



CITY OF WASILLA

290 E. HERNING AVE.

WASILLA, ALASKA 99654-7091

PHONE: (907) 373-9050

FAX: (907) 373-0788

COUNCIL MEMORANDUM NO. 93-05

From: John C. Stein, Mayor

Date: January 11, 1993

Subject: Appointment of Irl T. Stambaugh as Wasilla Chief of Police

Council is respectfully requested to confirm the Mayor's selection of Mr. Irl T. Stambaugh as Chief of Police.

Mr. Stambaugh was selected from the three top candidates recommended by the Police Chief Advisory Committee. The Mayor conducted meetings with the three candidates, including a one-hour face-to-face interview, an hour-long tour of the City with Deputy Administrator Bob Harris, written response to questions on organizational tasks for the new department and domestic violence procedures and a half hour follow-up interview.

After reviewing the resumes, submittals and references and considering the interest, local knowledge, experience, recommendations and style of communication of each finalist, the Mayor has chosen Mr. Stambaugh for the following reasons:

Mr. Stambaugh's experience, education and training substantially met the requirements of the recruitment notice.

Professional and personal references speak strongly of Mr. Stambaugh's competence, character and public relations skills.

Mr. Stambaugh demonstrated a good understanding of Wasilla's economy, climate and social culture.


The experience and technical knowledge gained from his 22 years with Anchorage's large metropolitan police force, lately as captain of their patrol division, will translate positively to nearby Wasilla.

The applicant has demonstrated considerable attention to the details and politics of developing an effective new police department in Wasilla.

Mr. Stambaugh communicates directly, clearly and in a well-organized, professional manner and relates well to be Mayor and Deputy Administrator.

Further, Mr. Stambaugh understands the risks involved by accepting the job in light of pending sales tax litigation and the October 1993 mayoral election. Mr. Stambaugh's salary requirements have not yet been negotiated but are within the \$42,000 to \$62,000 range offered in the recruitment notice. A formal offer of employment is contingent on Council confirmation. Employment is further conditioned on a successful background check and mandatory drug test.

I ask for your confirmation of Mr. Stambaugh as Chief of Police.



John C. Stein, Mayor

APPROVED

DATE: 1/11/93

BY: [Signature]

CITY OF SEWARD

P.O. BOX 167
SEWARD, ALASKA 99664



- Main Office (907) 224-3331
- Police (907) 224-3338
- Harbor (907) 224-3138
- Fire (907) 224-3445
- Telecopier (907) 224-3248

January 5, 1993

RECEIVED

Mr. Robert E. Harris
Deputy Administrator
City of Wasilla
209 E. Herning Ave.
Wasilla, Alaska 99654-7091

JAN 7 1993

City of Wasilla, Alaska

Dear Mr. Harris,

I am pleased to have an opportunity to give you my assessment of Irl Stambaugh, as a candidate for Chief of Police, in Wasilla. I have known Mr. Stambaugh, both socially and professionally, for over 20 years, and feel very qualified to evaluate him. Most recently, we worked together as Captains on the Anchorage Police Department.

First, I must say that Irl has always been the epitome of integrity and honesty. He has held very some difficult and sensitive command positions within the Anchorage Police Department, and has excelled in all of these positions, even during times of fiscal restraint and budget cutbacks.

One of the secrets of Irl's success is the relationship he fosters with subordinates. They not only respect him, they like him. Irl is able to walk that fine line that allows him to be close to his people and remain fair to all concerned, in his role as commander.

Similarly, Captain Stambaugh has dealt with some very sensitive issues within the community. The Anti-Abortion Demonstrations were handled smoothly, with no injuries, and in manner that showed no favoritism to any of the parties involved. Other jurisdictions have not been so fortunate. The public relations nightmares suffered by others, were skillfully avoided by Irl's leadership skills and his demonstrating sensitivity to everyone's rights and beliefs.

It is my personal and professional opinion that Irl Stambaugh is exceptionally well qualified for the job of Chief of Police. I do not hesitate to give him my unqualified endorsement.

