

MAYOR
Joe Purcell



PUBLIC WORKS DIRECTOR
Michael Hurff, Jr.
FINANCE OFFICER/CITY CLERK
Andrew Lehr

The City of Hardin is inviting you to a scheduled Zoom meeting.

The City Personnel Committee Meeting of April 27, 2021 will be held by virtual meeting and the Public is invited to attend in person and will be seated on a first-come, first-served basis. Please note that space is limited.

Topic: City of Hardin 4/27/21 Personnel Committee Meeting

Time: April 27, 2021 at 6:00 p.m. Mountain Time

The meeting will open at 5:45 p.m.

If you will be logging into the Council meeting by:

Computer: Please identify yourself by submitting your first and last name by using the "Chat" function.

Phone: Please identify yourself by stating your First and Last Name.

Join Zoom Meeting

<https://us02web.zoom.us/j/9998118345>

Meeting ID: 999 811 8345

One tap mobile

+12532158782,,9998118345# US (Tacoma)

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Dial by your location

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+1 346 248 7799 US (Houston)

+1 669 900 9128 US (San Jose)

+1 301 715 8592 US (Washington DC)

+1 312 626 6799 US (Chicago)

+1 646 558 8656 US (New York)

Meeting ID: 999 811 8345

Find your local number: <https://us02web.zoom.us/j/9998118345>

The City of
HARDIN

406 North Cheyenne
Hardin MT 59034
(406) 665-9292

**Committee Meeting
AGENDA**

April 27, 2021

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PUBLIC COMMENT:

- **Personnel Committee** **6:00 p.m.**
 - **Chief of Police Candidates – Open Question and Answer Session**
 - **6:00 p.m.** - Michael E. Van Ardoy
 - **6:20 p.m.** - Javier Garcia
 - **6:40 p.m.** - Bradley D. Elkins
 - **7:00 p.m.** - Aaron Conner
 - **7:20 p.m.** - Donald Babbin, Jr.

Meeting adjourned at _____ P.M.

Michael E. Van Ardoy

April 6th, 2021

Mayor Joseph Purcell and City Council
406 N. Cheyenne
Hardin, MT 59034

RE: City of Hardin Chief of Police

Dear Honorable Mayor and Council of the City of Hardin,

I would like to take this opportunity to express my interest in the position of Chief of Police. I am a dedicated Law Enforcement professional and US Army veteran, with a combined law enforcement experience of over 30 years. My Law Enforcement experience began in the 1980s and encompasses being a volunteer with the Tucson Police Department's Police Assist Group, as well as a salaried officer with Arizona Department of Corrections - Corrections Officer and Corrections Officer II Drill Instructor supervising a shift in the Shock Incarceration Unit. For the past 27 years I have served the community of Tucson, Arizona as an AZPOST commissioned Peace Officer.

As you are aware there is an ever evolving environment within Law Enforcement. While serving with the Tucson Police Department I have adapted to those ever changing conditions. Prior management and supervisory experience in the military, private sector, and Arizona Department of Corrections have also prepared me for a position such as this. I hold myself to the very highest levels of professionalism. My goal is to utilize my training, experience, morals, honesty, integrity and honor to provide the citizens of the City of Hardin with the standard of excellence they would expect from a public servant.

With my experience, which is detailed in the attached resume, I would make the perfect candidate to start the City of Hardin Police Department. I strive to both personally and professionally challenge myself. The position of Chief of Police, for a small department such as yours, is exactly what I am looking for as the next step in my Law Enforcement career. I believe my level of professionalism, along with my leadership skills, would be beneficial to properly establishing Hardin's Police Department.

Hardin, Montana, and the surrounding area, appeals to me as I am also an avid outdoorsman. Hardin would be ideal, as I am someone who enjoys off roading, camping, fishing, hiking and hunting. Being that Hardin is a smaller community, it would afford me the opportunity to get to know the residents on a much more personal level. This would include the business owners, professionals, families and civic groups.

I would welcome the opportunity to come to Hardin, meet with you and discuss how to best provide the citizens of Hardin with a professional police department. I would be honored to provide the community of Hardin policing services that are diverse, inclusive and professional, one which exemplify all the qualities needed for a successful agency in the 21st century.

Thank you for your consideration,


Michael E. Van Ardoy

I would love to be the next Chief of Police for the City of Hardin and as your Chief I would bring my distinct management style and advance the level of service to your Community. I am a very approachable leader and am very involved with the communities I protect. I believe in police and community relationship; with that in mind there will be an open communication line between the two.

