

## Fire Department

Honorable Arthur Brun (*present at 10:44 a.m.*)  
Honorable Mason K. Chock (*present from 9:33 a.m. to 12:31 p.m.*)  
Honorable Felicia Cowden  
Honorable Luke A. Evslin  
Honorable KipuKai Kualii  
Honorable Arryl Kaneshiro

Excused: Honorable Ross Kagawa

The Committee reconvened on April 5, 2019 at 9:01 a.m., and proceeded as follows:

Committee Chair Kaneshiro: Good morning. I would like to call back to order the Committee of the Whole and the Fiscal Year 2019-2020 Departmental Budget Reviews. Let the record reflect that we do have a quorum. On the schedule for today, April 5, 2019, we will be hearing from Fire and Police. As we do each morning, we will take testimony. Is there anyone in the audience wishing to testify?

There being no objections, the rules were suspended to take public testimony.

There being no one present to provide testimony, the meeting was called back to order and proceeded as follows:

Committee Chair Kaneshiro: Seeing none, we will get right to our meeting. Paki, if you want to give us an overview, maybe go through your synopsis, and then go through your Administration synopsis. Then, as we move on to Operations, we will go into your Operation synopsis and do it that way. I think if you go through the whole thing now, then we might ask repeat questions on it.

KILIPAKI K. F. VAUGHAN, Deputy Fire Chief: *Aloha kakahiaka.* Good morning, Council Chair Kaneshiro and Councilmembers. For the record, Kilipaki Vaughan, Deputy Fire Chief of the Kaua'i Fire Department (KFD). If I may a few moments to kind of prelude our budget today. On behalf of the Fire administration, executive staff, one hundred forty-three (143) brave-hearted firefighters, and fifty-six (56) Ocean Safety Officers servicing Kaua'i, we humbly submit our Fire Department 2020 budget for your consideration. Our brave hearts are committed to excellence in accomplishing our missions to preserve and protect life, property, and the environment of Kaua'i County from all hazards and emergencies. Our vision is for the Kaua'i Fire Department to create a safer community by continually striving for excellence in prevention and emergency response. Our public safety work is critical and essential to the welfare of the Kaua'i's residents and visitors. There is no way to accurately forecast everyday emergencies, but we always need to be prepared for them. Our workforce is the organic fabric of this community. We are coaches, teachers, pastors, nurses, architects, caregivers, builders, farmers, fishermen, surfers, parents, and grandparents. On any given day, forty-five (45) firefighters and twenty-six (26) lifeguard associates provide essential frontline emergency response services in fire, life safety, and ocean safety protection to one hundred thousand (100,000) residents and visitors. Each first-responder is responsible for the life safety of approximately one thousand four hundred eight (1,408) human beings. Collectively, we protect \$320,023,000,000 in real property assessed land and building values across Kaua'i. We do this from eight (8) fire stations, eleven (11) lifeguard towers, and four (4) roving patrol units. Our Fire call volume is greater than six thousand plus (6,000+) calls per year. Of those calls, eighty-three percent (83%) are emergency medical service (EMS) in nature, eighty-five percent (85%) of those are *kūpuna*, or elderly. Our emergency response service continues to evolve deeper into all hazards, much

evident from the April 2018 floods and hurricane season. KFD continues to explore EMS integration in various business segments. Customer service gaps based on national consensus standards for emergency response currently exist in Anahola, Moloa'a, Kilauea, Wainiha, Hā'ena, Kōke'e, and Kekaha. Last, but not least, I would like to thank retired Fire Chief Robert Westerman for his thirteen (13) years of service and his exemplary leadership of the Kaua'i Fire Department. Through his vision and engagement, Chief Westerman has catapulted the Kaua'i Fire Department and the Ocean Safety Bureau (OSB) into the twenty-first century. We are happy that he is enjoying retirement again. *Mahalo nui* for a chance to provide this overview of the Kaua'i Fire Department. I would like to get into my budget message quickly. The budget message for the Kaua'i Fire Department is simple and grounded in three (3) Hawaiian values: *alaka'i*, leadership; *mālama*, caring and nurturing; and *kuleana*, responsibility and accountability. *Alaka'i*, collective leadership will allow Fire to improve our customer service to the greater demands of an island community in the new norm. Young leadership and direction will help fill the loss of experienced with twenty-four (24) retirements in the past eighteen (18) months. *Mālama*, we will care for and guard the resources we have been provided. Fire and Ocean Safety are most fortunate to have been empowered with an enhanced toolbox to provide excellent emergency response service. The Mayor, Council, and the community have worked together to provide apparatus, equipment, Jet Skis, and positions. *Kuleana*, we will be responsible for and hold ourselves accountable for the resources we have. We will address long-term liabilities right now in the present. This includes a structural recalibration of our contributions to retirement, health, and Other Post-Employment Benefits (OPEB). We also encourage others to analyze our organization and practices. I am open to your folks' questions on the budget, if you want. I would suggest taking it through Administration and probably leaving Fire Operations last.