Sincerely,

Thomas C. Walker
Chief of Police



Tom Fink, Mayor

ANCHORAGE POLICE DEPARTMENT

4501 SOUTH BRAGAW STREET ♦ ANCHORAGE, ALASKA 99507-1599
TELEPHONE (907) 786-8500



Service since 1921

January 7, 1993

Robert Harris
Deputy Administrator
City of Wasilla
290 E. Herning Avenue
Wasilla, Alaska 99654-7091

RECEIVED

JAN 11 1993

City of Wasilla, Alaska

Dear Mr. Harris,

I have received your letter of inquiry about Irl Stambaugh concerning his application for the position of Chief of Police for your city. I have always been aware that Irl was seeking this position, so I am happy to respond to your letter.

I have been with the Anchorage Police Department since July of 1988 as the Deputy Chief. Irl had been a newly appointed Captain just prior to my coming to Anchorage. During my time with APD, I have been able to observe Irl in a variety of situations. He is currently working as Captain of the patrol division.

In working with Irl, I have seen him develop and grow in his assignments. I have found him to be a hard, conscientious worker who takes pride in his position as a law enforcement officer. He is sensitive to the needs of the community and I have relied upon him to be an emissary of the police department in a variety of public settings.

Irl is honest, trustworthy and he has a strong sense of right and wrong. I will personally vouch for his integrity, both on and off duty. He sets high standards both for himself and for those who work for him. He has consistently been one of my strongest managers when it comes to dealing with internal problems. He is a firm, yet fair supervisor, who is well respected within APD.

I believe that Irl should be given strong consideration for the position of Chief of Police in your city. He has often times shared with me his desire to become a Police Chief. I believe his desire to be genuine, and that given the opportunity he will would put all his efforts into building an excellent police department for the people of your community.

If you would like to talk with me any further, please feel free to call me. I would be happy to discuss this with you or your mayor at any time you would like. My telephone number is 786-8552.

Sincerely,

A handwritten signature in cursive script that reads "Duane S. Udland". The signature is written in dark ink and is positioned above the typed name.

Duane S. Udland
Deputy Chief
Anchorage Police Department
4501 South Bragraw
Anchorage, Alaska 99507

WALTER J. HICKEL, GOVERNOR

DEPARTMENT OF LAW

CRIMINAL DIVISION/THIRD JUDICIAL DISTRICT

OFFICE OF THE DISTRICT ATTORNEY

January 8, 1992

Mayor John C. Stein
City of Wasilla
290 East Herning Avenue
Wasilla, Alaska 99654-7091

Re: Application of Mr. Irl Stambaugh
for the Position of Chief of Police,
Wasilla Police Department

Dear Mayor Stein:

Thank you for the opportunity to comment upon Mr. Stambaugh's candidacy for appointment to the Chief's job with the newly formed Wasilla Police Department. I have worked with Captain Stambaugh since the fall of 1974 when I joined the Anchorage District Attorney's Office, so I hope my comments are helpful to you and the other members of the selection committee.

In my almost nineteen years of work as a prosecutor, I have learned that for any police department to be successful and held in high esteem by the public it serves, it must first be successful in getting the community behind it and involved in the process of policing themselves. There has to be a real commitment by the officers, and especially the Chief of Police, to work with the community, rather than on the community. That philosophy will be especially important in Wasilla where there are many who are less than enthusiastic about the formation of your new police department.

The new Chief of Police will be under continuous scrutiny for the foreseeable future, not only to provide top notch police services but to take a hands-on approach in building a police department from the ground up -- including everything from training and equipping his officers to making sure they professionally discharge their sworn duty to serve and to protect.

I sincerely believe that of the three finalists for that position, the most qualified is Captain Stambaugh, an Alaskan who is a 22 year police veteran with the Anchorage Police Department,

REPLY TO:

- 1031 WEST 4TH AVENUE, SUITE 520
ANCHORAGE, ALASKA 99501-5906
PHONE: (907) 277-8622
- P.O. BOX 470
DILLINGHAM, ALASKA 99576-0470
PHONE: (907) 842-2482
- 145 MAIN STREET LOOP, ROOM 201
KENAI, ALASKA 99611-9998
PHONE: (907) 283-3131
- 326 CENTER AVENUE, SUITE 205
KODIAK, ALASKA 99615-9998
PHONE: (907) 486-5744
- 809 S. CHUGACH STREET, SUITE 3
PALMER, ALASKA 99645-9998
PHONE: (907) 745-5027
- P.O. BOX 3429
VALDEZ, ALASKA 99686-0671
PHONE: (907) 865-8462

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JAN 11 1992

City of Wasilla, Alaska

Page 2
January 8, 1993
Re: Irl Stambaugh

Alaska's largest municipal police agency serving a constituency which in many ways resembles that of Wasilla.

