



Lummi Indian Business Council

2665 Kwina Road · Bellingham, Washington 98226 · (360) 312-2000

'Working together as one to Preserve, Promote and Protect our Sche Lang en'

JOB ANNOUNCEMENT

JOB TITLE: Chief of Police

Lummi Nation Police Department (LNPd)

OPEN: June 26, 2020

EXEMPT: Yes

SALARY: (14) \$ 50.47-56.52 per hour

SHIFT: Day

LOCATION: Tribal Administration

DURATION: Regular Full Time

CLOSES: July 22, 2020

JOB CODE:

DIVISION: Law & Justice

DEPARTMENT: LNPd

SUPERVISOR: Chairman

VACANCIES: 1

JOB SUMMARY: Implementing Law and Order policies of the Lummi Indian Business Council, supervisory responsibility for Law Enforcement, including the Natural Resource Enforcement and Highway Safety Program, coordination of some administrative responsibilities with regard to the Victims of Crime Program and Emergency Management.

The Chief of Police shall have primary responsibility to uphold Sovereignty, Self-governance, Treaty Rights and Jurisdiction that declares strict tribal control over enforcement activities within our traditional homelands and waterways including within the Exterior Boundaries of the Lummi Reservation. Responsible for the implementation, coordination of training and orientation of such primary tribal principles and include our Tribal regulatory authority through tribal code of law, ordinances and Tribal Government initiatives. Regulation of activities that could negatively impact the traditional culture of the tribe is both necessary and desirable for the protection of inherent, sovereign, treaty rights and the benefit of the Lummi Nation and tribal members of past, present and future generations.

ESSENTIAL JOB DUTIES AND RESPONSIBILITIES include the following, and other related duties as assigned.

1. Ensure patrol of land and usual and accustomed fishing and hunting areas within reservation boundaries.
2. Ensure Compliance with Title 9 - The Law Enforcement Officers Code, of the Lummi Code of Laws, for the office of Chief of Police and subordinate officers.
3. Enforce applicable Tribal Laws, Regulations, and LIBC Resolutions, including, but not limited to: Title 5 - Criminal Code (including SA and 5B), Title 6 -Traffic Code (including 6A), Title 8 - Children's Code, Title 10- Natural Resources Code, Title 12- Exclusion Code, Title 13, Tidelands Code, Title 19- Fireworks Code, and Title 32 Animal Control Code.
4. Ensure victim services are available to the community.
5. Maintain necessary communications and coordination with tribal, state and federal law enforcement agencies, and work closely with state, county, and city law enforcement agencies to resolve jurisdictional and cross-deputation issues.
6. Provide superior leadership to ensure a commitment to service excellence that promotes

community trust, accountability, and professionalism.

7. Provide effective reporting (monthly, quarterly, annually) to the Lummi Law and Justice Commission. As needed, provide reports to LIBC, General Council, and Federal Government.
8. Attend meetings (e.g. general council, LIBC, and other applicable meetings) pertaining to issues/topics related to law enforcement, Victims of Crime, and Natural Resources.
9. Responsible for acting as chief administrative officer of the department to ensure Departmental policies and procedures are adequate to uphold departmental objectives, Lummi community needs, Sovereignty, Self-governance, Treaty Rights and Jurisdiction. Additionally, ensure compliance and adherence to such policies and procedures through supervision and evaluation of department employees. Consult with Lummi Law and Justice Commission and any other applicable LIBC Department in the development of departmental policies and procedures.
10. Provide sufficient documentation and make recommendations of possible solutions to the Lummi Law and Justice Commission to resolve community complaints.
11. Develop and institute adequate and progressive training programs for all Department employees. If applicable, coordinate with other LIBC Departments (e.g., Schelangen, Natural Resources, etc.) for specialized training.
12. Work closely with the Assistant Chief of Police to ensure adequate staffing and appropriate assignments for law enforcement staff.
13. Arrange and supervise special services for all community gatherings, other special occasions and special security needs.
14. Directs ongoing research into new law enforcement technologies and trends, and recommends implementation of programs and equipment to help the department achieve objectives more efficiently.

MINIMUM QUALIFICATIONS:

- High School Diploma or GED
- Must have 5 years of Law Enforcement experience or 10 years in related field with a concentration in Tribal or Federal regulatory enforcement.
- Bachelor of Arts Degree required, preferably with a concentration in Native Studies or 10 years of Tribal law enforcement experience may substitute for degree requirement.
- Must possess and maintain a valid Washington State Driver's license and meet eligibility requirements for tribal insurance.
- Lummi/Native American/Veteran preference policy applies.

KNOWLEDGE, ABILITIES AND SKILLS:

- Knowledge of the application of Federal Indian Law in Indian Country.
- Experience in developing and implementing policies and procedures and training programs.
- Ability to analyze complex problems; evaluate a situation, respond correctly applying appropriate tribal codes, tribal and departmental policies, discretion and common sense.
- Excellent communication skills, leadership abilities and aptitude, as needed, to carry out assigned tasks.
- Experience with, or requisite knowledge of, Indian tribal communities, government, and laws.
- Supervisory skills and experience, preferable in law enforcement.

REQUIREMENTS:

- Must pass pre-employment and random drug and alcohol test to be eligible for and maintain employment, as required by the LIBC Drug & Alcohol Free Workplace Policy.
- This position requires regular contact with or control over Indian children and is therefore subject to successful and extensive criminal background check, CAMIS background check.

- No convictions of moral turpitude or felony, and have not been convicted during the past year of a misdemeanor.

TO APPLY:

To obtain a Lummi Indian Business Council (LIBC) application go to: <https://www.lummi-nsn.gov/widgets/JobsNow.php> or request by e-mail libchr@lummi-nsn.gov For more information contact the HR front desk (360) 312-2023. Submit LIBC application, cover letter, resume & reference letters no later than 4:30 p.m. on the closing date listed above. If listing degrees or certifications include copies. Mailing Address: 2665 Kwina Road, Bellingham, WA 98226. Human Resource Fax number: 360-380-6991.