Committee Chair Kaneshiro:           Actually, we have an order of Administration, Operations, Prevention, Training, and then Water Safety. That is kind of how the budget goes, so we will probably do it that way.

Mr. Vaughan:                               Okay.

Committee Chair Kaneshiro:           We did get the write-up ahead of time on Administration. Do we have any questions on the Administration budget? I have just some ballpark questions. As far as spiking, which has been a huge cost that we saw last year, it is probably going to be another big cost this year, what is management's plan to reduce spiking? I think we spent \$2,200,000 in spiking last year. Is there anything management is going to implement or do to reduce that one-time cost that we get nailed with?

Mr. Vaughan:                               We will get right into it. Thank you. I have something prepared. Spiking is a growing reason for the cost of the Employee Retirement System (ERS). Unfortunately, Fire and Police are being made the poster children for pension spiking pushback. Act 152, Hawai'i Revised Statutes (HRS) 88-100 provides the two (2) tests for spiking. I will not get too deep into tests and I will actually go further into our solutions and what we have done so far. As far as due diligence, what we have done so far to-date and what we do moving forward after that. Since the March 15, 2019 transmission of the Mayor's budget to Council, Fire has conducted the following due diligence: we have examined the salary, overtime, and other related premium pay of those salary inverted positions submitted in the previous week's Salary Resolution and a comprehensive report has been made for our review; actually, three (3) to five (5) years of review has been made. Fire will run the same report for the whole Department on a bi-weekly basis. This will help us monitor overtime and potential spiking opportunities. We also made contact with the State ERS Coding Division on the computation of the pension spiking formula in Act 153 imbedded in HRS 88-

100. We also met with the County of Kaua'i (COK) Acting Director of Human Resources (HR) on the implementation of a Fire Recruit Class II classification. This may help us accelerate training and deter from overtime; however, it could have a profound effect on the complexion of the fire service. We also met with the COK Information Technology (IT) Manager to see if pension spiking reports or development of a formula is capable with the existing IBM iSeries platform. We met with the same COK IT Manager on proposed Human Resources Management System (HRMS) investment and capabilities. Some of the solutions; our budget proposal reflects positive movement towards structurally balancing those long-term liabilities we speak of. Our aim is to limit the long-term liabilities to the Department, County, and State. To effectuate that, a change in culture is one solution to the sustainability of the KFD fire service. If we approach the future with greater accountability, we can take care of our *'ohana* without creating a future burden for them. Our *kuleana* to reduce and eliminate egregious overtime leading towards pension spiking. Fire has already volunteered for a County audit internally. Fire management actions include the following: adopting a Code of Ethics that will help guide firefighter and lifeguard associates as public servants and as *kahu* of the public's trust; request COK human resources establish a formal overtime policy; revise the existing KFD policy on overtime to tighten-up dual-level managerial approvals; request that COK Finance develop a spiking modeling solution that monitors these excess pension costs based on the formula in Act 153 HRS 88-100; revise the rank-for-rank policy to scope earned opportunities to maximum hours per month rather than having it compressed into a particular month; utilizing temporary assignment to fill and staff positions that are available due to vacations, sick, or compensatory leave; better utilization of firefighter recall to achieve required fire line staffing; and schedule more on-duty training, target solutions web-based training where the training bureau apparatus will roll to stations to provide on-duty training; adjusting our training calendar to space out mandatory training courses, which require the offer of overtime pay. By spacing out the training, we hope to avoid spiking that is seasonal to the traditional retirement months of June, July, November, and December. Modifying the work schedule of the fire line training instructors. We can request, with the Union's approval, a modification of our fire instructors by shifting them to a forty-hour workweek for two (2) weeks a time, we can compressed training time, achieve cost-savings, and manage overtime. Limiting the number of programs and committees firefighters can work, limiting the amount of program committee overtime to the maximum number of hours in any one day. Ultimately, if we can find tools to help us better manage the overtime opportunities, this should help us deter spiking attributable to Fire. I think there are some other Fire options that include adding positions to cover the load. There are some requests for Information Technology positions, civilian-related, that could help us gain some effectiveness and efficiency, and eliminate official. Other Fire options include reducing/eliminating community risks, reduction, and public unification programs; reducing/eliminating community events support; and eliminating fire inspections to all State public schools where Fire Prevention performs fifteen (15) of these courtesy to the State of Hawai'i; eliminate fire inspections to all State-registered daycare preschools where Fire Prevention performs thirty-five (35) of these courtesy to the State of Hawai'i; and deny requests for assistance for community events that would involve overtime. Ultimately, this would probably reduce the quality of our product and service. It is not what we want to do, but it is in the toolbox of options. County options, this is something to think about, revising the policy to eliminate accelerated vacation payouts to employees. For twenty-four (24) retirements in the last eighteen (18) months, Fire paid approximately \$1,000,000 in vacation credit payouts. Eliminating offers of compensatory time earned. Compensatory time becomes a long-term liability that is cashed-out at retirement or is intentionally used intermittently over the last year of work. Only offering compensatory time earned to avoid short-term payments will balloon at the end of the employee's career. Are there any further questions?

