Haines Alaska Police Chief

Haines Borough is seeking a Community-Minded, Approachable, Team Builder to lead the Police Department.

Haines, Alaska

The Community

Haines is one of the most ruggedly beautiful places on earth, attracting an eclectic mix of philosophers, artists, commercial fishers, adventurers, professionals and trades people. Native peoples, Canadians, Americans, British and Russians have all contributed to the storied history of the people and area. Haines is located in the northern section of the Alaska panhandle. Surrounded by snow-capped mountains, rainforests, and wild rivers, Haines has an alluring appeal to anyone with a camera, a canvas, and a free spirit. This has resulted in a mix of people born to the area and others who came to visit and never left.

The people of Haines are a passionate people who value the freedom of a near-frontier life. The area's remoteness creates a strong sense of a family community, where differences of opinion are shared enthusiastically, contrasted by an "all come together" spirit whenever and whatever the community need might be. Haines is a collection of versatile people, many of whom--native and non-native--adhere to a subsistence lifestyle that embraces hunting, fishing, gardening and artisanal practices. Haines also has the most artists per capita of any town in the US under 10,000.

The community is packed with events throughout the year that feature local talent in theater, music, arts and festivals that are cherished by locals and the thousands who come to the community to vacation. There is a deep entrepreneurial spirit with many self-starters who have opened a business in the town. There are currently 400 businesses in town, mostly small and independent.

Education The Haines Borough School District provides K-12 with three divisions in a single building: Haines Elementary, Haines Middle, and High School, and they also operate the Haines Home School. The District student enrollment has varied from year to year and tends to be between 250 and 300. The enrollment was 275 as of October 27, 2015. The District provides laptop computers to all high school students, laptops are available for classroom use in grades three through eight, and mobile devices are available to kindergarten through third grade.

An Involved Community full of Volunteers who value their Independence

A long-time resident said, ***"The people who are here are here on purpose, and they have a way of becoming protective about the place. The remoteness of the community only fortifies this characteristic, because there is no one else to rely on except the people you see around you every day."*** Residents of Haines don't wait for others to take care of the needs of the community, they do it themselves. They insist on quality schools and create non-profits (over 75) to do everything from promoting Arts to helping military veterans.

An involved citizenry: Haines people are very generous and engaged in civic life. The mentality that has shaped a town is one where individuals feel like their involvement makes a difference. Almost everyone, including youth, volunteers from a few hours a year to hundreds of hours to serve community needs. The highly educated populace (there are more college degrees per capita than any other municipality in Alaska) is full of determination and capability that has produced impressive projects such as the award winning library (awarded Best Small Town Library in the USA), the Chilkat Center, veterans' housing, and the central playground for children completely constructed by the citizens of Haines.

Community Organizations: Haines has established numerous organizations that provide opportunities to connect, explore, rejuvenate, learn and give back. Some of the organizations include: Alaska Arts Confluence, Alaska Bald Eagle Festival, Big Brothers and Big Sisters Alaska, Chilkat Valley Community Foundation, Chilkat Valley Preschool, Alaska Chilkoot Bear Foundation, Children's Reading Foundation of Haines, Chilkat Center, Chilkat Snowburners, Chilkoot Indian Association, Haines Arts Council, Haines Bikes, Haines Chamber of Commerce, Haines Emblem Club, Haines Friends of Recycling, Haines Farmers' Market, Haines Gardeners & Farmers, Haines Port Development Council, Hammer Museum, KHNS Radio, Lynn Canal Conservation, Lynn Canal Community Players, Rainbow Glacier Camp, SAIL (Southeast Alaska Independent Living), SEA Trails, Sheldon Museum, Southeast Alaska State Fair, Takshanuk Watershed Council, The Uglys of Haines, Haines Sportsmen's Association, Community Education, American Legion and Women Hunting Alaska to name a few.

Something for Everyone

Cross country skiing, snow machining, snow-shoeing, ice skating, ice fishing and hunting are some of the many things to do during the winter months. Haines has been ranked as the number one heli-skiing destination in the world, attracting skiers and snowboarders from around the world. Most skiing and snow-machining takes place up on the Chilkat Pass at the Haines Summit, about 40 miles outside of Haines. Basketball is extremely popular during the winter months in Haines. Almost every evening of the week sees various age groups and leagues playing ball at the High School Gymnasium. Cycling: Haines has quite a few good mountain bike and road bike trails. Perhaps the biggest cycling event of the year is the Kluane to Chilkat International Bike Relay run between Haines Junction and Haines every summer.

