (608) 297-9045,

Email: jkonrath@co.marquette.wi.us. To obtain application materials: See instructions below. **Note:** Written exam; Oral interviews; Psychological profile; Medical examination; Drug screening; Background investigation; Applicants must register online at www.empc.net to take the Jail/Correction test before application deadline. Applicants scoring a 70% or higher maybe selected for an interview. At that time, applicants will be instructed to bring with them, their application and resume. . AA/ADA/EOE

DEPUTY SHERIFF

Winnebago County Sheriff's Office, Oshkosh, WI **Reason For Announcement:** Establish Eligibility List, Full-time. **Responsibilities:** Investigates and enforces violations of state and county laws and ordinances consistent with policies, rules and regulations of the department. **Salary & Benefits:** \$22.17 - \$28.35 per hour. Wisconsin retirement fund; Health insurance; Life insurance; Sick leave; Dental; Paid holidays - 10; Clothing allowance; Deferred compensation; Education incentive pay; Vacation. **Qualifications:** U.S. citizen; Minimum age - 21; Driver license; Good driving record; Good physical condition; Eligibility for Wisconsin Law Enforcement Standards Board Certification; 60 college credits; Bachelor degree; Ability to possess a firearm; No felony convictions; No domestic abuse convictions; Vision correctable to 20/20; Good verbal and written communication skills; 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; Ability to perform essential functions of this position; Ability to use all standard law enforcement equipment. **Apply:** 4:30 PM, 01/29/2013. Submit Agency Application. To Human Resources Specialist Ron Montgomery, Winnebago County Human Resources, 112 Otter Avenue, PO Box 2808, Oshkosh, WI 54903-2808, Phone: (920) 232-3468, Fax: (920) 232-3461. To obtain application materials: <https://www.empco.net/wis>. **Note:** Written exam; Oral interviews; Psychological profile; Drug screening; Background investigation; Physical fitness/agility screening; To apply and test for this position, go to the website <https://www.empco.net/wis> and follow the instructions. The required application and test must be completed and passed no later than January 29, 2013. There is a fee to take an examination. AA/ADA/EOE

DEPUTY SHERIFF

Ashland County Sheriff's Office, Ashland, WI **Reason For Announcement:** Establish Eligibility List, Part-time. **Responsibilities:** See Agency Website: <http://www.ashlandcountysheriff.us/patroldeputy.pdf>. **Salary & Benefits:**

\$15.00 - \$21.00 per hour. Wisconsin retirement fund; Health insurance; Life insurance; Sick leave; Paid holidays; Clothing allowance; Deferred compensation; Vacation. **Qualifications:** U.S. citizen; Minimum age - 18; Driver license; Good driving record; Good physical condition; Eligibility for Wisconsin Law Enforcement Standards Board Certification; High school diploma; 60 college credits; Ability to possess a firearm; No felony convictions; No domestic abuse convictions; Good verbal and written communication skills; React quickly and effectively to stressful situations; Able to work evenings, weekends, and holidays; Ability to keyboard/type words per minute - 35; Knowledge and skills in operating computer systems; Clear and concise speech; Ability to handle several tasks simultaneously; Ability to perform essential functions of this position; Ability to use all standard law enforcement equipment. **Apply:** Ongoing Recruitment. Submit Agency Application. To Chief Deputy James Hnath, Ashland County Sheriff's Office, Law Enforcement Center, 220 6th Street East, Ashland, WI 54806, Phone: (715) 685-7640 Ext. 602, Email: jim.hnath@ashlandcountysheriff.us, Internet: www.ashlandcountysheriff.us.

To obtain application materials: <http://www.ashlandcountysheriff.us/ashlandcountysheriffapplication09.pdf>. **Note:** Written exam; Oral interviews; Psychological profile; Medical examination; Vision examination; Drug screening; Background investigation; Physical fitness/agility screening; Applicants must complete our agency application online, print, sign and mail it back to the application contact. EOE

DEPUTY SHERIFF

Dane County Sheriff's Office, Madison, WI **Reason For Announcement:** Establish Eligibility List, Full-time. **Responsibilities:** This position performs various functions including patrol, traffic law enforcement, supervision of inmates, criminal investigations, court bailiff and serving warrants and civil papers. **Salary & Benefits:** \$40,676 - \$70,549 per year. Wisconsin retirement fund; Health insurance; Life insurance; Sick leave; Dental; Paid holidays - 12; Clothing allowance; Longevity pay; Deferred compensation; Education incentive pay; Vacation; Paid bereavement leave,

Undesirable Hours pay, Post Employment Health Plan. Educational incentive pay of up to 18% over base salary. Longevity pay of 3% to 12% over base salary. **Qualifications:** U.S. citizen; Minimum age - 21; Driver license; Good driving record; Good physical condition; Eligibility for Wisconsin Law Enforcement Standards Board Certification; High school diploma; Ability to possess a firearm; No felony convictions; No domestic abuse convictions; Vision correctable to 20/20; Good verbal and written communication skills; Able to work evenings, weekends, and holidays; Ability to perform essential functions of this position; Ability to use all standard law enforcement equipment; Must obtain a minimum of 60 college credits within 5 years of hire date. Two years full-time work, military or college experience. **Apply:** Ongoing Recruitment. Submit Agency Application. To Deputy Hayley Collins-LaFevre, Dane County Sheriff's Office, 115 W. Doty St., Madison, WI 53703, Phone: (608) 284-6174, Email: collins.hayley@danesheriff.com, Internet: www.danesheriff.com or www.teamdane.com. To obtain application materials: www.danesheriff.com; E-mail request: collins.hayley@danesheriff.com; Phone request: (608) 284-6174. **Note:** Written exam; Oral interviews; Psychological profile; Medical examination; Vision examination; Drug screening; Background investigation; State of Wisconsin Residency required upon hire. AA/EOE

DISPATCHER/ JAILER DEPUTY SHERIFF

Pierce County Sheriff's Office, Ellsworth, WI **Reason For Announcement:** Fill Vacancy. Establish Eligibility List, Full-time. **Responsibilities:** Current opening is for male dispatcher/jailers. Responsible for the safety and supervision of inmates and operation of the communications center. **Salary & Benefits:** \$18.95 - \$23.69 per hour. Wisconsin retirement fund; Health insurance; Life insurance; Sick leave; Paid holidays - 10; Clothing allowance; Longevity pay; Deferred compensation; Vacation. **Qualifications:** U.S. citizen; Driver license; Good driving record; Good physical condition; High school diploma; 60 college credits; No felony convictions; No domestic abuse convictions; Good verbal and written

communication skills; React quickly and effectively to stressful situations; Able to work evenings, weekends, and holidays; Clear and concise speech; Ability to handle several tasks simultaneously; Ability to use all standard law enforcement equipment.

