

SULTAN CITY COUNCIL AGENDA ITEM COVER SHEET

ITEM NO:

DATE: December 11, 2008

SUBJECT: Interview with Police Chief Candidate

CONTACT PERSON: Deborah Knight, City Administrator

ISSUE:

The issue before the Council is to evaluate Lieutenant Jeff Brand's qualifications to serve as Sultan's Police Chief under the interlocal agency agreement between the City and the Snohomish County Sheriff's Office.

Attachment A is a copy of Lieutenant Brand's resume. Attachment B is a supplemental questionnaire providing additional background information on Mr. Brand's interest in serving the Sultan community.

Action Item # A-2 is the opportunity for the Mayor to make her appointment recommendation for the Council's confirmation.

STAFF RECOMMENDATION:

Provide an opportunity for Lieutenant Jeff Brand to speak for approximately 5 minutes on his background, qualifications, and interest in serving as Sultan's police chief.

SUMMARY:

As a part of the Interlocal Agency Agreement, the Sheriff's Office must consider the advice and recommendations of the City when designating a lieutenant to act as the Sultan Chief of Police.

Lieutenant Jeff Brand is currently serving as the supervising officer for the East Precinct. Under the Interlocal Agency Agreement between the City of Sultan and the Sheriff's Office, the East Precinct will be moved to the City of Sultan effective January 1, 2009.

Mr. Brand has been with the Sheriff's Office since January of 1989. Before serving with the Sheriff's Office Brand was a police officer with Clyde Hill Police department. He is married and has five children. He makes his home in the Sky Valley area and is looking forward to serving the City of Sultan.

Following Lieutenant Brand's presentation, the Mayor and City Council will adjourn to an executive session to discuss his presentation and qualifications to serve as the City's Chief of Police. The Mayor will make her appointment recommendation and ask the Council for its confirmation later in the open public meeting.

ATTACHMENT

- A Resume
- B. Supplemental Questionnaire

Lieutenant Jeff A. Brand

Objective I would like to become the Contract Police Chief for the City of Sultan Region.

Experience January 1989 to Present Snohomish County Sheriff's Office

Lieutenant February 2003 - Present

Assignments

▪ **East Precinct Commander 10/08 – Present**

Responsible for the daily operations, staffing and facilities of the East Precinct in Monroe. Oversee the police services contract for the City of Gold Bar and Town of Index.

▪ **Commander, Organizational Development Division 12/05 – 10/08**

Working with a sergeant, seven deputies and one civilian, I was responsible for overseeing and completing recruiting, testing and hiring process for all employees within the Sheriff's Office. Oversee and responsible for all training programs and trainees within the Sheriff's Office. Responsible for technology, planning & research, policies & procedures, fleet, quartermaster and accreditation.

▪ **Training Coordinator, Snohomish County Satellite Basic Law Enforcement Academy 09/06 – 09/08**

Working with two sergeants and nine officers and deputies from a variety of law enforcement agencies, oversee and run two Basic Law Enforcement Academies within Snohomish County.

• **Precinct Commander and Assistant Commander at all three main Sheriff's Office Precincts 02/03 – 12/05**

During this period I was transferred to all three Sheriff's Office main precincts and served as either Precinct Commander or Assistant Commander. I was responsible for patrol operations, investigations, volunteer services and facilities at each work station and supervised between 20 and 70 employees.

Sergeant May 1998 – February 2003

• **Contract Police Chief, City of Gold Bar 5/98 – 12/01**

Working with two deputies and other County resources, responsible for all activities, operations and oversight of the police services contract in the City of Gold Bar.

Deputy January 1989 – May 1998

• **Planning and Research Deputy 1/95 – 4/98**

Responsible for writing policies and procedures, researching and writing grants, to include a \$3 million grant for laptop computers

and equipment from most police agencies county wide and additional grants to hire deputies.

- **Patrol Deputy and Detective 1/89 – 1/95**

- Education/ Training
- **1986–1988 Shoreline Community College Shoreline, WA A.A., Criminal Justice.**
 - **Nearly 2,000 hours of career oriented training, including;**
 - Executive, Executive Academy, All Hazards, Incident Management Team, ICS/NIMS 100 – 800, Strategic Leadership, Managing Change & Building Resiliency, Risk Management for Law Enforcement, Agency Administration
 - Field Training Officer, Instructor Development, Resolving Conflict & Building Consensus, New Chief Development, Developing Effective Department Plan/Budget, Community Oriented Policing and Problem Solving, Due Process: Internal & Internal Affairs Investigations, Ethical Decision Making for Supervisors.

- Certifications
- **W.S.C.J.T.C. Executive Level Certification** **2004**
 - **Northwest Executive Command College** **2001**
 - **W.S.C.J.T.C. Middle Management Certification** **2000**
 - **W.S.C.J.T.C. First Line Supervisor Certification** **1999**

- Interests / Background
- **Spending time with my family, motorcycle & bike riding, gardening.**
 - I am 53 years old and have 25 years law enforcement experience.
 - My wife Margaret and I have been married for 27 years and have five children that are all adult age now.

City of Sultan Police Chief Supplemental Questionnaire

The purpose of the questionnaire is to provide us with additional information about you as a candidate and to gather additional examples of your background and experience.