As you know from his resume and your personal interviews, he is an officer who has worked up through police ranks first as a Patrolman, Sergeant, Investigator, and later as Lieutenant, Captain of APD's Technical Services Division and now as Captain in charge of APD's large Patrol Division. As an administrator, he has shared responsibility for an almost fifteen million dollar departmental budget.

Over the years, I have worked professionally with Captain Stambaugh on many criminal cases which, from time-to-time, have involved contact with the media and community organizations on sensitive cases. Across the board, he has distinguished himself as a bright, hard working and honest cop who is very well respected by his peers, the attorneys in my office, members of the criminal defense bar, the bench and the public.

But modern society demands much more than experience, honesty, a strong work ethic and a sense of professionalism from the police. These days citizens rightfully expect officers to be assertive in time of danger, restrained in potentially explosive situations, and legally correct in their judgments. Of the three finalists, no one else better measures up to the position of chief of your new police department than Irl Stambaugh.

Again, thank you for offering me this opportunity to address you on this matter.

Sincerely,

CHARLES E. COLE
ATTORNEY GENERAL

EDWARD E. McNALLY
DISTRICT ATTORNEY



Stephen E. Branchflower
Assistant District Attorney

Page 3
January 8, 1993
Re: Irl Stambaugh

SEB:sms
i80
cc: Edward E. McNally, District Attorney

IR/T. Stambaugh

1-5-93

Domestic Disturbance

Domestic Disturbance calls by their nature can be very violent & require an immediate response.

Upon arrival OFFICER(S) should keep in mind OFFICER SAFETY at all times.

Separate the parties in an effort to calm the situation.

IF an assault has occurred an arrest should be made in accordance with State law. Remember on Domestic Violence cases you do not have to witness the actual assault.

IF you do or do not make an arrest allways insure that the victim is placed in a secure environment. IF the victim refuses to leave then friends should be contacted to stay with the victim.

Remain in contact with the victim to insure their safety by phone & in person when able to do so.

Conduct a Follow Up interview with

the victim & provide referrals to appropriate agencies.

Contact DA (District Attorney)
for appropriate charges to be filed.

In about 1000 words (4 pages) please outline in writing the more important tasks you would undertake in the months preceding the activation of the new Wasilla police force.

In about 250 words (1 page) please write out a draft S.O.P. on domestic disturbance calls.

Inl T. Stambaugh

1-5-93

Steps For Actuation of Wasilla Police Department.

1. Hire Secretarial help
2. Determine OFFice space & move into area.
3. Start hire process for OFFicers
 - A. Request assistance from AST for Background checks & polygraphs.
 - B. Hire psychological screening personell on contract to screen applicants
4. While I was in the process of doing the above I would also meet with the Mayor, council & community leaders to determine what they wanted from their police Dept.
 - A. Would talk to community groups
PTA's
Teachers
Community Councils
Business owners
Church leaderswould talk to the above in an effort to determine what they want from the police. Would also attempt to draft these same groups to support the Police Dept. and make the Police Dept. a part

of the community that they are proud to support.

5. Would review available budget during this entire process & start purchase of necessary equipment.

A. Uni Forms

1. gun belts
2. Badges
3. weapons
4. handcuffs

B. Vehicle

1. First aid equipment
2. Red lights
3. radios & portable radios

C. OFFice equipment

1. Desks
2. phones
3. report forms
4. evidence tags
5. Computer Equipment

6. Determine available space for a secure evidence holding area.

7. Start on policy & Procedure guidelines with input from Mayor & council. Manual would cover everything from

report writing to arrests.

8. Meet with & establish rapport with
AST & Palmer Police.

Meet with above to determine
criminal trends in the area.

Meet with Chief Otte to discuss
& implement a contract for dispatch
services.

9. Would do Final interviews with OFFicer
candidates & Finalize hiring.

10. Would determine what training was
necessary to certify OFFicers. & then
would find that training to complete
their certification.

11. During all of above I would ~~be~~
be working on staffing levels, shifts
& equipment.

12. Would continue to work & meet with
community groups to enlist their aid in
making it a community police dept. by
having different groups assist on
project. (Neighborhood watch, school liense

business watch, home security)

13. When the Dept. is ready I would have an open house & community wide kick off for the Dept. to start operation.

14. I would continue to work with groups in the community & would expect all the Officers to develop contacts, & know the people they are dealing with.

