



August 4, 2015

SUBJ: POLICE DEPARTMENT MANAGEMENT AUDIT RESULTS

Residents of Haines Borough,

Several months ago the Borough Manager requested authorization to fund a management audit of the Haines Borough Police Department. Upon approval of that request the Administration contracted with Mr. Greg Russell of Russell Consulting, LLC to conduct the audit. In March of 2015 Mr. Russell conducted a series of interviews with local residents and observed the Police Department in the conduct of daily activities. Additionally, Mr. Russell evaluated the department's policies and procedures against professional standards in order to determine the extent to which our department met or did not meet those standards

The Borough expects to release the audit report on or about August 14, 2015. In advance of that release, and in light of information shared by Mr. Russell, the signatories of this document wanted to provide the community with some advance summary information.

The Audit will identify shortfalls in many areas including, but not limited to, management, adherence to policy and procedure, documentation, training, evaluations, and equipment maintenance & accountability. These issues are of a long-standing nature. **In short, the challenges facing the police department were the result of the failure of a succession of Police Chiefs, Borough Managers, Public Safety Commissions, and Assemblies to administer effective management and oversight of the department for more than a decade.**

As the individuals currently responsible for public safety within Haines Borough we want to be very clear...**WE WILL CORRECT THE SITUATION AND DELIVER POSITIVE CHANGES.**

The audit report will make a series of recommendations which will be acted upon. Moreover, the Police Chief, The Borough Manager, the Public Safety Commission, and the Assembly will take clear and decisive steps to correct the issues and ensure that they are not repeated. **Corrective action is already taking place.** The Interim Police Chief is already addressing concerns related to training, policy, and procedure. A complete turnover of department personnel has taken place. The Borough is now actively seeking qualified and capable officers to serve our community. As we go about rebuilding the capability of the department, assembling quality leadership for a group of dedicated officers will be job one.

The shortfalls of the department were years in the making and will take time to correct. In the coming weeks the Administration, the Public Safety Commission, and the Police Department will introduce a DRAFT plan that will serve as a basis of corrective action. We look forward to working with the community to revise the DRAFT plan of corrective action and develop it into a tool that can help us meet the Public Safety needs of the community for years to come.

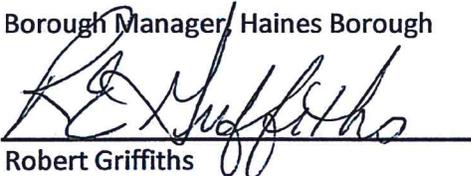
Respectfully,



Janice Hill
Mayor, Haines Borough



David B. Sosa
Borough Manager, Haines Borough



Robert Griffiths
Interim Police Chief