Committee Chair Kaneshiro: That is a huge list. I think you have a busy year, but definitely, for me, it would be great to get an update on whether any of these are working or what is the most effective. Obviously, managing the overtime is probably going to be the best option, but if we do not have a system in place to let you know where employees are on spiking or overtime, that is obviously very difficult to do. I like the list. I think you looked at every option, even including cutting community-type service projects. I think we asked questions about it before, "Why do we have overtime on that?" I think there are a lot of opportunities. I am glad you looked at all of these. For me, it is how well you folks will be able to follow through or to find which one works best, and actually see a reduction in spiking. When you see a spiking cost for one (1) employee of about \$300,000, that is the public's and taxpayers' money. I think it is a hard pill to swallow for one (1) employee retirement. When you have fifteen (15) and the bill ends up \$2,000,000, it is very difficult to swallow. Councilmember Cowden.

Councilmember Cowden: Thank you for that list. There is a few that I did not really understand very well. When you say the complexion of the fire service will change, I did not really understand what you mean there. Can you, without rereading it, tell me what you meant?

Mr. Vaughan: Okay. Thank you for the question. This would be in regards to Fire Recruit II. What we do right now is we have a Firefighter Trainee classification that comes in at a certain Skill Rating (SR), SR15, and that examination is open to the public.

Councilmember Cowden: What does SR mean? It is their employment number, right?

Mr. Vaughan: Yes.

Councilmember Cowden: Is it the Union thing?

Mr. Vaughan: I believe it is a civil service-level step.

Councilmember Cowden: Okay.

Mr. Vaughan: I am not very sure, but I am pretty sure. I can see the schedule in my head. Say for instance, Honolulu Fire had approximately one hundred (100) retirements in one (1) year, so they were trying to chase rehiring people. What they did was they had so many people on the Fire Recruit I list, which is a SR15, they created SR1 with a higher-level pay with Fire Recruit II. The difference is they would already come in with certification for Firefighter I, Firefighter II, hazmat awareness, hazmat operations, and the national registry Emergency Medical Technician (EMT).

Councilmember Cowden: So you avoid all of that retraining?

Mr. Vaughan: You avoid about four (4) months of training and possible training overtime, but then, you may not have the fabric of the community that comes up and is organically coming from Kaua'i.

Councilmember Cowden: Okay. Thank you for that. I do not think any of us want you to stop looking at daycares, schools, and things like that. I tried to look at what is happening on the other islands, and what I learned is O'ahu does not send the Fire

Department to the minimal calls. Do we have a process of determining what a minimal call is? To me, a minimal call is a sprained arm or a cut elbow. Having been in the surf business, I would see what sometimes visitors call in for and it is minor. Do we have any threshold that we could...if we did not go to every single call like that, that is kind of minor, would that help the rest of our budget?