Apply: 4:30 PM, 01/22/2013. Submit DJ-LE-330, Resume, Agency Application. To Human Resources Sandy Langer, Pierce County, 432 W Main St, PO Box 9, Ellsworth, WI 54011, Phone: (715) 273-6433, Email: slanger@co.pierce.wi.us. To obtain application materials: Call 715-273-3531 or go to www.piercecounty.wisconsin.com. **Note:** Written exam; Oral interviews; Psychological profile; Medical examination; Vision examination; Drug screening; Background investigation. AA/EOE

DISPATCHER/TELECOMMUNICATOR

Green Lake County Sheriff's Office, Green Lake, WI **Reason For Announcement:** Fill Vacancy, Establish Eligibility List, Part-time. **Responsibilities:** Receive 911 and non-emergency calls. Dispatch and monitor Law Enforcement, Fire, EMS, and Emergency Government calls. Enter Warrants, other duties as assigned by the Sheriff. **Salary & Benefits:** \$20.24 - \$24.23 per hour.

Qualifications: U.S. citizen; Minimum age - 18; Driver license; Good driving record; Good physical condition; High school diploma; No felony convictions; No domestic abuse convictions; Vision correctable to 20/20; Good verbal and written communication skills; React quickly and effectively to stressful situations; Able to work evenings, weekends, and holidays; Ability to keyboard/type words per minute - 40; Knowledge and skills in operating computer systems; Clear and concise speech; Ability to handle several tasks simultaneously; Ability to perform essential functions of this position.

Apply: 12:00 PM, 01/23/2013. Submit Agency Application. To Deputy Clerk Sara Radloff, Green Lake County Clerk's Office, 571 County Road A, PO Box 3188, Green Lake, WI 54941-3188, Phone: (920) 294-4005, Fax: (920) 294-4009, Email: sradloff@co.green-lake.wi.us, Internet: www.co.green-lake.wi.us. To obtain application materials: www.co.green-lake.wi.us Look under employment. Be sure to read the accompanying letter.

Note: Written exam; Oral interviews; Psychological profile; Medical

examination; Vision examination; Drug screening; Background investigation; Physical fitness/agility screening. AA/ADA/EOE

DISPATCHER/TELECOMMUNICATOR

Bayside Police Dept, Bayside, WI **Reason For Announcement:** Establish Eligibility List, Full-time.

Responsibilities: Check Village website for full list of responsibilities. www.bayside-wi.gov.

Salary & Benefits: \$18.76 - \$22.59 per hour. Wisconsin retirement fund; Health insurance; Life insurance; Sick leave; Dental; Paid holidays; Clothing allowance; Longevity pay; Vacation; Excellent fringe benefit package.

Qualifications: U.S. citizen; Minimum age - 18; Driver license; High school diploma; No felony convictions; No domestic abuse convictions; Good verbal and written communication skills; 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; Ability to perform essential functions of this position; G.E.D. in lieu of high school diploma acceptable. **Apply:** Ongoing Recruitment. Submit Agency Application. To Captain Scott McConnell, Bayside Police Department, 9075 N. Regent Road, Bayside, WI 53217, Phone: (414) 351-8800 Ext. 0, Fax: (414) 351-8810, Email: smcconnell@bayside-wi.gov. To obtain application materials: www.bayside-wi.gov.

Note: Written exam; Oral interviews; Psychological profile; Medical examination; Vision examination; Drug screening; Background investigation. AA/ADA/EOE

DISPATCHER/TELECOMMUNICATOR

Kenosha Joint Services, Kenosha, WI **Reason For Announcement:** Fill Vacancy, Establish Eligibility List, Full-time. **Responsibilities:** Operates telephones, computers, radios, and other electronic communications equipment; gathers emergency and non-emergency information; dispatches appropriate law enforcement and fire equipment. Complete job description available with application.

Salary & Benefits: \$17.36 - \$21.78 per hour. Salary dependent on qualifications. Wisconsin retirement fund; Health insurance; Life insurance; Sick leave; Dental; Paid holidays - 10; Deferred compensation; Vacation; Paid

training, shift premium, and Emergency Medical Dispatching premium in addition to base wage, Flexible Spending Accounts, Employee Assistance Program, AFLAC insurance available. **Qualifications:** Minimum age - 18; High school diploma; No felony convictions; Good verbal and written communication skills; 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; Ability to perform essential functions of this position; Bilingual - Not required, but helpful; Ability to data entry at 6200 keystrokes per hour with an accuracy rate of 95%. In lieu of high school diploma, we accept G.E.D. **Apply:** Ongoing Recruitment. Submit Agency Application. To Personnel Assistant Bev Sebetic, Kenosha Joint Services, 1000 55th Street, Kenosha, WI 53140, Phone: (262) 605-5050, Internet: www.kccjs.org. To obtain application materials: www.kccjs.org or 262-605-5050. **Note:** Written exam; Oral interviews; Psychological profile; Medical examination; Vision examination; Drug screening; Background investigation; Residency required. EOE

JAIL/CORRECTIONS OFFICER

Green Lake County Sheriff's Office, Green Lake, WI **Reason For Announcement:** Establish Eligibility List, Full-time, Part-time. **Responsibilities:** Responsible for care, safety and security of inmates and at the Green Lake County Correctional Facility. **Salary & Benefits:** \$20.24 - \$24.23 per hour. Wisconsin retirement fund; Health insurance; Life insurance; Sick leave; Dental; Paid holidays - 9; Clothing allowance; Deferred compensation; Vacation; Benefits listed above are for Full-time employment only. Part-time benefit is the Wisconsin Retirement fund only.