I would like to tell you a little about my experience. I started my law enforcement career in South Florida in 1992 where I worked on a narcotics unit and later assigned to several multi-agency task forces as well as working a Police K-9. I expanded my career when I moved to Georgia and worked on several Interstate Crime Enforcement units. I have also obtained my command college designations from Columbus State University. I have advanced through the ranks from patrolman up to the rank of Assistant Chief, Chief Deputy, Chief Investigator and Police Chief.

I hope that I can put my experience and advanced training to serve the citizens of Hardin. I am always learning new management styles and strive to use this to better my performance. I have always believed in an idea where not only do I manage the agency but I get out from behind the desk and get involved in the everyday activities of the police department; I have been known to respond to calls for service as well as taking reports. These are the core values I implement:

POLICE DEPARTMENT CORE VALUES

"Partnering with our community for a positive change "

The Core Values of the Police Department are intended to guide and inspire us in all we say and do. Making sure that our values become part of our day-to-day work life is our mandate, and they help to ensure that our personal and professional behavior can be a model for all to follow.

- Service to Our Communities
- Reverence for the Law
- Commitment to Leadership
- Integrity in All We Say and Do
- Respect for People
- Quality through Continuous Improvement

Service to Our Communities

We are dedicated to enhancing public safety and reducing the fear and the incidence of crime. People in our communities are our most important customers. We will work in partnership with the people in our communities and do our best, within the law, to solve community problems that effect public safety. We value the great diversity of people in both our residential and business communities and serve all with equal dedication.

Reverence for the Law

We have been given the honor and privilege of enforcing the law. We must always exercise integrity in the use of the power and authority that have been given to us by the people. Our personal and professional behavior should be a model for all to follow. We will obey and support the letter and spirit of the law.

Commitment to Leadership

We believe the Police Department should be a leader in law enforcement. We also believe that each individual needs to be a leader in his or her area of responsibility. Making sure that our values become part of our day-

to-day work life is our mandate. We must each work to ensure that our co-workers, our professional colleagues, and our communities have the highest respect for the Police Department.

Integrity in All We Say and Do

Integrity is our standard. We are proud of our profession and will conduct ourselves in a manner that merits the respect of all people. We will demonstrate honest, ethical behavior in all our interactions. Our actions will match our words. We must have the courage to stand up for our beliefs and do what is right. Throughout the ranks, the Police Department has a long history of integrity and freedom from corruption. Upholding this proud tradition is a challenge we must all continue to meet.

Respect for People

Working with the Police Department should be challenging and rewarding. Our people are our most important resource. We can best serve the many and varied needs of our communities by empowering our employees to fulfill their responsibilities with knowledge, authority, and appropriate discretion. We encourage our people to submit ideas, we listen to their suggestions, and we help them develop to their maximum potential. We believe in treating all people with respect and dignity. We show concern and empathy for the victims of crime and treat violators of the law with fairness and dignity. By demonstrating respect for others, we will earn respect for the Police Department.

Quality through Continuous Improvement

We will strive to achieve the highest level of quality in all aspects of our work. We can never be satisfied with the "status quo." We must aim for continuous improvement in serving the people in our communities. We value innovation and support creativity. We realize that constant change is a way of life in a dynamic Town, and we dedicate ourselves to proactively seeking new and better ways to serve.

My subordinates would best describe me as a hands-on leader. My motto within my agency is "leaders lead from the front". I have always stood for this principle, receiving a better response from my employees. I believe that the concept of a chief that leads from behind a desk is a dead art. Managing from behind a desk has caused Police Chiefs to lose connection between the ranks of many police departments. In effect this has brought out an element that does not respect the police and its ability to remain effective and connected to its community. This not only lowers the image of the community but also lowers values and the selling point to bring businesses and visitors to Lithonia. I believe that a leader that comes out and works with his people is not only respected, but it also raises the morale and the work ethic of each and every employee.

I want to thank you in advance for the opportunity to apply for this position and hope that your search for a new Chief of Police ends with me.

Sincerely;



Javier Garcia

Bradley D. Elkins

28 March 2021

CHIEF OF POLICE, HARDIN MT.