Mr. Vaughan: Thank you for the question. I think it would probably...your question seems to be directed more to the EMS side because if there is a fire, we are going.

Councilmember Cowden: Right, if there is a fire you are going. Can I say that you are doing a great job? Thank you very much, and you are doing a great job with the water safety savings. If I remember correctly, very recently, you told us eighty percent (80%) of your calls are health concerns, it is more emergency medical services than a fire or drowning. Is that accurate? Do you remember that correctly, eighty percent (80%)?

Mr. Vaughan: That is accurate.

Councilmember Cowden: Do you remember correctly that of that eighty percent (80%), something like eighty-six percent (86%) is senior troubles?

Mr. Vaughan: Eighty-five percent (85%) of those EMS calls would be *kupuna*-related in nature.

Councilmember Cowden: *Kūpuna*, that might be serious. It could be a stroke or heart attack, so that is important.

Mr. Vaughan: Yes, even a simple fall could evolve into a head contusion.

Councilmember Cowden: Hematoma.

Mr. Vaughan: Traumatic brain injury. Oftentimes...our partners from American Medical Response (AMR) are in the audience, and we thank them for being good partners and working with us for many, many decades...when they send their ambulance to the scene, there are two (2) people, and when we show up, there is probably about four (4) to five (5) any one day.

Councilmember Cowden: Plus the police, right?

Mr. Vaughan: We are not involved in the dispatch side.

Councilmember Cowden: Okay.

Mr. Vaughan: That would be more of a dispatch question.

Councilmember Cowden: Okay.

Councilmember Cowden: Alright. I wonder if some of these things that are really easy to identify, broken arm or something like that. If we are looking for shaving anywhere, I would rather see that kind of shave even though I understand that is a different

group. I am looking through this, how does social security work in on top of your retirements? Do you folks get both pretty strong?

Mr. Vaughan: Thank you for that question.

Councilmember Cowden: Not that you do not deserve it, but I am just wondering how that rolls into it.

Mr. Vaughan: For Firefighters and Police, we do not receive social security.

Councilmember Cowden: How is that possible? I see social security contribution right here, though, it looks low to me.

Committee Chair Kaneshiro: Social security would probably be for positions such as Secretary, Accountant I, and Private Secretary.

Councilmember Cowden: Oh.

Mr. Vaughan: Yes, for civilian positions.

Councilmember Cowden: Why is it that the Police and Fire do not get social security, because I think it matters in terms of the pension, not spiking? The pension seems high. Why is it that you folks do not get social security?

Mr. Vaughan: I have no idea. I have no idea why that is the case. I would say that when we do provide our retirement contribution, we build for our own. We save for ourselves along the way.

Councilmember Cowden: Do Ocean Safety personnel get social security?

Committee Chair Kaneshiro: I believe Ocean Safety is under Hawai'i Government Employees Association (HGEA), so they would.

Mr. Vaughan: Yes.

Committee Chair Kaneshiro: Just Police and Fire are probably the only two (2) that do not pay social security.

Councilmember Cowden: Alright, so that is interesting.

Committee Chair Kaneshiro: That was a part of collective bargaining. At some time, someone made the decision to provide a better pension rather than having them put into social security. I do not know when that started.

Councilmember Cowden: Okay.

Committee Chair Kaneshiro: That was before me.

Councilmember Cowden: I had a firefighter tell me that at one point. Just one more time because I know we are looking at this and I do not quite grasp rank-for-rank, could you please explain what rank-for-rank is because I hear that in the list of complaints.

Rank-for-rank is in here and I just want to understand how rank-for-rank influences what could be considered pension spiking.

Mr. Vaughan: Rank-for-rank is under Account No. 001-1101-566.02-03.

Councilmember Cowden: What page are you on?

Mr. Vaughan: This would be Master Page 144, bottom right. Rank-for-rank 02-03 line, you will notice that an adjusted budget of a decrease of \$500,000.

Councilmember Cowden: Okay. I did highlight that. I was like, "Okay, that is a big thing." Can you explain that to me?