Qualifications: U.S. citizen; Minimum age - 18; Driver license; Good driving record; Good physical condition; High school diploma; No felony convictions; No domestic abuse convictions; Vision correctable to 20/20; Good verbal and written communication skills; React quickly and effectively to stressful situations; Able to work evenings, weekends, and holidays; Ability to keyboard/type words per minute - 40; Knowledge and skills in operating computer systems; Clear and concise

speech; Ability to handle several tasks simultaneously; Ability to perform essential functions of this position.

Apply: 12:00 PM, 01/23/2013. Submit Agency Application. To Deputy Clerk Sara Radloff, Green Lake County Clerk's Office, 571 County Road A, PO Box 3188, Green Lake, WI 54941-3188, Phone: (920) 294-4005, Fax: (920) 294-4009, Email: sradloff@co.green-lake.wi.us, Internet: www.co.green-lake.wi.us. To obtain application materials: www.co.green-lake.wi.us Click the employment tab, be sure to read letter also or call Sara at 920-294-4005. **Note:** Written exam; Oral interviews; Psychological profile; Medical examination; Vision examination; Drug screening; Background investigation; Physical fitness/agility screening. AA/ADA/EOE

JAIL/CORRECTIONS OFFICER

Winnebago County Sheriff's Office, Oshkosh, WI **Reason For Announcement:** Establish Eligibility List, Full-time. **Responsibilities:** Enforces Winnebago County Sheriff's Office policies, rules and regulations and ensures the safety of the Winnebago County correctional facilities. **Salary & Benefits:** \$22.17 - \$28.35 per hour. Wisconsin retirement fund; Health insurance; Life insurance; Sick leave; Dental; Paid holidays - 10; Clothing allowance; Deferred compensation; Education incentive pay; Vacation. **Qualifications:** U.S. citizen; Minimum age - 21; Driver license; Good driving record; Good physical condition; Eligibility for Wisconsin Law Enforcement Standards Board Certification; 60 college credits; Bachelor degree; Ability to possess a firearm; No felony convictions; Vision correctable to 20/20; Good verbal and written communication skills; 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; Ability to perform essential functions of this position; Ability to use all standard law enforcement equipment. **Apply:** 4:30 PM, 01/29/2013. Submit Agency Application. To Human Resources Specialist Ron Montgomery, Winnebago County Human Resources, 112 Otter Avenue, PO Box 2808, Oshkosh, WI 54903-2808,

Phone: (920) 232-3468, Fax: (920) 232-3461,

Internet: www.empco.net/wis. To obtain application materials: see website below. **Note:** Written exam; Oral interviews; Psychological profile; Drug screening; Background investigation; Physical fitness/agility screening; To apply and test for this position, go to the website shown above, <https://www.empco.net/wis>, and follow the instructions. The required application and test must be completed and passed no later than January 29, 2013. There is a fee to take an examination. AA/ADA/EOE

JAIL/CORRECTIONS OFFICER

Fond du Lac County Sheriff's Office, Fond Du Lac, WI **Reason For Announcement:** Establish Eligibility List, Full-time. **Responsibilities:** Under the general direction of a CO III. Responsible for the maintenance of security and order of inmates in a county correctional environment. Ensures the enforcement of federal and state laws, as well as the observance of jail rules and regulations. **Salary & Benefits:** \$20.53 - \$23.89 per hour. Wisconsin retirement fund; Health insurance; Life insurance; Sick leave; Dental; Paid holidays - 11; Clothing allowance; Deferred compensation; Vacation. **Qualifications:** U.S. citizen; Driver license; Good driving record; Good physical condition; High school diploma; 60 college credits; Associate degree - Correctional/Police Science; Ability to possess a firearm; No felony convictions; No domestic abuse convictions; Vision correctable to 20/20; Good verbal and written communication skills; 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; Ability to perform essential functions of this position; Ability to use all standard law enforcement equipment. **Apply:** 4:30 PM, 01/31/2013. Submit Agency Application. To Human Resources Assistant Mary Fortney, Fond du Lac County, 160 S Macy St, Fond du Lac, WI 54935, Phone: (920) 929-3312, Fax: (920) 929-3016, Email: mary.fortney@fdlco.wi.gov, Internet: www.fdlco.wi.gov. To obtain application materials: www.fdlco.wi.gov. **Note:** Written exam; Oral interviews; Psychological profile; Background

investigation.

EOE

JAIL/CORRECTIONS OFFICER

Wisconsin Department of Corrections, Statewide, WI **Reason For Announcement:** Fill Vacancy, Full-time. **Responsibilities:** Upon completion of paid training, will perform security related tasks in the institution. Will direct and monitor inmate behavior, counsel inmates, maintain records, conduct personal searches, may provide inmate transportation in a State vehicle to/from other facilities. **Salary & Benefits:** \$14.89 per hour. Wisconsin retirement fund; Health insurance; Life insurance; Sick leave; Dental; Paid holidays; Clothing allowance; Vacation. **Qualifications:** Minimum age - 18; Driver license; High school diploma; Ability to possess a firearm; No felony convictions; No domestic abuse convictions; Good verbal and written communication skills; React quickly and effectively to stressful situations; Able to work evenings, weekends, and holidays; Clear and concise speech; Ability to handle several tasks simultaneously; Ability to perform essential functions of this position; Pass a medical exam and fitness test = 1½ mile run, push-ups, & sit-ups (passing point is on a sliding scale based on age of applicant) Hold a valid driver's license for a minimum of two years Less than three traffic violations in the past two years. **Apply:** Ongoing Recruitment. Submit Agency Application. To HR Assistant Allisa Brown, Wisconsin Department of Corrections, 3099 E Washington Avenue, Madison, WI 53704, Phone: (608) 240-5487, Fax: (608) 240-3343, Email: allisa.brown@wisconsin.gov, Internet: <http://www.wi-doc.com>. To obtain application materials: For application materials go to the Department of Corrections website http://www.wi-doc.com/index_employment.htm. **Note:** Oral interviews; Medical examination; Vision examination; Background investigation; Physical fitness/agility screening. AA/ADA/EOE

LAW ENFORCEMENT INSTRUCTOR & INSTRUCTOR ASSISTANT

Madison Area Technical College, Madison, WI **Reason For Announcement:** Establish Eligibility List, Part-time. **Responsibilities:**

Provide instruction in the law enforcement academy to sworn and pre-service candidates. Preference will be provided to those who are currently certified as unified tactical instructors by the LESB. **Salary & Benefits:** Salary dependent on qualifications. Wisconsin retirement fund; Sick leave; Clothing allowance.

