



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: Police Officer-Natural Resources Enforcement

Re-Advertise

OPEN: July 14, 2023

EXEMPT: No

SALARY: \$31.65-\$43.44/hr. DOE

SHIFT: Varies

LOCATION: Police Department

DURATION: Regular Full Time

CLOSES: Until Filled

JOB CODE:

DIVISION: Law & Justice

DEPARTMENT: Police Department

SUPERVISOR: NRE Sergeant

VACANCIES: 2

JOB SUMMARY: This is a specialized division of law enforcement, crime prevention and investigation work governed by Title 9, Lummi Nation Code of Laws, Law Enforcement Officers Code. Natural Resource Enforcement Officers fulfill the responsibility of the Lummi Indian Business Council to maintain community safety governed by Title 10.19, Natural Resources Enforcement Patrol. Natural Resource Enforcement Officers are also specifically responsible to protect the natural resources of the Lummi Nation, through enforcement of Title 10 and Title 13 of the Lummi Code of Laws, by patrolling, monitoring, and contacting members during harvesting efforts and closed season(s) to detect and/or prevent illegal harvest activities.

The employee occupying the position of this class is responsible for the protection of life and property through enforcement of Lummi Code of Laws, Titles 5, 6, and other Tribal Codes, statutes and laws; rendering emergency assistance to the public in a wide variety of situations; patrolling residential, rural and business areas of the Lummi Indian Reservation, performing standard crime and accident prevention; identifying and recovering stolen property; investigating traffic accidents and crime; and deciding whether to arrest or not, as well as when to use force or firearms.

Law enforcement involves personal danger, and the employee must exercise individual judgment and discretion in meeting emergencies and enforcing ordinances and laws. Other duties include conducting the complete investigation of crimes and attending court for civil traffic and criminal cases. Natural Resource Enforcement Officers are responsible for maintaining and keeping Natural Resource Enforcement equipment, patrol vehicles, off-road vehicles, trailers, and patrol vessels in good repair.

Natural Resource Enforcement Officers are responsible for the protection of the natural resources of the Lummi Nation through the enforcement of statutes and laws and patrolling the Tribe's usual and accustomed fishing and hunting areas, by patrol vehicles and vessels, as well as All Terrain Vehicles, etc.

Entry-level officers are expected to complete the Basic Law Enforcement Academy, and all officers are expected to complete the field training process, and the Washington State Equivalency Academy, if necessary. Officers are expected to apply formal classroom training and on the job

training experiences to actual work situations. As experience and training increases, the degree of direct supervision decreases. Assignment and general or special instructions are received from the Natural Resource Enforcement Sergeant, who reviews work occasionally while it is being performed, or through records, personal inspection, and discussion.

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

1. Interact with and serve the Lummi Community in a professional, patient and compassionate manner.
2. Interact effectively and professionally with other Lummi Nation Police Department staff and employees of other LIBC Departments and outside agencies.
3. Enforce Title 10 of the Lummi Tribal Code and all criminal, civil and traffic codes and ordinances.
4. Maintain a written daily log and monthly report of activities.
5. Patrol areas of the Tribes Usual & Accustomed areas by vehicle, vessel, all-terrain vehicles, and foot to deter and discover crime, natural resource violations, and initiate contacts and investigations.
6. Issue citation or arrest violators, gather evidence and prepare complete reports in a timely manner.
7. Investigate violations of Title 10 that are reported by citizens or other law enforcement agencies.
8. Take necessary actions as emergency situations demand, i.e., first aid, secure crime scenes, assist disabled vessels, vehicles, and distressed citizens.
9. Maintain appearance and serviceability of boat, trailers, vehicles, and other equipment.
10. Other necessary law enforcement duties as assigned by a supervisor.
11. Be on call and available to quickly respond to emergency call-outs.
12. Learn Lummi culture and apply knowledge as appropriate to investigate violations, crimes, and to interact with community members.

MINIMUM QUALIFICATIONS:

- High school graduation or GED.
- Pass written law enforcement exam.
- Pass physical fitness testing.
- Ability to pass Criminal Justice Employee Background investigation.
- Pass polygraph testing.
- Pass Pre-Employment Psychological Evaluation.
- Oral Interview.
- Cleared by a medical exam.
- Must possess 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:

- Ability to analyze situations quickly and objectively.
- Must exercise sound judgment and be able to recognize actual and potential dangers and to determine proper course of action.
- Ability to read and understand laws, ordinances, rules, and regulations.
- Ability to learn the geography of the land and marine patrol areas.
- Ability to cope with stressful situations firmly, tactfully and with respect.
- Ability to communicate clearly, both verbally and in writing, including interviewing victims, suspects, and witnesses.

- Ability to write clear and concise incident reports, citations, daily logs and other correspondence that is required.
- Ability to maintain effective relationships with fellow employees and with citizens of varied racial, ethnic, or economic backgrounds.
- Ability to maintain strict confidentiality.
- Have high moral character, be honest and trustworthy, have integrity, sound judgment and temperate habits.
- Ability to patrol by boat, vehicle, all-terrain vehicle, and on foot.
- Willingness to successfully complete necessary basic and in-service training. Ability to trailer, launch, operate and load boats of all sizes.
- Mechanical and hull repair abilities desirable.
- Must provide leadership in the community through respectful communication and display of dedication and integrity.
- Must maintain strict confidentiality at all times.
- Must be willing to understand and promote the Sche lang en' of the Lummi Nation

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 of misdemeanor during the past year
- Must pass Written Exam and Physical Agility Test to proceed to next step.
- Oral Interview.
- Medical Examination.
- Polygraph Test and psychological exam.
- Position requires extensive Criminal Background Check.
- Entry level applicants must have three (3) year agreement on file prior to hiring.
- New hires must have completed the Basic Police Academy, or complete within one year of hire.
- Must exercise sound judgment when making decisions.
- Must be able to work long or varied shifts.
- Must be willing and able to work with other Lummi Departments and other agencies.
- Proof of U.S. Citizenship for federal requirements for employment eligibility.
- No criminal behavior, on or off duty.
- Must be fully vaccinated for COVID-19 including two (2) doses of a 2-dose series, or one (1) dose of a 1-dose series, plus 14 days beyond the final dose prior to the start date

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.