Mayor of Hardin, Police Commission and Selection personnel:

I am applying for the position of Chief of Police in Hardin, Montana. I have spent 22 years serving my nation as a member of the U.S Air Force, all have been as a member of Military Law Enforcement or as a Special Agent. Of the 22 years I have served as a patrolman, Desk Sergeant, Non-Commissioned Officer in charge of Training, Plans and Programs, Phoenix Raven Program, as a Squad Leader and as a Flight Chief. 5 of those years as a Special Agent with Air Force Office of Special Investigations. I have served 9 years in Civilian Law Enforcement as a Federal Police officer, a State Corrections officer, a Deputy U.S. Marshal and as a Deputy Sheriff in TN and MT. In these roles I have served as a patrolman, an Investigator, a Special Reaction Team member, a School Resource officer and as a member of the northern Virginia and the Capital Area Regional Task Force with the U.S. Marshal Service. I have served as a supervisor in several area's since 2009. The range of supervision has increased from individual personnel to as many as 24 on a shift. I have supervised, created, planned and executed protective details for former presidents, presidential cabinet members, congressman, and senate committees traveling around the world. I have served as the Deputy U.S. Marshal in charge of operations for high risk, high threat trials involving MS-13 and other notorious criminals. I have received 3 Commendation Medals, 7 Achievement medals, awarded 3 campaign medals (Kosovo, Afghanistan, Iraq), as well as over 20 other medals and ribbons for achievement in the Air Force. I have won many monthly, quarterly and yearly awards for my job performance and work ethic. I have also received 3 commendations from the U.S. Marshal Service for my leadership, heroism and job performance.

I have attended and graduated from the following training programs or academy's: U.S. Air Force Security Forces LE Academy, the USAF Airmen Leadership School, the Phoenix Raven training course, the Non-Commission Officer Academy, the Marine Corps Civilian Police Academy, the Virginia Dept. of Corrections, Criminal Investigation Training Program, U.S. Marshal Service Academy, High Risk Fugitive Apprehension Course, Basic Special Agent Course, Office of Personnel Management National Background Investigation bureau, Tenn. Law Enforcement Training Academy, Montana Law Enforcement Academy, and numerous FEMA certifications. I am currently 1 class away from receiving my associates degree in Criminal Justice from the Community Collage of the Air Force. I currently serve in the U.S. Air Force Reserve as a Senior Non-Commissioned Officer in charge of Tactical Training for 60 members of the 310th Security Forces Squadron and directly supervise 10 personnel in all aspects of Law Enforcement. I have maintained a Secret Security clearance from 1999-2016 and a Top Secret Clearance from 2016 til present. I am a highly accomplished Law Enforcement professional with a proven track record of success in providing leadership, strategy, and planning for Law Enforcement operations, leading cross-functional teams from multiple agencies has contributed to exceptional abilities in commanding the respect of officers, directing their work, and maintaining satisfactory public relations. I have a proven ability to logically and effectively analyze departmental needs, public safety goals and officer development. I possess outstanding ability to be concise, complete, logical and objective in both written and oral communications. Continually focused on implementing contemporary leadership practices the realize quality, efficiency, and effective delivery of public safety operations.

I have spent my entire adult life serving my Nation as a member of the Military and as a member of the Law Enforcement community. I have lead men and women from a diverse group of nationalities, ethnicities, religions and skill levels both in the Military and Civilian Law Enforcement. Through hard

work and hiring good honest people the community will see the impact immediately. I will build lasting relationships with the people of Hardin and its leaders. I will bridge the gap between the Police and all members of the community. I will provide the kind of services they need and deserve. If selected my Department would mirror the community demographic, be as diverse as possible and bring a level of local pride and sense of security to the community. Operating fair and impartially with full transparency to build credibility with deeds over words. I have served my nation with honor, I have given my all to ideals and concepts bigger than me, and I have been a good teammate and team leader. And if selected as the Chief of Police you will be getting the most motivated, hard working, trustworthy and highly trained person possible. Im ready for the challenge! Make me a part of the team, you won't regret it! Thank you for your time and for an opportunity to achieve a dream of becoming the Chief of Police.

Sincerely,

Bradley D. Elkins

TO: Mayor Joe Purcell and the City of Hardin Police Commission

I am writing in regards to the Chief of Police Position for the City of Hardin. First I would like to admire the Cities Position in wanting to start a Police Department, especially during this climate. I see the city wanting to progress in growth, reputation and mentality of making a better community and that is what really draws me to this position. After reviewing the yearly budgeting posted on the cities website and the expectations of the Police Department, I believe I could contribute to these goals.

