



HAINES BOROUGH, ALASKA
P.O. BOX 1209, HAINES, ALASKA 99827
Annette Kreitzer, Borough Manager
907.766.6404 akreitzer@haines.ak.us

Police Chief Desired Qualities

Based on conversations with police officers, dispatchers and Assembly members, I have compiled this list of desired qualities for the next Haines Borough Police Chief. I wanted to share it in this format before summarizing the comments to ensure you see your actual inputs. Please review and let me know if I captured the essence of your comments and if this prompts any additional thoughts.

PERSONAL CHARACTERISTICS:

Knowledge of own strengths and weaknesses
Willingness to help
Ethical
Thoughtful
Trust (among and with staff, administration, elected officials and community)
Do what's necessary
*Selflessness (team player – willing to help team)
Collaborative
Kindness – treat other people with
Common courtesy
Consistency in relationships

ADMINISTRATIVE CHARACTERISTICS:

*Not micromanaging- not heavy-handed in administrative duties
Able to talk through differences with officers, dispatchers and public
Understand the needs and limitations of the department
Strong oral and written communications
Maximize resources leveraging other agency resources
*Personable, support employees
Seek appropriate training for HPD staff (active shooter, stay current)
Understand scheduling & standby
Recruitment challenges
Bring training to Haines

LEADERSHIP CHARACTERISTICS:

Keep reputation of the department – don't let hard work slide back
Be an advocate and supportive of response

Set expectations

*Immediately deal with issues, don't let fester; get to bottom of issues gather information

Follow chain of command re: corrective issues – involve Supervisor

Consistency in application of policy

*Invest in professional development – not just satisfied with being certified

Ability to reframe situations

Encourage, support and partake in comradery (in department)

Ability and evidence of how Chief contributes to Department morale

Keep dispatch and officers engaged and supported

Collaborate to build the team

COMMUNITY ENGAGEMENT CHARACTERISTICS:

Work within the community

How does professional development get expressed to the community?

Train officers in conflict resolution

Build back community trust

Continue to improve the department's reputation in the community

Hands on with the community

Community transparency, willing to assist

Communicate with the community

Actively engage in community activities (holiday events, Fair, Coffee w/Chief, ALCAN, Snowcats, e.g.)

Be someone people can talk to and someone who uses tact

Listen and engage with the community

Establish healthy community relationships

LAW ENFORCEMENT CHARACTERISTICS:

Instruction qualifications – computer forensics, data analysis

Good legal mind, someone who understands Alaska law

*Working chief who will fill in – not bound to desk

APSC advanced certification

Small town policing – leader must respect this approach, see each other as police officers

Continuity

Lunch officer at school

Understanding of security, not just police protocols, tactical knowledge (more than personal situational awareness – broader focus, to team, to situation, to community)

Must have managerial experience

Demonstrated personal professional development