



MUNICIPALITY OF ANCHORAGE

Assembly Memorandum

AM No. 391-2024

Meeting Date: May 7, 2024

1 **FROM: MAYOR**

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3 **SUBJECT: EXECUTIVE APPOINTMENT – CONFIRMATION HEARING.**

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5 Pursuant to the Municipality of Anchorage Charter in sections 5.02, 5.03 through
6 5.05 and the Anchorage Municipal Code sections 2.30.095, 3.20.020, and 3.20.070,
7 I ask the Assembly to confirm the following executive and department head that I
8 have appointed:

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10

<u>Name</u>	<u>Position</u>
Bianca M. Cross	Police Chief

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12
13 Resume submitted in accordance with Anchorage Municipal Code section 3.30.173
14 is attached for your information.

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16 **THE ADMINISTRATION RECOMMENDS APPROVAL.**

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18 Prepared by: David Samsa, Human Resources Executive Assistant
19 Approved by: Tyler Andrews, Chief Human Resources Officer
20 Concur: Kent Kohlhase, P.E. Municipal Manager
21 Respectfully submitted: Dave Bronson, Mayor



Municipality of Anchorage

Dave Bronson, Mayor

April 16, 2024

Bianca Marie Cross



Dear Bianca,

I am pleased you have accepted the offer of employment for the executive position of Police Chief (Public Safety Chief PCN 30003166) with the Anchorage Police Department. Your executive appointment begins April 29, 2024.

This conditional offer is contingent upon your successful completion of a satisfactory drug screening. If you do not successfully complete the drug screen, the conditional offer of employment will be rescinded.

Your salary will be based on an annual salary of \$198,993.60 (\$95.67 per hour) and is paid on a bi-weekly basis. This is a salaried position and as such is exempt from the minimum wage and overtime provisions of the Federal Fair Labor Standard Act. You will serve in an appointed capacity at the pleasure of the Mayor.

In accordance with the Anchorage Municipal Code (3.30.173), executive employees shall submit a resume prior to hire or appointment. Under Municipal policy, your resume will become a public record and be included within your personnel file. In addition, your appointment is subject to confirmation by the Municipal Assembly.

The Municipal Executive Team and I look forward to working with you.

Sincerely,

A handwritten signature in black ink, appearing to read "Dave Bronson".

Dave Bronson
Mayor

cc: Personnel File

Bianca Cross



PROFESSIONAL PROFILE

Hardworking and ambitious individual who is results oriented and committed to growing organizations from within. Competent at multi-tasking and able to manage various projects, tasks, and priorities in a timely manner. Successful in assuming increasing levels of responsibility. Articulate communicator; accustomed to developing and maintaining positive relationships with all levels of individuals of diverse backgrounds.

PROFESSIONAL SKILLS

- Critical Thinking, Negotiation and Problem-Solving abilities.
- Excellent Written and Oral Communication as well as presentation skills.
- Knowledge of federal, state laws and regulations as well as the criminal code.
- Proficient in the use of computers for criminal investigation.
- Attention to Detail, Learning ability and persuasion skills.
- Reading Comprehension, Coordination and Critical thinking.
- Time management, judgement, and decision-making.

PROFESSIONAL EXPERIENCE

Detective Division Captain

Homicide & Cold Case Units, Robbery & Assault, August 2023 - present

Special Victim's Unit, Crimes Against Children,

Property Crimes and Computer Crimes Unit

- Oversee, direct, and supervise the work of assigned division/units
- Participate in the development, administration and of division goals, objectives, and procedures
- Review and maintain budgets of the divisions and specialty units therein
- ICAC Commander for the state of Alaska
- Liaison with Federal, State and Local partners, to include task force participation
- Overall supervision of Anchorage Police Department Crime Laboratory

Lieutenant of Violent Crimes

Robbery & Felony Assault, Homicide & Missing Person *May 2022 - August 2023*

Cold Case Investigations

- Professional administrative, planning, and technical work
- Review and develop job requirements and operational goals
- Effect supervision and overall management and coordination of Detective Sergeants and Detectives

Detective Sergeant

Homicide & Missing Persons *November 2018 - May 2022t*

Cold Case Investigations *March 2020-May 2022*

Special Victims Unit - Investigates sexual assault *August 2016 - November 2018*

- Provide in-depth intelligence for coordinating, planning, and executing criminal investigations.
- Overseeing the work of detectives, reviewing reports, performance evaluations, investigating complaints against detectives, and creating schedules for work.
- Other duties to include training, developing training plans, and collaborating with outside agencies who deal with interpersonal violence.