The Haines Borough Public Library sponsors a bike-a-thon every spring to raise money. Climbing: Haines is a climbing nirvana, with towering peaks and glistening glaciers all around. The climbing community includes the likes of John Svenson and the folks at Alaska Mountain Guides. Ice climbing is also a popular winter activity. Dancing: Dance classes are offered year round at the Chilkat Center for the Arts. Exciting sport fishing opportunities are plentiful from April to November, both saltwater and freshwater. Several charter operators offer fishing trips from the Haines Small Boat Harbor for five species of salmon, plus halibut and rockfish. King salmon are caught all season, with the Haines King Salmon Derby held in late May and early June. Guided fishing is also available on Chilkat and Chilkoot Lakes.

Other area activities include Dog Sledding, Fishing, Golf (9 holes), Recreational and guided hiking, Horseback Riding, Kayaking, Rafting, Swimming (the Haines School Pool is where almost all Haines swimming takes place), softball, Tennis, and Volleyball.

Challenges and Opportunities : Anyone planning a move to Haines should be prepared for a 4-season climate. The summers are dry and warm with very long days reaching 20 hours of daylight. Winters have short days (6 hours of daylight on December 21) and can be cold; although by Alaska and Midwest standards, they are fairly mild with average high temperatures in January of 30 degrees.

Haines has had numerous Police Chiefs over the past few years. This has created a lack of continuity and professional standards. The Borough elected officials and citizens are looking to change that trend and find the right people and create a great environment.

Police Chief Priorities

The Borough is seeking a ***public servant*** to be the next Chief. Someone who will develop a department that is known, appreciated, and looked up to by the residents and visitors. The Chief should be a leader who sets an example of stewardship and exemplary conduct.

- Get to know the officers, assembly members, and other staff.
- Hire and train appropriate number of officers.
- Build up morale in the police force through example.
- Complete familiarization with code and local enforcement policies (currently undergoing review and revision)
- Build a sense of trustworthiness and open communication with the public
- Work with local agencies that address domestic violence, alcohol abuse, and drug abuse.
- Work with local agencies to address domestic animal control, wildlife safety behavior with bears and moose, and others.
- Develop a systemic approach to problem solving.
- Create a culture that is more proactive, less reactive with public education on relevant aspects of community issues.
- Get to know the Assembly and all the staff.
- Become familiar with the budget and begin the process of prioritization.

A Proven Leader Sought

The desired candidates will have a history of proven leadership, experience, and capability. They will be able to create a vision for the department and then share that vision with staff and community alike. They will have a history of achieving goals, successes, and building healthy relationships within the community. The community needs someone who is willing and capable of communicating with administration and all members of the community, including the media. The new Chief will be asked and must be able to review and revise procedures when appropriate. The ideal candidates are either current or eager to become current with Alaska criminal law and procedures. To be an effective Police Chief, the new hire must be more than just willing to take the position, they must be willing to become an integral part of the organization as a public servant and leader by example.

