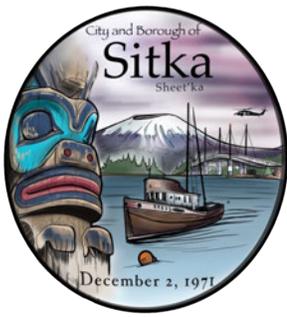


POSSIBLE MOTION

I MOVE TO approve the promotion of Michael Hall from Lieutenant to Police Chief.



CITY AND BOROUGH OF SITKA

A COAST GUARD CITY

MEMORANDUM

To: Mayor Eisenbeisz and Assembly Members

From: John Leach, Municipal Administrator 

Date: March 4, 2026

Subject: Promotion of Michael Hall to Chief of Police

Background

Assistant Municipal Administrator Josh Branthoover has provided a recommendation memorandum regarding the promotion of Michael Hall to the position of Chief of Police for the City and Borough of Sitka Police Department. That memorandum outlines the recruitment process, candidate evaluation, and rationale supporting the recommendation.

The Police Department has operated under interim leadership for several years while the City evaluated options for filling the permanent Police Chief position and navigating challenges associated with recruiting candidates within the constraints of Alaska's PERS retirement system. The recruitment process conducted in 2025 utilized the City's NEOGOV hiring platform and included a structured review process, panel interviews, and opportunities for community engagement and feedback.

Following that process, Michael Hall was identified as the preferred candidate. Due to Alaska Police Standards Council certification requirements, Mr. Hall was first hired as a Police Lieutenant and sent to the Alaska Police Academy to obtain the necessary certification to serve as a police officer in Alaska. Mr. Hall has now successfully completed those requirements and is eligible to serve as Sitka's Police Chief.

Analysis

I participated directly in the interview and evaluation process for this position and concur with the recommendation provided by Assistant Municipal Administrator Branthoover.

Mr. Hall demonstrated the leadership qualities, professional experience, and commitment to community policing that were identified as priorities during the recruitment process. Throughout the selection process, he was well received by both the hiring panel and members of the public who participated in the meet-and-greet opportunities.

Since joining the Sitka Police Department as a Lieutenant and completing the Alaska police certification academy, Mr. Hall has continued to demonstrate the professionalism, judgment, and leadership expected of the City's next Police Chief.

Based on the thorough recruitment process and my direct participation in the evaluation of candidates, I support the recommendation to promote Michael Hall to Chief of Police.

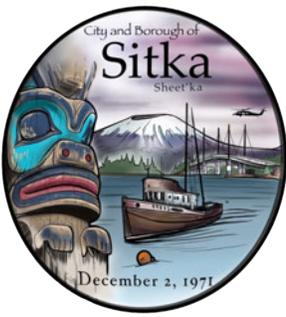
Fiscal Note

The fiscal impacts associated with this promotion are outlined in the Assistant Municipal Administrator's recommendation memorandum.

Recommendation

Approve the promotion of Michael Hall to Chief of Police as recommended by the Assistant Municipal Administrator.

Encl: Recommendation letter of March 3, 2026, from Assistant Municipal Administrator



CITY AND BOROUGH OF SITKA

A COAST GUARD CITY

MEMORANDUM

To: John Leach, Municipal Administrator

From: Josh Branthoover, Assistant Municipal Administrator 

Date: March 3, 2026

Subject: Recommendation for Promotion of Michael Hall to Police Chief

Background

The City and Borough of Sitka (CBS) Police Department has had Interim Police Chiefs since 2019 while the permanent/regular position has been vacant. Many law enforcement professionals, that would otherwise be eligible for the permanent/regular position, have retirements from the State of Alaska that conflict with their employment with CBS due to PERS retirement system restrictions. This has been a historic issue that many other municipalities have encountered. In the spring of 2025, my goal became to explore robust options to find the best candidate to fill the permanent/regular Police Chief position. We leveraged the reach of our new NEOGOV hiring platform to ensure wide visibility of the vacancy resulting in many applicants from outside Alaska. The hiring panel consisted of Municipal Administrator John Leach, Lisa Gassman, Interim Police Chief Chad Goeden, and me. The process entailed extensive vetting, multiple rounds of interviews, and candidate in-person meet & greets with the community along with survey and input opportunities from the public. I announced to the Assembly and the public in October that Mike Hall emerged as a highly qualified candidate who was well-received by both the panel and the public. He brings decades of law enforcement experience and demonstrates the leadership qualities we are seeking in Sitka's next Police Chief. Because of Alaska Police Standards Council certification requirements, however, he had to attend a police officer certification academy within a one-year window to become certified for police service in Alaska. We offered Mike Hall a vacant position as Police Lieutenant, which he accepted, and sent him to the police academy that began in October 2025. After successful completion of the academy, and other administrative requirements, Mike Hall is now prepared to serve as our next Police Chief, with Assembly approval. This opportunity was made possible because our current Interim Police Chief Chad Goeden agreed to continue to serve in the interim position because he also believed Mike Hall was the ideal candidate for the position.

Analysis

The search for our next Police Chief is among my most important responsibilities since joining CBS. I set goals of identifying the candidate that was most likely to want to be intimately involved with our community, possessed the servant leadership qualities needed to lead

alongside their team, displayed the humility to work with others through challenges, and the compassion and fortitude to wield the power entrusted to them. The search for our new Police Chief included the current Interim Police Chief Chad Goeden, initially serving as our Law Enforcement subject matter expert through the hiring process. Chief Goeden's expertise and guidance were instrumental throughout as he reminded me periodically that there is no perfect candidate. While I agree that there is no perfect candidate, through the time and effort dedicated to this process I became confident that Mike Hall embodied the qualities I prioritized in the search, is the right choice, and is ready now to serve as our next Police Chief.