Please respond to each of the following questions by providing pertinent information. Where you are asked to provide examples please be succinct (seven to ten sentences) and describe your direct level of involvement in the project or initiative.

1) Describe your interest in this position.

I have worked in Snohomish County for twenty years and have worked at all of our precincts, in a number of capacities. I have especially enjoyed the time that I worked in the East Precinct and Gold Bar and believe I have the style of police work that best fits Sultan.

Chief Rick Hawkins has described the energetic Volunteer and Block Watch Program that Sultan has and I have witnessed first hand the citizen involvement in Sultan and I would like to be part of that team.

The partnerships that we have formed between the Sheriff's Office, State Patrol, local police agencies and fire departments make this area the best place to work in law enforcement.

Finally, I believe the City of Sultan has many opportunities in the future and I would like to help be part of the city's development.

2) Describe your typical job duties in your current position. Describe how your typical job duties will change as a result of becoming Chief of Police for the City of Sultan.

Currently I am the East Precinct Commander which means I am responsible for overseeing the daily staffing, operation and facilities for our area. Gold Bar Contract Chief Barry Ruchty also reports to me and I am responsible to ensure that Gold Bar's and Index's police services contracts are honored and our service is of the highest quality.

As the Sultan Police Chief, I will perform the same duties and will also be the primary point of contact for Sultan, its staff and citizens. I will work with your city staff to identify criminal and quality of life issues and ways to deal with them.

3) Describe your experience with community policing. What community policing programs have you implemented or been involved with? What was your role in the program?

I believe that Community Policing is a philosophy, not a program as such I provide the highest level of person service that I can and expect the same by my subordinates.

While working in the City of Gold Bar my crew and I set up a block watch program to enable the citizens to help us reduce crime. We had ongoing programs like bike rodeos, Night Out Against Crime, operation I.D. and when we were given the staffing, began a mentoring program which allowed our deputies to visit Gold Bar Elementary School on a weekly basis to develop relationships with the kids.

City of Sultan Police Chief Supplemental Questionnaire

I was not directly responsible for all of these programs but as the Gold Bar Police Chief, supported the deputies that worked with me, to help them succeed.

- 4) Describe your communications approach in working with the public. How would residents in the community you serve rate you on communications skills, service, and “bed-side manner”?

I like people and like to talk with people. I am a fairly open person that says what I believe and I have been told that “I over communicate” with people often. I believe that is because when people ask me a question, I want to make sure all of their questions are answered thoroughly.

I believe that most people that have interacted with me would say I have a calm and reassuring “bedside manner”.

- 5) Please provide one or two examples of when you went out into the community and developed relationships in order to build a sense of trust and safety with the residents and businesses you serve. I constantly work to develop relationships, especially with other police, fire and public service agencies to better serve our community. As I said in Gold Bar we developed block watches and I met with the citizens at those meetings. In one case, at the East Precinct, we had two neighbors that were in a dispute over neighborhood problems so they were calling 911 and other government agencies to file complaints on a regular basis. I met with the Fire Chief and both families to help them with dispute resolution. The neighbors are now getting along and work through their issues together. In another case, we had an ongoing neighborhood problem over a motocross track and its noise. The offending neighbor refused to mediate or come to a compromise so I worked with the deputies, neighborhood and Prosecutor's Office to resolve the issue criminally.

- 6) Sultan is a small rural community with urban characteristics. US 2, a major mountain highway passes through Sultan and brings a homeless and transient population that is unusual for a community of 4,500. The city is also impacted by teens and young adults with drug and alcohol problems that affect crime in Sultan and raises concerns about community safety. How would you go about solving this problem? This is a community problem and will be resolved by partnerships both in and out of the criminal justice system. The transients have been in or around Sultan for many years and despite enforcement action, have found this community meets their needs. I believe we need to either convince them to be law abiding and hopefully constructive members of the community or leave. We can do this by enforcing laws when we see or can prove they have violated them. We can use Code Enforcement to abate problems or Burlington Northern to sign trespass letters if they are on B.N. property. Maybe we can convince the food bank to require an address or some type of community service by the transients before they are able to use the food bank.

The juvenile problem is already starting to be addressed by working with Denny Youth Center and School Resource Officer Becker, focusing on the habitual problem children and by building them a skate park to pass time but that is only part of the answer. We must work with the Sultan Boys and Girls Club and the local

City of Sultan Police Chief
Supplemental Questionnaire

kids to build programs they are interested in and support. Snohomish County Human Services have done surveys to study drug and alcohol problems in Snohomish County and nation wide so they should be brought to the table to help with solutions.

- 7) The Lieutenant position in the approved interlocal agency agreement reports directly to the Mayor of Sultan as the Sultan police chief, the Lieutenant also reports to the Sheriff's Office for the unincorporated parts of the East Precinct and oversees the Sergeant managing service to the City of Gold Bar. How will you effectively balance potentially conflicting needs for your time and limited police resources assigned to the East Precinct? **This will require flexibility, coordination and most of all communications with all of my bosses. I will do my best to be available in person, via phone or computer and have the tools needed to do that. I will ask for input from my bosses, as to what their priorities are and plan ahead to merge the sometimes competing interests together. There may also be times that I will ask that a Sultan or County deputy or sergeant take on projects or tasks and just keep me informed.**