The Culture

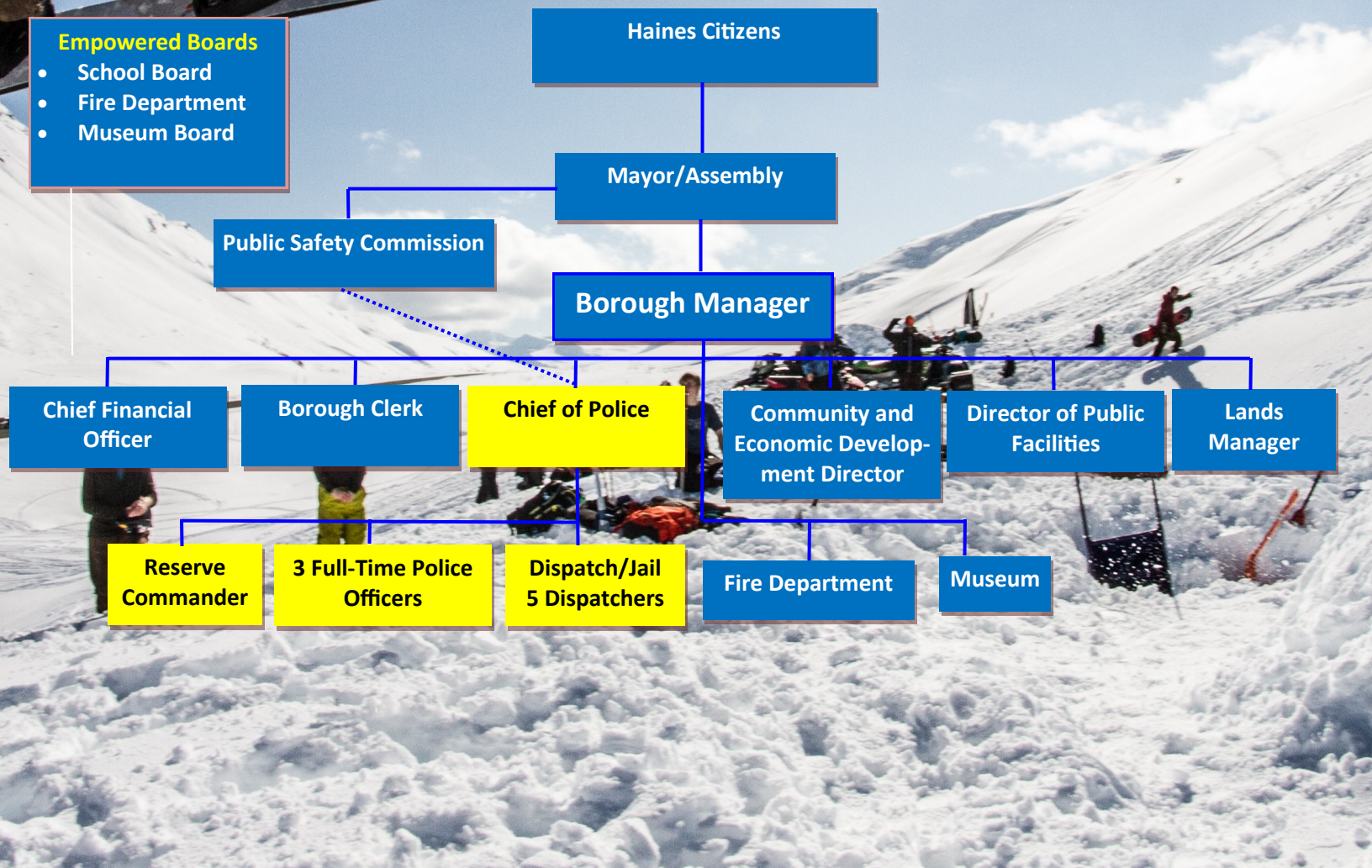
Most of the citizens personally know the employees who work for the Borough, as well as the elected officials, and have a connection to them outside of government. Customer service is familial, casual, comfortable, and not heavy on protocol, procedure and formality, compared to other municipalities. The look and feel around the Administration building is relaxed yet professional. The dress is casual and reflects the outdoor nature of the area. The elected officials rely heavily on the Manager and the Police Chief to engage with the citizens. The salaries for Borough police appear to be lower than other Alaska communities.

Move toward Community Oriented Policing

Community oriented policing and problem solving should be integrated into the police department's overall philosophy and general way of doing business. The goal of community oriented policing is to bring the police and public closer together to identify and address crime issues. Instead of merely responding to emergency calls and arresting criminals, police get involved in finding out what causes crime and disorder, and attempt to creatively solve problems within the community. Efforts must be made to get out of the squad car and into the community.

Department Needs

- Bring dispatching up to standards
- Bring jail facility up to standards
- Develop well-organized policy and procedures manuals
- Update Departmental Inventory Control Measures
- Update procedures for the receiving, tagging, storage, return, or disposition of property
- Introduce professional Standard for Officer Training (records, training plans)
- Bring more detail and strategic thinking to the budget
- Review vehicle and building needs
- Promote proper staffing of the department



Haines Police Chief Position

The Chief of Police is a full-time, salaried employee working under the direct supervision of the Borough Manager. The Chief of Police is the commanding officer of the police force and supervises the activities of the Police Department and Dispatch to protect life and property and preserve the peace through enforcement of applicable federal, state, and local laws within the boundaries of the townsite service area.