I would insist on good public relation from all my employees & employees that would be involved in the community in a positive manner.

I would take great pride in being able to accomplish the above & would be proud to do so.

Irl T. Stambaugh
2102 W. 47th Ave.
Anchorage, Alaska, 99517
Home: (907) 243-8953
Work: (907) 786-8595

November 4, 1992

Mr. John Stein
Mayor
City of Wasilla
290 E. Herning Ave.
Wasilla, Alaska 99654

RECEIVED

NOV 5 1992

City of Wasilla, Alaska

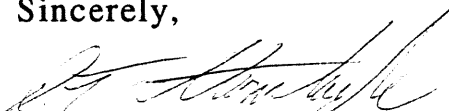
Dear Mayor Stein;

Please consider this as my application for the position of Chief of the Wasilla Police Department.

I have been involved in law enforcement for over 22 years, culminating in my current position as Captain of Uniformed Field Services and third in command with the Anchorage Police Department. I have been involved in law enforcement as an officer on the street up to the day to day administration and management of our states largest law enforcement agency (394 employees). My experience and track record make me an excellent candidate for Wasilla's Police Chief.

You will find my organizational skills, budgetary experience and ability to manage people to be an asset to your community's law enforcement effort. In addition, I would bring to Wasilla the benefit of my experience in labor relations and personnel matters. I have maintained my professional skills through on going training in such topical areas as the FBI/DEA Managers Academy, crisis management courses, ongoing management courses and others. I have enclosed my resume which further elaborates on my skills, training and experience. I look forward to discussing this opportunity with you in greater detail.

Sincerely,



Irl T. Stambaugh

Resume

Irl T. Stambaugh

1992

Irl T. Stambaugh
2102 West 47th. Avenue
Anchorage, Alaska 99517
(907) 243-8953

OBJECTIVE

Professional position in law enforcement management

SUMMARY

22 years in law enforcement.

7 years experience in administration and management.

In depth working knowledge of agency organization and management.

Skilled and experienced in managing a municipal police department; all divisions.

Background with police department of more than 200 sworn personnel.

Specialized knowledge of law enforcement.

Strong background in labor relations, negotiations and arbitrations.

RELEVANT EXPERIENCE

Administration

Started as a patrol officer and received progressive promotions through line and administrative positions, rising to third-in-command of the Anchorage Police Department. Experienced as Acting Chief in his absence. Proven ability in management of diverse departmental operations: Crisis Intervention Response Team (SWAT), administrative and field policy, operations, budget, labor relations and training.

Budget Planning & Implementation

Extensive experience managing \$14.5 million departmental budget for the Municipality of Anchorage (Pop. 250,000). Patrol Division consists of more that 150 personnel including administrative staff and sworn officers. Skilled in evaluating and implementing staffing requirements and effective financial and human resource utilization. Experience includes general management as well as day-to-day operating and capital expenses, overtime, and related managerial activities.

Community and Public Relations

Proven ability to work effectively with the public, coordinate with broadcast and print news media, develop and maintain cohesive and effective working relationships with other agencies.

Police Skills

Trained and experienced in all types of police procedures including patrol, traffic, investigations, dignitary protection, effective staffing, and field strategy. Background in detective work, particularly narcotics investigations and asset seizures. With increasing administrative responsibilities, duties continue to include field work on a day-to-day basis, particularly in providing support and authority for specific projects. Possess advanced certificate from Alaska Police Standards Council.

EMPLOYMENT HISTORY

Anchorage Police Department, Municipality of Anchorage, Ak.
1971-Present

Captain in Charge, Patrol Division, 9-89 to Present
Captain in Charge, Technical Services, 2-88 to 9-89
Investigations Lieutenant, Narcotics unit, 4-85 to 2-88
Patrol Sergeant, 1982 to 1985
Police Corporal, Communications section, 1979 to 1982
Patrol Officer, 1971 to 1979
US Army 1968 to 1971 (Vietnam veteran)

EDUCATION

FBI/DEA Academy, Quantico, Va. 1986, 7 Weeks specialized training in management and narcotics enforcement.