Qualifications: Good physical condition; No felony convictions; No domestic abuse convictions; Good verbal and written communication skills; Previous experience; React quickly and effectively to stressful situations; Knowledge and skills in operating computer systems; Clear and concise speech; Ability to handle several tasks simultaneously; Ability to perform essential functions of this position; Ability to use all standard law enforcement equipment. **Apply:** Ongoing Recruitment. Submit Agency Application. To Criminal Justice Chair Brian Landers, Madison College Law Enforcement Academy, 302 S. Gammon Road, Madison, WI 53717, Phone: (608) 245-5881, Email: blanders@madisoncollege.org, Internet: <http://matcmadison.edu/school-human-and-protective-services>. To obtain application materials: <https://jobs.matcmadison.edu/postings/7249>. **Note:** Oral interviews; Background investigation; Recruiting for the 2012/13 academic year. Application pool good through December 31st. AA/ADA/EOE

MASTER CONTROL AIDE

Green Lake County Sheriff's Office, Green Lake, WI **Reason For Announcement:** Fill Vacancy, Establish Eligibility List, Part-time. **Responsibilities:** Master Control Aide - no physical contact with inmates. Monitors inmates, Corrections Officers, nurses, maintenance and food staff, visitors and other professionals entering the Correctional Facility. Communicates with all of the above through speaker, phone or radio system. **Salary & Benefits:** \$12.20 - \$12.21 per hour. Wisconsin retirement fund. **Apply:** 12:00 PM, 01/23/2013. Submit Agency Application. To Deputy Clerk Sara Radloff, Green Lake County Clerk's Office, 571 County Road A, PO Box 3188, Green Lake, WI 54941-3188, Phone: (920) 294-4005, Fax: (920) 294-4009, Email: sradloff@co.green-lake.wi.us. To obtain application materials: www.co.green-lake.wi.us Then click on the employment tab. Be sure to see the attached letter.

Note: Written exam; Oral interviews; Psychological profile; Medical examination; Vision examination; Drug screening; Background investigation; Physical fitness/agility screening. AA/ADA/EOE

PATROL OFFICER-K9 HANDLER

Osceola Village Police Dept, Osceola, WI **Reason For Announcement:** Establish Eligibility List, Full-time. **Responsibilities:** To fill vacancy of current K9 handler who is leaving in 2013. Hired officer will eventually attend K9 cert class and be provided a new dog to complete the class. Officer will work a standard 12 hour patrol shift, as well as any other duties as assigned. **Salary & Benefits:** Salary dependent on qualifications. Wisconsin retirement fund; Health insurance; Life insurance; Sick leave; Dental; Paid holidays - 9; Clothing allowance; Deferred compensation; Vacation. **Qualifications:** U.S. citizen; Minimum age - 21; Driver license; Good driving record; Good physical condition; Eligibility for Wisconsin Law Enforcement Standards Board Certification; Associate degree; Bachelor degree; Ability to possess a firearm; No felony convictions; No domestic abuse convictions; 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; Ability to handle several tasks simultaneously; Ability to use all standard law enforcement equipment; Be physically able to complete K9 certification course. Selected officer should have experience as a patrol officer, and be able to dedicate a minimum of 5 years to the Osceola Police Department after completion of K9 academy. **Apply:** 4:00 PM, 01/31/2013. Submit DJ-LE-330, Resume. To Chief of Police Tim Lauridsen, Osceola Police Department, 310 Chieftain Street, Box 217, Osceola, WI 54020, Phone: (715) 294-3628. **Note:** Oral interviews; Psychological profile; Medical examination; Drug screening; Background investigation; Physical fitness/agility screening; Residency required.

POLICE OFFICER

Portage Police Dept, Portage, WI **Reason For Announcement:** Establish Eligibility List, Full-time. **Responsibilities:** GENERAL POLICE FUNCTIONS INCLUDING PATROL, CRIMINAL LAW ENFORCEMENT,

TRAFFIC CODE ENFORCEMENT, ORDINANCE ENFORCEMENT, MAINTAINING PUBLIC PEACE, PROTECTING LIFE AND PROPERTY AND WORKING WITH THE COMMUNITY TO ADDRESS COMMUNITY PROBLEMS. **Salary & Benefits:** \$46,566 per year. Wisconsin retirement fund; Health insurance; Life insurance; Sick leave; Paid holidays; Clothing allowance; Deferred compensation; Vacation. **Qualifications:** U.S. citizen; Driver license; Good driving record; Good physical condition; Eligibility for Wisconsin Law Enforcement Standards Board Certification; High school diploma; 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; React quickly and effectively to stressful situations; Able to work evenings, weekends, and holidays; Clear and concise speech; Ability to handle several tasks simultaneously; Ability to perform essential functions of this position; Ability to use all standard law enforcement equipment; MUST HAVE COMPLETED THE ADVANCED 13 WEEK LAW ENFORCEMENT ACADEMY CLASS BY DECEMBER 31, 2012. **Apply:** 4:00 PM, 01/20/2013. Submit DJ-LE-330, Resume, Agency Application. To POLICE CHIEF KEN MANTHEY, CITY OF PORTAGE POLICE DEPARTMENT, 117 WEST PLEASANT STREET, PORTAGE, WI 53901, Phone: (608) 742-2174, Email: ken.manthey@ci.portage.wi.us. To obtain application materials: CITY OF PORTAGE POLICE DEPARTMENT, 117 WEST PLEASANT STREET, PORTAGE, WI 53901. **Note:** Written exam; Oral interviews; Psychological profile; Drug screening; Background investigation; Physical fitness/agility screening; Residency required; RESIDENCY WITHIN A 40 MINUTE DRIVING TIME OF THE CITY LIMITS UPON COMPLETION OF PROBATION. EOE

POLICE OFFICER

Portage Police Dept, Portage, WI **Reason For Announcement:** Establish Eligibility List, Part-time. **Responsibilities:** GENERAL POLICE FUNCTIONS INCLUDING PATROL, CRIMINAL LAW ENFORCEMENT, TRAFFIC CODE ENFORCEMENT, ORDINANCE ENFORCEMENT, MAINTAINING PUBLIC PEACE,

PROTECTING LIFE AND PROPERTY AND WORKING WITH THE COMMUNITY TO ADDRESS COMMUNITY PROBLEMS. **Salary & Benefits:** \$15.00 per hour.