Sergeant of Crisis Negotiation Team (CNT)

Anchorage Police Department *July 2016 - January 2018*

- Coordinated and/ or responded to subjects in crisis to resolve situations without loss of life.
- Led and collaborated with command officers and members of the SWAT (Special Weapons and Tactics) team for resolution of crisis situations.
- Trained Crisis Negotiators in techniques of crisis intervention.
- Handled debriefing of situations.

Sergeant of SROs (School Resource Officers)

Anchorage Police Department *June 2016 - July 2016*

- Provided oversight of the work of School Resource Officers and review of reports. Carried out performance evaluations and investigation of complaints against officers.
- Created schedules for work, vacation, and training, collaborating with school officials

Patrol Sergeant

Anchorage Police Department April 2013 - June 2016

- Overseeing the work of patrol officers, reviewing reports and performance evaluations.
- Investigating complaints against officers, creating schedules for work, vacation, and training, developing training plans.

EDUCATION

MBA - Wayland Baptist University

Bachelor of Art - Criminal Justice, Minor - Psychology

TRAINING & CERTIFICATIONS

- Basic Police Training 752 hours
- Alaska Police Standards Council (APSC) Certification for Basic and Advanced Police Officer
- Uniform Investigation School (40 hours)
- Crisis Negotiations
- Field Training Officer (training new police officers in field work) Advanced FTO Seminar
- Basic and Advanced Interview and Interrogation
- Documenting and Collecting Dirt and Mud Impression Evidence
- Shoe and Tire Track Evidence 1
- Crime Scene and Physical Evidence Digital Photography
- Documenting and Collecting Indoor Impression Evidence
- Documenting and Collecting Snow Impression Evidence
- Advanced Supervisor Course (40 hours)
- Crisis Intervention Team (CIT) Training
- Advance Crisis Intervention Team Training (5 hours)
- Practical Homicide Investigation
- Deviant Sexual Behavior and Related Criminal Activity
- Internal Affairs and The Use of Force
- APSC Certified Police Instructor
- Advanced Crime Scene Chemical Enhancement and Low Light Photography techniques

- Internet Intelligence for Investigators
- Interviewing Children & Preparing for Court
- Investigating Use of Force for Field Supervisors
- Specialized Techniques for Investigating Sex Crimes & Special Offender Populations (8 hours)
- Specialized Advanced Intensive Sexual Abuse Interviewing Skills (18 hours)
- Child Abduction Response Team (36+ hours)
- Biological Evidence Collection
- Crisis Negotiations - Special Topics Course
- FBI Media Training - Public Information Officer
- Enhancing Community Safety through Interagency Collaboration: Comprehensive Approaches to Sex Offender Management
- DNA Evidence Identification, Collection & Preservation for Law Enforcement (16 hours)
- FEMA COURSES: National Incident Management System (NIMS) An Introduction, Introduction to the Incident Command System (ICS 100) for Law Enforcement, ICS for Single Resources and Initial Action Incidents, National Response Framework, An Introduction
- Mental Health First Aid USA (12 hours)
- Shop Steward for Anchorage Police Departments Employees Association (APDEA) 2007-2013
- Executive Board Member for APDEA 2013-2017
- Emergency Vehicle Operation Course
- Sexual Assault Response Team Training
- Served on Employee Recognition Board (ERB) for 2 years - voting on awards for employees
- First Aid and CPR certified

REFERENCES

Available on request