Anchorage Community College, 1980-1982
32 credit hours
Police Administration

Anchorage Police Department
Anchorage, Alaska
1971- Present
Ongoing in service training (course listing attached)

Juneau Douglas High School
Juneau, Alaska
1964-1968

CONTINUING EDUCATION

Successfully completed numerous professional development courses and seminars in all aspects of law enforcement, investigations, special weapons and tactics, dignitary protection, crisis management, labor relations, and other related training. (training outline attached).

PROFESSIONAL AFFILIATIONS

Alaska Peace Officers Association, 1970-present
Alaska Chiefs of Police Association, 1988-present

PERSONAL

Excellent health. Willing to travel/relocate. Additional information and references available on request.

REFERENCES

Ron Otte, Chief
Palmer Police Department
423 S. Valley Way
Palmer, Ak. 99645
(907) 745-4811

Kevin O'Leary, Chief
Anchorage Police Department
4501 S. Bragaw
Anchorage Police Dept.
Anchorage, Alaska 99507
(907) 786-8595

Duane Udland, Deputy Chief
Anchorage Police Department
4501 S. Bragaw
Anchorage Police Dept.
Anchorage, Alaska 99507
(907) 786-8595

Tom Walker, Chief
Seward Police Department
Box 167
Seward, Alaska 99664
(907)224-3850

Steve Branchflower, Assistant District Attorney
5530 E. 38th Ct. #3
Anchorage, Alaska 99507
(907) 333-6391

Michael C. Kolivosky, Colonel (retired)
Alaska State Troopers
PO Box 3090
Palmer, Ak. 99645
(907) 376-8802

Other references available upon request.

TRAINING

(Anchorage Police Department)

International Association of Chiefs of Police Critical Incident Management SWAT supervision 32 hours.	March 92
International Association of Chiefs of Police Labor Relations and Americans with Disabilities Act 32 hours	Dec. 91
Leadership Styles and Skills Seminar Anchorage Police Dept. 32 hours	Jan.14- 16, 91
International Association of Chiefs of Police Advanced Special Weapons and Tactics 80 Hrs. Training	Nov. 1990
Police Supervisory Responsibility and Liability Management 16 hours	Oct. 4-5, 90
Western States Information Network Narcotics Intelligence Training Conference 16 Hrs. training	Aug. 3-4, 87
US Marshals service/ DEA Asset Seizure School 24 Hrs. training	May 18-20, 87
FBI/DEA Academy Quantico, Virginia 7 Weeks training	Oct. 6--Nov. 21, 86

Training, Page # 2:

Department of Justice
Motorcycle Gang Seminar
8 Hrs. training

July, 85

Western States Information Network
Narcotics Enforcement
8 Hrs. training

Aug, 85

Anchorage Police Dept/Anchorage Community
College Death Investigation Seminar
44 Hrs. training

Sept. 10--14, 79

Department of Public Safety
Emergency Medical Technician Instructor
CPR/First Aid Instructor
80 Hrs. training

Oct. 5--16, 79

Department of Public Safety
Emergency Medical Technician
88 Hrs. training

Oct. 5--16, 79

Department of Public Safety
White Collar Crime Seminar
40 Hrs. training

June 5--8, 79

FBI
Labor Relations Seminar
24 Hrs. training

Sept. 18--20, 79

FBI
Hostage Negotiation Seminar
40 Hrs. training

June 12--15, 78

Page # 3 :

Anchorage Police Dept.
Uniformed Investigator School
40 Hrs. training

Dec. 11--15, 78

FBI
Advanced Criminology
40 Hrs. training

Aug. 8--12, 77

Anchorage Police Dept.
Field Training Officer School
40 Hrs. training

May 9--13, 77

DEA
Narcotics Enforcement
80 Hrs. training

May, 75

Northwestern University
Accident Investigation
80 Hrs. training

Apr.24--May 5,79

Anchorage Police Dept.
Recruit Training School
320 Hrs. training

Feb--March, 71

CERTIFICATES/AWARDS

Anchorage Police Department Certificate of Merit	January 88
Alaska Police Standards Council Advanced Certificate	November 87
Intermediate Certificate	April 79
Basic Certificate	April 79
Instructor Certificate	April 79
Outstanding Young Men of America	1980
Anchorage Police Dept. Officer of the Year	1979
Officer of the Month	April 79
Officer of the Month	September 74
US Army Honorable discharge	1971
Certificate of Appreciation	1971
Army Commendation Medal for Meritorious Service in the Republic of Vietnam	1969