Qualifications: U.S. citizen; Driver license; Good driving record; Good physical condition; Eligibility for Wisconsin Law Enforcement Standards Board Certification; High school diploma; 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; React quickly and effectively to stressful situations; Able to work evenings, weekends, and holidays; Clear and concise speech; Ability to handle several tasks simultaneously; Ability to perform essential functions of this position; Ability to use all standard law enforcement equipment; MUST HAVE COMPLETED THE ADVANCED 13 WEEK LAW ENFORCEMENT ACADEMY CLASS BY DECEMBER 31, 2012. **Apply:** 4:00 PM, 01/20/2013. Submit DJ-LE-330, Resume, Agency Application. To POLICE CHIEF KEN MANTHEY, CITY OF PORTAGE POLICE DEPARTMENT, 117 WEST PLEASANT STREET, PORTAGE, WI 53901, Phone: (608) 742-2174, Email: ken.manthey@ci.portage.wi.us.

To obtain application materials: CITY OF PORTAGE POLICE DEPARTMENT, 117 WEST PLEASANT STREET, PORTAGE, WI 53901. **Note:** Written exam; Oral interviews; Psychological profile; Drug screening; Background investigation; Physical fitness/agility screening; Residency required; RESIDENCY WITHIN A 40 MINUTE DRIVING TIME OF THE CITY LIMITS UPON COMPLETION OF PROBATION. EOE

POLICE OFFICER

Altoona Police Dept, Altoona, WI
Reason For Announcement: Fill Vacancy, Establish Eligibility List, Full-time, Part-time. **Salary & Benefits:** \$20.58 - \$24.96 per hour. Wisconsin retirement fund; Health insurance; Life insurance; Sick leave; Dental; Paid holidays - 9; Clothing allowance; Deferred compensation; Vacation. **Qualifications:** U.S. citizen; Driver license; Good driving record; Good physical condition; Eligibility for Wisconsin Law Enforcement Standards Board Certification; High school diploma; 60 college credits; Ability to

possess a firearm; No felony convictions; No domestic abuse convictions; Good verbal and written communication skills; React quickly and effectively to stressful situations; Able to work evenings, weekends, and holidays; Ability to handle several tasks simultaneously; Ability to perform essential functions of this position; Ability to use all standard law enforcement equipment. **Apply:** 4:00 PM, 01/23/2013. Submit Agency Application. To ADMINISTRATIVE ASSISTANT KAREN WIRNER, ALTOONA POLICE DEPARTMENT, 1904 SPOONER AVENUE, ALTOONA, WI 54720, Phone: (715) 839-6090,

Email: karenw@ci.altoona.wi.us. To obtain application materials: CONTACT KAREN WIRNER AT 715-839-6090 MONDAY-FRIDAY 7:30A.M.-4:00P.M. **Note:** Written exam; Oral interviews; Psychological profile; Medical examination; Vision examination; Drug screening; Background investigation; Physical fitness/agility screening; ONLY APPLICATION PROVIDED BY THE ALTOONA POLICE DEPARTMENT WILL BE ACCEPTED. DJ-LE-330 FORM SHOULD NOT BE SUBMITTED. AA/ADA/EOE

POLICE OFFICER

Beaver Dam Police Dept, Beaver Dam, WI
Reason For Announcement: Establish Eligibility List, Full-time. **Responsibilities:** Provide full police service for the City of Beaver Dam. **Salary & Benefits:** \$3,426.51 - \$4,577.70 per month. Wisconsin retirement fund; Health insurance; Life insurance; Sick leave; Paid holidays - 11; Clothing allowance; Longevity pay; Deferred compensation; Vacation; 5-3, 5-3, 5-2 work schedule (per last contract). **Qualifications:** U.S. citizen; Driver license; Good driving record; Eligibility for Wisconsin Law Enforcement Standards Board Certification; High school diploma; 60 college credits; Ability to possess a firearm; No felony convictions; No domestic abuse convictions; Good verbal and written communication skills; Able to work evenings, weekends, and holidays; Ability to perform essential functions of this position. **Apply:** 4:30 PM, 01/25/2013. Submit DJ-LE-330, Resume. To Lieutenant Brandon Stommel, City of Beaver Dam Police Department, 123 Park Ave., Beaver

Dam, WI 53916, Phone: (920) 887-4613 Ext. 509, Fax: (920) 887-4616, Email: bstommel@bdpd.org.

