

# CITY & BOROUGH OF WRANGELL

## ADVERTISEMENT FOR THE POSITION

### POLICE CHIEF

#### POLICE DEPARTMENT

The Wrangell Police Department will be accepting applications for a Police Chief until May 6, 2019.

This position plans, organizes, directs, and integrates all activities of the Police Department to protect life and property through law enforcement and crime prevention work. The Police Chief is a management position, responsible for the full scope of Police Department operations including patrol, investigations, corrections, public relations and community education. They will continuously analyze and evaluate operations and trends for assuring efficiency and adequacy of service, maintain professional discipline in the Department and assure that all employees are properly trained.

The position requires extensive knowledge and experience in all phases of police work including principles and practices of modern crime prevention, investigation, criminal identification, apprehension, rules of evidence, traffic control and safety, care and custody of prisoners, record keeping, and all other aspects of law enforcement and administration. Requires advanced knowledge of management and administrative practices and procedures required. Requires well-developed human relations skills to conduct negotiations, persuade others to a course of action, and to build an effective team through leadership and training.

The candidate must meet the minimum standards for Police Chief per the Alaska Police Standards Council as well as all of the requirements of the City & Borough of Wrangell's job description. A management certification under Alaska Police Standards or equivalent is required. Applicants must successfully complete a background investigation, medical and psychological examination, and drug screening.

This is a full-time, salaried position with full benefits, paid at Grade 30 ranging from \$6607 to \$8346 per month. The full job description and employment application can be found online at [www.wrangell.com/jobs](http://www.wrangell.com/jobs).

To be considered, submit APSC form 3 (Personal History Statement), Authorization for Release of Information, resume and cover letter to Aleisha Mollen, PO Box 531, Wrangell, AK 99929 or via email to [amollen@wrangell.com](mailto:amollen@wrangell.com). **Applications will be accepted until the end of business May 6, 2019, but may be reviewed as they are received.**

The City & Borough of Wrangell is an equal opportunity employer.

Lisa Von Bargaen  
Borough Manager

KSTK announce April 8 – May 6, 2019  
Sentinel publish April 11, 18, 25, and May 2, 2019

## City & Borough of Wrangell

## Position Description

Position: Police Chief	Position Number: S1
Department/Site: Public Safety Department	FLSA: Exempt
Evaluated by: Borough Manager	Salary Grade: 30

### **Summary**

Plans, organizes, directs, and integrates all activities of the Police Department to protect life and property through law enforcement and crime prevention work. Continuously analyzes and evaluates operations and trends for assuring efficiency and adequacy of service. Maintains professional discipline in the Department. Assures that all employees are properly trained.

### **Distinguishing Characteristics**

The Police Chief is a management position, responsible for the full scope of Police Department operations including patrol, investigations, corrections, public relations and community education. The position serves under the general direction of the City Manager and is accountable for accomplishing departmental goals and objectives. Advancement to this position is through promotion and compliance with the qualifications of the job.

### **Essential Duties and Responsibilities**

- Develops, revises, and implements police department policies and procedures. Develops and implements goals and objectives for the department.
- Plans, organizes, assigns, and directs operations with respect to personnel and equipment. Assures that officers receive adequate training.
- Recruits, selects, supervises, and discharges employees of the department, subject to final administrative approval. Establishes performance criteria for assigned staff; monitors and reviews performance of job duties. Administers approved disciplinary actions.
- Enforces, through subordinate officers, federal laws, Alaska state statutes, and city ordinances within the city. Coordinates the efforts of the department with other agencies, and community groups and resources in assuring awareness of crime prevention throughout the city.
- Hears and resolves citizen complaints. Responds to inquiries from the public.
- Maintains cooperative efforts among departments, agencies, and other groups. Cooperates with law enforcement and corrections agencies in adjacent areas and throughout the State to ensure integrated, state-of-the-art services to the community.
- Exercises budgetary control. Researches, proposes, justifies, and develops budget proposals, and justifications to accomplish goals and priorities. Administers budgets upon approval.
- Seeks and develops proposals for grants enhancing the department's capacity to serve the public. Oversees administration of grants.