Making a difference is why I wanted to become a Law Enforcement Officer and organizing the bigger picture, leading training and operations has become a passion of mine now. Teaching not only the basic/advanced skills an Officer needs but how to community police is another way I can make the difference. I have had the honor of serving my country at home and overseas, I wanted to continue to serve in my local community by providing the most professional Police Service.

I have worked as a supervisor for both civilian Law enforcement and military. In these roles I have been a working lead, field trainer and class instructor. I have a verity of work operations experience ranging from basic patrol functions, lead investigator, warrant service, event security, human trafficking and drug investigations. I have successfully applied for grants to receive vehicle decals for the fleet, and Stonegarden Operations grant the assist in overtime funding and vehicle fuel. I have written 12 week field training manuals that covered all training and polices for a new Officer requites. I have also served as an agency administrator where I learned to run the department budget, finance expenses, scheduling and work public relations. Serving active duty in the Air Force I have deployed and managed the building of base defenses/security, hours of operations and budgeting. Currently serving as a supervisor and law enforcement operations trainer.

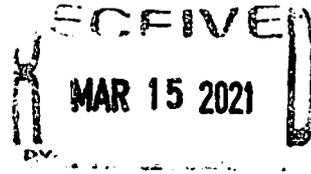
Ever since I was young I knew I wanted to serve the people around me, as soon as I could I immediately began learning and training on what I could in Civil Air Patrol and JROTC. I learned early on that adapting to the ever changing environment is crucial and is ever more important in law enforcement. I strongly believe in Sir Robert Peel's Principle of Law enforcement "The Police are the public and the public are the Police". I believe this principle speaks volumes on how Officers are to conduct themselves and as Chief I would preserve this principle and value.

I am looking to put my training, experience and passion for this positions to best use as the Chief of Police. I want to contribute to the ideas, expansion and goals this city has for the community. I would like to thank you for the consideration of this position and look forward to a meeting in person.

Aaron Conner

March 10, 2021

Re: "Hardin Montana Police Chief"
Hardin Montana Police Department
City of Hardin
ATTN: Chief of Police Search
406 N. Cheyenne
Hardin Montana 59034
Email: hardinmayor@hardinmt.com



Dear Selection Committee,

As an accomplished and innovative law enforcement professional, currently serving as the Lieutenant/Commander for the Patrol, Traffic and K-9 Divisions at the Brunswick Police Department Brunswick Georgia, I appreciate the opportunity to submit my application for the position of "Hardin Police Chief", City of Hardin Montana. I submit I will continue to be a positive role model and leader of the men and women of the Hardin Police Department (HPD) and nurture community trust and confidence in HPD by embracing community policing.

You will see throughout my resume that I am a proven law enforcement leader, experienced in law enforcement operations, emergency management, and investigations who has worked collaboratively with other leaders, peers and subordinates. I have always identified and resolved challenges while advancing shared goals and interests.

I am an engaged leader with a strong track record of insuring all programs are effective and efficient, as well, I intend on advocating the same at HPD to insure and fully support all priorities while fostering creativity and leveraging technology to meet the challenges, critically necessary to the success of HPD for all the citizens and visitors to the City of Hardin.

I am a high-energy leader who loves to meet new people and build and develop lasting relationships. I possess an ability to energize, excite and help the people around me. I enjoy mentoring younger staff members so they too may become the leaders of tomorrow through training opportunities to further their personal and professional growth as well as insure HPD's organizational growth.

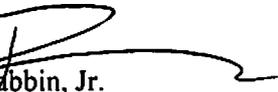
I am very effective at getting buy-in from stakeholders at all levels, as I lead by being both strategic and tactical – engaging others *STRAT*actically to work toward the greater good, and bring the added value of integrity, work ethic and focused relationship management as a visibly engaged leader and manager.

I have a strong track record of building collaborative relationships across the public safety, citizen, business, and government communities to develop innovative strategies to solve complex issues and foresee my continued focus to accomplish the same.

Where some see a problem, I see a challenge that requires resolution. Balancing multiple projects and responsibilities provides me with the opportunity to prioritize, utilize flexibility in how I manage my time and engage others in a collaborative resolution to any problem or challenge.

My career has always been and will continue to be centered on a commitment to teamwork and excellence - combined with a responsive, problem-solving philosophy that fosters daily interaction with those we work with and serve in a compassionate, positive manner.

I look forward to the opportunity to bring my experience, Integrity, leadership and talents to the position of Hardin's Police Chief. When selected, the continued reputation and history of HPD and the City of Hardin will tell the rest of the story.

Sincerely, 
Donald Babbin, Jr.