Note: Written exam; Oral interviews; Psychological profile; Medical examination; Drug screening; Background investigation; Physical fitness/agility screening; Residency required; Enrolled/completed academy by application deadline. Nonrefundable \$10.00 fee due with application. Check payable to Beaver Dam Police (may be waived for financial hardship). Will not consider electronic, faxed, incomplete and/or incorrect applications. Tentative date for written test is 02/09/2013. AA/ADA/EOE

POLICE OFFICER

North Fond Du Lac Police Dept, North Fond Du Lac, WI
Reason For Announcement: Fill Vacancy, Establish Eligibility List, Full-time. **Responsibilities:** Police officer related duties as assigned. **Salary & Benefits:** \$41,284 - \$55,562 per year. Salary dependent on qualifications. Wisconsin retirement fund; Health insurance; Life insurance; Sick leave; Dental; Paid holidays; Clothing allowance; Longevity pay; Deferred compensation; Education incentive pay; Vacation; Short and long term disability insurance. **Qualifications:** U.S. citizen; Minimum age - 18; Driver license; Good driving record; Good physical condition; Eligibility for Wisconsin Law Enforcement Standards Board Certification; High school diploma; 60 college credits; Associate degree - Minimum Required; Bachelor degree - Preferred; Ability to possess a firearm; No felony convictions; No domestic abuse convictions; Vision correctable to 20/20; Good verbal and written communication skills; React quickly and effectively to stressful situations; Able to work evenings, weekends, and holidays; Ability to handle several tasks simultaneously; Ability to perform essential functions of this position; Ability to use all standard law enforcement equipment. **Apply:** 4:30 PM, 01/25/2013. Submit Resume, Agency Application. To Police Clerk Karie Tackett, North Fond du Lac Police Department, 16 Garfield Street, North Fond du Lac, WI 54937, Phone: (920) 929-3760, Fax: (920) 929-3784, Email: ktackett@nfdl.org, Internet: www.nfdl.org. To obtain application materials: www.nfdl.org. **Note:** Written exam; Oral interviews; Psychological profile; Medical examination; Drug screening; Background investigation; Physical

fitness/agility screening.
EOE

POLICE OFFICER

Richland Center Police Dept, Richland Center, WI **Reason For**

Announcement: Establish Eligibility List, Full-time. **Responsibilities:** General police functions including patrol; criminal law enforcement; traffic code enforcement; ordinance enforcement; maintaining public peace; protecting life and property; identify and solve community problems; other duties as assigned. **Salary & Benefits:** \$18.39 - \$22.58 per hour. Wisconsin retirement fund; Health insurance; Life insurance; Sick leave; Paid holidays - 9; Clothing allowance; Longevity pay; Deferred compensation; Vacation; One (1) Floating Holiday.

Qualifications: U.S. citizen; Minimum age - 18; Driver license; Good driving record; Good physical condition; Eligibility for Wisconsin Law Enforcement Standards Board Certification; High school diploma; 60 college credits; Ability to possess a firearm; No felony convictions; No domestic abuse convictions; Good verbal and written communication skills; React quickly and effectively to stressful situations; Able to work evenings, weekends, and holidays; Clear and concise speech; Ability to handle several tasks simultaneously; Ability to perform essential functions of this position; Ability to use all standard law enforcement equipment; Ability to render credible testimony in a court of law. **Apply:** 5:00 PM, 01/25/2013. Submit Agency Application. To Administrative Secretary Annette Clark, Richland Center Police Department, 470 South Main Street, Richland Center, WI 53581, Phone: (608) 647-2103, Fax: (608) 647-8126, Email: rcpd@rcpolice.net, Internet: www.richlandcenter.com. To obtain application materials: Call (608) 647-2103 or e-mail rcpd@rcpolice.net.

Note: Written exam; Oral interviews; Psychological profile; Medical examination; Drug screening; Background investigation; Physical fitness/agility screening; Residency required; Residency must be within Twenty-five (25) miles of the Richland Center city limits. Written and physical agility testing will take place on Saturday, February 2, 2013 beginning at 8:30 am.
ADA/EOE

POLICE OFFICER

Pleasant Prairie Police Dept, Pleasant Prairie, WI **Reason For**

Announcement: Establish Eligibility List, Full-time. **Responsibilities:** Full-time police officer. List being established for 2013 recruitment. **Salary & Benefits:** \$49,649 - \$62,046 per year. Wisconsin retirement fund; Health insurance; Sick leave; Clothing allowance; Deferred compensation; Education incentive pay; Vacation.

Qualifications: U.S. citizen; Minimum age - 18; Driver license; Good driving record; Good physical condition; High school diploma; 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; React quickly and effectively to stressful situations; Able to work evenings, weekends, and holidays; Clear and concise speech; Ability to handle several tasks simultaneously; Ability to perform essential functions of this position; Ability to use all standard law enforcement equipment. **Apply:** 5:00 PM, 01/31/2013. Submit DJ-LE-330, Resume, Agency Application. To Human Resources Department, Pleasant Prairie Police Department, 9915 39th Avenue, Pleasant Prairie, WI 53158, Phone: (262) 694-1400, Internet: www.pleasantprairieonline.com. To obtain application materials: www.pleasantprairieonline.com. **Note:** Written exam; Oral interviews; Psychological profile; Medical examination; Vision examination; Drug screening; Background investigation; Incomplete applications will be rejected. Please submit cover letter, resume and application DJ-LE-330. Successful candidates will be invited to take written exam. Applicants will then be contacted for further participation in this process. .
EOE

POLICE OFFICER

Verona Police Dept, Verona, WI **Reason For Announcement:** Fill Vacancy, Full-time. **Responsibilities:** Field Operations; preventative patrol, traffic enforcement, emergency and non-emergency calls for service, investigations concerning criminal matters. **Salary & Benefits:** \$43,942.49 - \$64,434.49 per year. Salary dependent on qualifications. Wisconsin retirement fund; Health insurance; Life insurance; Sick leave; Dental; Paid holidays - 11; Clothing allowance; Longevity pay; Deferred compensation; Education incentive pay; Vacation; LATERAL TRANSFER OPPORTUNITY FOR

CERTIFIED/EXPERIENCED CANDIDATES. 1.5 time on holidays worked; 6/3 work schedule (37.33 average week); 2-hr minimum call in. **Qualifications:** U.S. citizen; Minimum age - 18; Driver license; Good driving record; Good physical condition; High school diploma; 60 college credits; Ability to possess a firearm; No felony convictions; Vision correctable to 20/20; Good verbal and written communication skills; React quickly and effectively to stressful situations; Able to work evenings, weekends, and holidays; Clear and concise speech; Ability to handle several tasks simultaneously; Ability to perform essential functions of this position; Ability to use all standard law enforcement equipment. **Apply:** 4:30 PM, 02/08/2013. Submit Agency Application. To Business Office Manager Holly Nilles, Verona Police Department, 111 Lincoln Street, Verona, WI 53593, Phone: (608) 845-0924, Email: holly.nilles@ci.verona.wi.us, Internet: www.ci.verona.wi.us. To obtain application materials: visit website at: www.ci.verona.wi.us. **Note:** Written exam; Oral interviews; Psychological profile; Medical examination; Vision examination; Drug screening; Background investigation; Physical fitness/agility screening.
EOE