- Be responsible for maintaining effective police, security, investigative, crime prevention, and emergency dispatch services on a twenty-four hour basis throughout the boundaries of the townsite service area.
- Conduct state criminal arraignments and prosecute for the state/borough within authorized limits.
- Assist officers with mobile and foot patrol for the purpose of deterring crime, arresting offenders, conducting investigations, transporting, and booking of prisoners.
- Manage and monitor jail facilities, and ensure adequate jail standards.
- Compile short and long-range departmental goals and plans regarding personnel staffing, budgeting, programs, and other departmental concerns.
- Prepare annual department budget and control expenditures within authorized limits.
- Serve as department personnel officer, exercising control over hiring recommendations, discipline and performance appraisals. Ensure the maintenance of the personnel records.
- Receive, evaluate and deal with complaints; meet with citizens and the borough manager to explain plans, activities, and functions of the department and encourage favorable public relations.
- Initiate investigations into all cases of illegal misconduct or violations of policy and procedure by Police Department and Dispatch personnel.
- Direct the planning and conduct of adequate training programs for the Police Department and Dispatch personnel.
- Provide advice and assistance to subordinates in the conduct and non-routine criminal or other investigations; investigate unusual problems encountered by subordinates, as required.
- Manage and monitor various contracts, as needed and authorized by the borough manager, including animal control services, community jail services, and special services.
- Interact with the borough's Public Safety Commission.
- Make recommendations to the borough manager for code amendments related to law enforcement.
- Organize and direct functions of the Police Reserve.

Professional Leadership Characteristics

The Borough is seeking a strong, yet inclusive Chief who has excellent communication skills, will lead with transparency, and demonstrates the highest degree of integrity. The desired qualities of the next Chief include:

- Be a great role model for the officers and the community.
- Be strong but compassionate when dealing with people
- Ability to create a cohesive, supportive work environment.
- Ability to affect positive change.
- Be part cop, part coach, and part politician (understand politics without being political)
- Ability to communicate clearly and effectively orally and in writing.
- Ability to think and act strategically and take the organization into the future.
- Ability to promote the department and the organization to the community.
- Ability to listen and solicit input and ideas from the community and staff with the ability and desire to carry the ideas out.
- Works cooperatively with the schools, businesses, and numerous community associations.

Background and Experience

The ideal candidate for the Chief position possesses a solid educational background and experience with small town policing, demonstrated ability in leading teams, and building and maintaining the relationships within the community and other law enforcement and governmental agencies. Specific Requirements: BA Degree in Public Safety and a minimum of 2 years of supervisory experience in a municipal setting preferred. Additionally, candidates should have knowledge and /or experience in the following areas: preventive and proactive measures in law enforcement, specifically in areas of domestic violence and abuse, substance awareness and abuse programs, and other community education outreach.

- Be certified by Alaska Police Standards Council (or be eligible to be certified, if holding a certificate in another state).
- Valid Alaska driver's license or the ability to acquire one within thirty days of hire.
- Ability to meet personal and physical characteristics outlined in Alaska Police Standards Manual for Police Officer Employment Standards.
- Ability to receive favorable results in extensive personnel background investigation and polygraph examination.
- Ability to pass physical exam and test.
- Response time from primary residence to the Haines Borough Public Safety Building should be within ten minutes for call out purposes

Traveling to Haines

Transportation and Lodging will be provided for finalists.

Haines is located on the shores of the northern Lynn Canal, the deepest, longest fjord in North America. Surrounded by snow-capped mountains and hanging glaciers, Haines is truly in the most scenic setting one could imagine for any destination in Alaska. Just north of Juneau and a little south of Skagway, Haines is only 40 miles from the US/Canadian border and is accessible by road, air, and water. - See more at: http://www.visithaines.com/gettingtohaines.

Borough of Haines, Alaska
Police Chief
Job Posting
Salary Range: $75,000—$95,000

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Position profile is available at www.brimgroup.com. Email resume, cover letter and 5 references to HainesPD@brimgroup.com by 4/2/16. Please direct questions to Richard Fursman at richardfursman@hue.life or (651) 338-2533.

For additional information about Haines, please visit: www.visithaines.com

Time Table

April 2
Deadline for Applications

April 19
Present Candidates
Selection of finalists

May 10/11
Finalists Interviews

June, 2016
New Chief Starts

huelife
Human Understanding and Engagement