Fiscal Note

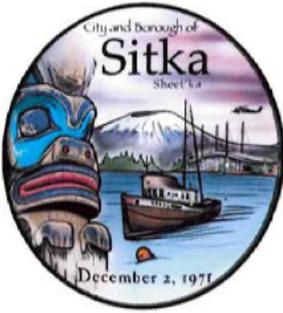
The Police Chief position is set for Range 16 in the FY26 budget. The following offer was made to Mike, which he accepted:

- Starting wage at Grade/Step 16/A, regular, full-time, exempt, non-represented, and benefitted
- Annual leave accrual continues at current rate
- Other benefits continue at current rate

Recommendation

Recommend forwarding to Assembly for their consideration and approval.

Encl: Offer Letter to Michael Hall
Bio of Michael Hall



CITY AND BOROUGH OF SITKA

A COAST GUARD CITY

Administration
100 Lincoln Street | Sitka, Alaska 99835
www.cityofsitka.com
joshua.branthoover@cityofsitka.org
907-747-1816

March 3, 2026

Michael Hall
[REDACTED]

Re: Promotion Offer Letter for the Position of Police Chief

Dear Mike,

On behalf of the City and Borough of Sitka, I am pleased to make the following offer of promotion to you for the position of Police Chief of the City and Borough of Sitka Police Department, contingent upon Assembly approval, as follows:

Starting Pay: \$5,162.16 biweekly which is the equivalent of \$134,216.10 on an annual basis

The position is FLSA exempt (not overtime eligible), full-time, and benefitted

Proposed Start Date: March 16, 2026, unless otherwise agreed

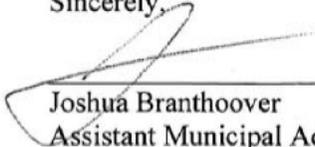
Vacation Leave Accrual: Continue at current rate

Sick Leave Accrual: Continue at current rate

Other Benefits: Continue at current rate

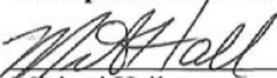
This offer is effective until 12:00 p.m. on Wednesday, March 4, 2026. Please acknowledge your acceptance by signing and returning this offer by email at hr@cityofsitka.org or in person to Human Resources. If you do not accept this offer, please email Human Resources at hr@cityofsitka.org. If you need more time to consider the offer, please contact Human Resources at 907-747-1816 before the deadline.

Sincerely,


Joshua Branthoover
Assistant Municipal Administrator

03/03/26
Date

I accept this offer and terms of employment:


Michael Hall
Date

03/03/26
Date

MICHAEL J. HALL

Law Enforcement & Counterterrorism Subject Matter Expert

Michael J. Hall is currently a Police Lieutenant for the City and Borough of Sitka, Alaska. His most recent assignment prior to coming to Sitka was serving with the US Department of Justice's International Criminal Investigative Training and Assistance Program (ICITAP). He initially served as ICITAP's Mission Advisor to the National Police and Border Guard services of Ukraine and most recently the Balkan region counterterrorism advisor based in Sarajevo, Bosnia. Prior to this, Mr. Hall spent over a decade with the State of Tennessee's Drug and Violent Crimes Task Force, retiring as its Director in 2011.



Since 2011, Mr. Hall has worked internationally with the US Department of State, Bureau of International Narcotics and Law Enforcement Affairs (INL). His assignments include serving as the INL senior law enforcement advisor in Lebanon, Jordan, Palestine, and Afghanistan. In 2015, Mr. Hall was an organized crime investigator in Kosovo, collaborating with European Union law enforcement entities. He later became a contract program manager for the Defense Intelligence Agency's Joint Counterintelligence Training Activity in Quantico, VA.

Mr. Hall has been a guest instructor at the National Advocacy Center, providing counterterrorism training for anti-terrorism prosecutors and FBI Joint Terrorism Task Force (JTTF) agents and officers. He also appeared on the National Geographic documentary series "Drugs Inc.", discussing the threat of methamphetamine production and the dangers of illegal marijuana sales and distribution.

Recipient of numerous State and Federal awards for his efforts against illicit drugs, Mr. Hall is the former president of the Tennessee Narcotics Officers Association and a former board member of the National Narcotics Officers Association. He was also an original member of the federally funded Tennessee Methamphetamine Task Force, recognized nationally for its leadership in combating illicit methamphetamine production and distribution in the United States.

Mr. Hall's law enforcement career began as a corrections officer with the local sheriff's office, followed by roles as a deputy sheriff, school resource officer, detective, and task force agent.

Mr. Hall is a graduate of the Tennessee Law Enforcement Training Academy earning a certificate as a law enforcement (POST) certified professional, he also graduated from the Drug Commanders School. He is recognized as a subject matter expert (SME) in law enforcement and counterterrorism by the U.S. Departments of State, Defense, and U.S. Department of Justice. Most recently, Mr. Hall completed the Interior Alaska Law Enforcement Academy in Fairbanks, earning his certification to serve as a police officer in the state of Alaska. He has relocated to Sitka with his wife, Donna, and their dog, Eddie.