POLICE OFFICER

Fond du Lac Police Department, Fond du Lac, WI **Reason For Announcement:** Fill Vacancy, Establish Eligibility List, Full-time. **Salary & Benefits:** \$42,552 - \$59,932 per year. Wisconsin retirement fund; Health insurance; Life insurance; Sick leave; Paid holidays - 9; Clothing allowance; Longevity pay; Vacation. **Qualifications:** U.S. citizen; Minimum age - 21; Driver license; Good driving record; Good physical condition; High school diploma; Associate degree; Bachelor degree - Preferred; Ability to possess a firearm; No felony convictions; No domestic abuse convictions; Vision correctable to 20/20; Good verbal and written communication skills; 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; Ability to perform essential functions of this position; Ability to use all standard law enforcement equipment; Bilingual - Preferred; www.fdlpolice.com. **Apply:**

Ongoing Recruitment. Submit Agency Application. To Associate Manager Jackie Braatz, Human Resources, 160 S. Macy St., Post Office Box 150, Fond du Lac, WI 54936-0150, Phone: (920) 322-3624, Fax: (920) 322-3421, Email: jbraatz@fdl.wi.gov, Internet: www.ci.fond-du-lac.wi.us. To obtain application materials: <http://www.ci.fond-du-lac.wi.us/index.html?department=22> or www.fdlpolice.com or contact Human Resources (920-322-3624).

Note: Written exam; Oral interviews; Psychological profile; Medical examination; Vision examination; Drug screening; Background investigation; Physical fitness/agility screening. AA/ADA/EOE

POLICE OFFICER

Madison Police Department, Madison, WI **Reason For Announcement:** Fill Vacancy, Full-time. **Responsibilities:** Open enrollment for full-time positions (2014). **Salary & Benefits:** \$43,714 - \$63,414 per year. See MPD website. **Qualifications:** See MPD Web site.

Apply: Ongoing Recruitment. Submit Agency Application. To Sergeant of Police Michael C. Koval, Madison Police Department, 211 S. Carroll St., Madison, WI 53703-3303, Phone: (608) 266-4190, Fax: (608) 261-9963, Email: mkoval@cityofmadison.com, Internet: www.madisonpolice.com. To obtain application materials: www.madisonpolice.com.

Note: Written exam; Oral interviews; Medical examination; Vision examination; Drug screening; Background investigation; Physical fitness/agility screening. AA/ADA/EOE

POLICE OFFICER

Menasha Police Dept, Menasha, WI **Reason For Announcement:** Fill Vacancy, Establish Eligibility List, Full-time. **Salary & Benefits:** \$3,610 - \$5,385 per month. Wisconsin retirement fund; Health insurance; Life insurance; Sick leave; Dental; Paid holidays - 10; Clothing allowance; Deferred compensation; Education incentive pay; Vacation; 5-3, 5-3, 5-2 work schedule. **Qualifications:** U.S. citizen; Minimum age - 21; Driver license; Good driving record; Good physical condition; Eligibility for Wisconsin Law Enforcement Standards Board Certification; 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; React quickly and effectively to stressful situations; Able to work evenings, weekends, and holidays; Clear and concise speech; Ability to handle several tasks simultaneously; Ability to perform essential functions of this position; Ability to use all standard law enforcement equipment; Bilingual - Spanish or Hmong skills preferred; Answer questions on DJ-LE-330.

Apply: Ongoing Recruitment. Submit DJ-LE-330. To Operations Captain Brett Halderson, Menasha Police Department, 430 1st Street, Menasha, WI 54952, Phone: (920) 967-3500, Fax: (920) 967-5145, Email: bhderson@ci.menasha.wi.us, Internet: www.MenashaPolice.org.

Note: Written exam; Oral interviews; Psychological profile; Medical examination; Vision examination; Drug screening; Background investigation; Physical fitness/agility screening; 20 mile residency requirement upon completion of 18 month probationary period. AA/ADA/EOE

POLICE OFFICER

Platteville Police Department, Platteville, WI **Reason For Announcement:** Establish Eligibility List, Full-time. **Responsibilities:** The position description can be viewed on the City of Platteville's website: <http://www.platteville.org>. **Salary & Benefits:** \$18.11 per hour. Wisconsin retirement fund; Health insurance; Life insurance; Sick leave; Dental; Paid holidays - 11; Clothing allowance; Longevity pay; Deferred compensation; Vacation; All equipment subject to initial issue. **Qualifications:** U.S. citizen; Minimum age - 21; Driver license; Good driving record; Good physical condition; Eligibility for Wisconsin Law Enforcement Standards Board Certification; High school diploma; Bachelor degree; Ability to possess a firearm; No felony convictions; No domestic abuse convictions; Vision correctable to 20/20; Good verbal and written communication skills; React quickly and effectively to stressful situations; Able to work evenings, weekends, and holidays; Clear and concise speech; Ability to handle several tasks simultaneously; Ability to perform essential functions of this position; Ability to use all standard law enforcement equipment; Preference given to individuals possessing Wisconsin Law Enforcement Standards

Board Certification. **Apply:** Ongoing Recruitment. Submit Agency Application. To Lieutenant Bruce Buchholtz, Platteville Police Department, 5 W. Mineral St., P.O. Box 780, Platteville, WI 53818-0780, Phone: (608) 348-2313, Email: buchholtzb@platteville.org, Internet: <http://www.platteville.org>. To obtain application materials: online at platteville.org or contact the Platteville Police Dept. (608) 348-2313.