- Evaluates and arranges for the purchase of equipment and supplies.
- Prepares and reviews reports and assures that all records are maintained according to law enforcement requirements.
- Attends law enforcement conferences and conventions and other educational meetings to keep up-to-date with modern law enforcement methods and administration.
- Reports to the scene of crimes to assume command and coordinate police activities.
- Supervises investigations, coordinating crime site protection, evidence gathering, interrogations and statements, and the assistance of other agencies as necessary.
- Confers with the City Attorney on legal matters within the area of responsibility.
- Performs other duties as assigned that support the overall objective of the position, including those of a Police Officer.

## **Qualifications**

### ▪ **Knowledge and Skills**

The position requires extensive knowledge and experience in all phases of police work including principles and practices of modern crime prevention, investigation, criminal identification, apprehension, rules of evidence, traffic control and safety, care and custody of prisoners, record keeping, and all other aspects of law enforcement and administration. Requires considerable knowledge of modern developments in the field of law enforcement and crime prevention. Requires advanced knowledge of management and administrative practices and procedures required. Requires extensive knowledge of city policies, the geography of the community, of public and private facilities, and the location of important buildings. Requires thorough knowledge of the behavior of criminals and the causes underlying criminality and of the organization and function of local, state, and federal agencies concerned with enforcing regulations, licensing, safety, and related investigative activities. The position requires well-developed language, reading, and writing skills to understand professional journals. Requires sufficient math skills to perform a variety of business calculations. Requires well-developed human relations skills to conduct negotiations, persuade others to a course of action, and to build an effective team through leadership and training.

### ▪ **Abilities**

Requires the ability to plan, develop, and implement annual business plans to meet the objectives of the City. Requires the ability to supervise and train departmental employees, including professionals, in a manner which is conducive to proficient performance, high morale, and departmental effectiveness. Requires the ability to prepare or coordinate the preparation of comprehensive reports, presentations, legal briefs, budgets, and correspondence. Requires the ability to communicate effectively when cooperation may be difficult to achieve, both orally and in writing, to conduct interviews with criminals, suspects, and family members, and to work with disturbed and/or angry individuals. Requires the ability to analyze complex law enforcement problems, to think and act quickly, calmly and effectively in emergency and other stressful situations. Requires the ability to operate firearms, cameras, and automotive and radio equipment; and to obtain information through interrogations and observation. Requires the ability to prepare cases for court or other

hearings. Requires the ability to establish and maintain positive working relationships with city officials, judges, attorneys, the District Attorney's office, other law enforcement agencies, social agencies, and the community.

- **Physical Abilities**

Requires the ability to maintain cardiovascular fitness to function well in stressful situations and to physically restrain individuals while making arrests. Requires the ability to use speech and hearing for ordinary conversation and to hear sound prompts from equipment. Must have near visual acuity to write and to read printed materials and computer screens and to observe moving objects at a distance such as is necessary to observe persons, operate a vehicle, and use firearms. Must be able to utilize manual and/or finger dexterity to type/keyboard and/or utilize mouse to operate a computer and other office equipment; use a firearm, and operate stationary and mobile equipment.

- **Education and Experience**

The position typically requires an associate's degree in justice or equivalent discipline and 8 years of progressively responsible law enforcement experience that includes investigations, training and leadership. Additional higher education in justice may substitute for some experience.

- **Licenses and Certificates**

Requires a valid Alaska State Driver's License, a management certification from the Alaska Police Standards and Training Council, or equivalent.

- **Working Conditions**

Work is performed indoors and outdoors where significant safety considerations exist from physical labor, moving equipment, and temperature and noise extremes.

This job/class description, describes the general nature of the work performed, representative duties as well as the typical qualifications needed for acceptable performance. It is not intended to be a complete list of all responsibilities, duties, work steps, and skills required of the job.