Note: Written exam; Oral interviews; Psychological profile; Medical examination; Vision examination; Drug screening; Background investigation; Physical fitness/agility screening; Residency required; Residency within 15 miles of the City of Platteville is required within 1 year of date of hire. AA/ADA/EOE

POLICE OFFICER

Baraboo Police Department, Baraboo, WI **Reason For Announcement:** Establish Eligibility List, Full-time. **Responsibilities:** General police functions including patrol; criminal law enforcement; traffic code enforcement; ordinance enforcement; maintaining public peace; protecting life and property; and working with the community to address community problems. **Salary & Benefits:** \$40,792.32 - \$48,272.76 per year. Wisconsin retirement fund; Health insurance; Life insurance; Sick leave; Paid holidays - 10; Clothing allowance; Longevity pay; Deferred compensation; Education incentive pay; Vacation.

Qualifications: U.S. citizen; Driver license; Good driving record; Good physical condition; Eligibility for Wisconsin Law Enforcement Standards Board Certification; High school diploma; 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; React quickly and effectively to stressful situations; Able to work evenings, weekends, and holidays; Clear and concise speech; Ability to handle several tasks simultaneously; Ability to perform essential functions of this position; Ability to use all standard law enforcement equipment; minimum age of 20 1/2 years at time of application. **Apply:** Ongoing Recruitment. Submit Agency Application. To Chief of Police Mark R. Schauf, Baraboo Police Department, 135 Fourth Street, Baraboo, WI 53913, Phone: (608) 355-2720, Fax: (608) 356-1710,

Email: mschauf@cityofbaraboo.com, Internet: www.cityofbaraboo.com. To obtain application materials: On our website at www.cityofbaraboo.com/police.

Note: Written exam; Oral interviews; Psychological profile; Medical examination; Vision examination; Drug screening; Background investigation; Residency required; See our website for application due dates for our next hiring process.

AA/ADA/EOE

POLICE OFFICER

Oshkosh Police Dept, Oshkosh, WI

Reason For Announcement: Establish Eligibility List, Full-time.

Responsibilities: Physical ability to perform essential functions of a police officer; ability to use all standard police equipment, techniques, and use of force options; good verbal and written communication skills. **Salary & Benefits:** \$43,807 - \$59,467 per year. Wisconsin retirement fund; Health insurance; Life insurance; Sick leave; Paid holidays - 12; Deferred compensation; Vacation; Five days on, two day off, five days on, three days off work schedule. Compensatory time, Call-In Time, A wide variety of job enrichment and promotional opportunities. All uniforms and equipment provided.

Qualifications: U.S. citizen; Minimum age - 20; Driver license; Good driving record; Good physical condition; Associate degree - in Criminal Justice or Police Science; Bachelor degree - in any field; Ability to possess a firearm; No felony convictions; No domestic abuse convictions; Vision correctable to 20/20; Good verbal and written communication skills; React quickly and effectively to stressful situations; Able to work evenings, weekends, and holidays; Ability to handle several tasks simultaneously; Ability to perform essential functions of this position; Ability to use all standard law enforcement equipment; 60 college credits which are specific to criminal justice are acceptable if received from an accredited 4 year accredited institution. **Apply:** Ongoing Recruitment. Submit Resume, Agency Application. To Captain Cyndi Thaldorf, Oshkosh Police Department, 420 Jackson Street, PO Box 1130, Oshkosh, WI 54902-1130, Phone: (920) 236-5700 Ext. 5724, Fax: (920) 236-5087, Email: cthaldorf@ci.oshkosh.wi.us, Internet: oshkoshpd.com. To obtain application materials: Applications can only be submitted electronically. Please

visit the City of Oshkosh website (www.ci.oshkosh.wi.us) and go to the Employment link. **Note:** Written exam; Oral interviews; Psychological profile; Medical examination; Vision examination; Drug screening; Background investigation; Physical fitness/agility screening. AA/ADA/EOE

POLICE OFFICER

Wind Point Police Department, Racine, WI **Reason For Announcement:**

Establish Eligibility List, Part-time.

Responsibilities: Perform a wide variety of tasks related to police services. Enforce laws/ordinances. Traffic enforcement. **Salary & Benefits:** \$20.51 - \$20.52 per hour. Paid holidays - 10; Clothing allowance.

Qualifications: U.S. citizen; Minimum age - 21; Driver 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; Ability to perform essential functions of this position; Ability to use all standard law enforcement equipment; Trained on LASER & Radar. **Apply:** Ongoing Recruitment. Submit Resume. To Chief David C. Rossman, Wind Point, 4725 Lighthouse Dr, Racine, WI 53402, Phone: (262) 639-3022, Fax: (262) 639-3039.

Note: Background investigation; Currently employed as a Police Officer/live within Racine County. AA/EOE

WATER/LAKE PATROL

Geneva Lake Law Enforcement, Williams Bay, WI **Reason For Announcement:** Fill Vacancy, Part-time, Seasonal. **Responsibilities:** A sworn Police Officer with primary duties of enforcing WI SS 30.50 - 30.80. This is a seasonal position. You MUST be certifiable as a WI LE Officer by June 1, 2013. **Salary & Benefits:** \$15.00 - \$17.25 per hour.

Qualifications: U.S. citizen; Minimum age - 21; Driver license; Good driving record; Good physical condition; Eligibility for Wisconsin Law Enforcement Standards Board Certification; High school diploma; 60 college credits; Associate degree;

Ability to possess a firearm; No felony convictions; No domestic abuse convictions; Vision correctable to 20/20; Good verbal and written communication skills; React quickly and effectively to stressful situations; Able to work evenings, weekends, and holidays; Ability to keyboard/type words per minute - 60; Knowledge and skills in operating computer systems; Clear and concise speech; Ability to handle several tasks simultaneously; Ability to perform essential functions of this position; Ability to use all standard law enforcement equipment; Must live within 60 miles of Geneva Lake. You must be able to swim. Must be able to attend mandatory new hire training and successfully complete Field Training Program. **Apply:** 3:00 PM, 02/01/2013. Submit DJ-LE-330, Resume. To Commander Tom Hausner, Geneva Lake Law Enforcement, PO Box 1003, Williams Bay, WI 53191, Phone: (262) 245-9824, Fax: (262) 245-9834, Email: gllea@sbcglobal.net. **Note:** Oral interviews; Psychological profile; Medical examination; Vision examination; Drug screening; Background investigation. AA/ADA/EOE