Mr. Vaughan: Rank-for-rank overtime is, again, it is a program designed to increase continuity in service when leave is taken by ranked personnel. When a Captain at a particular station is out for the day, whether it is vacation or sick, he can be replaced by a Captain on another watch on overtime, but that Captain is bringing in the experience at that level to be an Incident Commander for that particular day. We found at the start of this year, in particular, since we have had seven (7) major structure fires, the very third day of the year, we had a major structure fire in the Kalāheo area.

Councilmember Cowden: Yes.

Mr. Vaughan: We did not have anyone on rank-for-rank that day, but we actually did an alright job. Rank-for-rank is collectively bargained for. It is something that is in the contract. It is a very useful tool for us to provide institutional knowledge, working experience, guidance, leadership especially at a time like this, where we have twenty-four (24) voids or twenty-four (24) retirements.

Councilmember Cowden: Twenty-four (24) experienced voids?

Mr. Vaughan: Yes.

Councilmember Cowden: Okay, that is all of my questions for the moment.

Committee Chair Kaneshiro: Councilmember Evslin.

Councilmember Evslin: I do have some spiking questions, but they are operations-related, should I wait until operations?

Committee Chair Kaneshiro: You can ask it now.

Councilmember Evslin: It is for clarity.

Committee Chair Kaneshiro: We are talking about spiking, so you can talk about it now or ask the question.

Councilmember Evslin: When you mentioned the community support and eliminating the fire inspection, just so I am clear, if a firefighter working his normal shift, any time outside of that shift is overtime, right? If he is working normal how many hours per week?

Mr. Vaughan: You are talking about a fire station fire line firefighter working a fifty-three (53) hour to fifty-six (56) hour work week. Okay.

Councilmember Evslin: The community support and fire inspection are generally typically done from those firefighters coming on their off days to do these?

Mr. Vaughan: No, it is not done by that. Those are provided by the Fire Prevention Bureau. The Bureau is made up of five (5) positions. One position, the Fire Lieutenant position, has been vacant about two and a half years (2½), and that is actually me. The other three (3) Fire Inspectors are capturing the load on building plan reviews, so if they are out doing fire inspections and building plan reviews, something has to give. They cannot capture the whole load. Again, it has been vacant two and a half (2½) years. Either cutting out those inspections to the State, we do not necessarily want to do that because it would endanger our children. That would not be the appropriate way to do it, but it is an option. We do not want to go there. We would rather continue to do it, provide that courtesy, and if we can capture the load on public education in a different route, that would be helpful.

Councilmember Evslin: Is the community education component separate from fire inspection? For example, that is going to a school and talking about fire safety?

Mr. Vaughan: Yes. The Prevention Bureau is tasked with inspections, Code enforcement, building planning reviews or engineering, as well as public education, so out of those tools, the Sparky fire safety trailer is one of those public education tools. We have actually ramped down some of our engagements over the past few years. We have been in the schools every public elementary school year for the past seven (7) years, and we have seen good return. We did revisit with them a couple years later as first and third graders, and third and fifth graders, so we are seeing some effectiveness. Again, the various workload of the Fire Inspector begs for more positions or work on overtime.

Councilmember Evslin: Okay. I would hate to see those types of services cut. I think that is why we all grew up wanting to be firefighters. We had that presence in our schools. I am sure it helps you folks in the long-run with getting people into your program.

Mr. Vaughan: Yes.

Committee Chair Kaneshiro: I think the conversation in the past on that was, why is there any overtime? Schools are happening during the day, so why does there need to be overtime if we are going to go into schools. How can we limit that amount of overtime? That is what the conversation has been, not necessarily cutting the programs, but how do you limit the overtime? We are not going to the schools at night or off-hours. I know there are probably community events that are off-hours and overtime, so how do we manage that?

Councilmember Evslin: Is the overtime coming simply because they are short-staffed and in order to do all of this, they...

Mr. Vaughan: Well, it was a new tool for us to reengage the public. We just used to do career days, which was handled by the Prevention Bureau. Once we had a bigger tool that captured that many more encounters, we continued on with the work. We have added in not just fire safety, but hands-only cardiopulmonary resuscitation (CPR). We are evolving into Ocean Safety coming in there as well, on-duty.

Again, the firefighters' role is not just the fire extinguisher anymore. We have evolved into public safety advocates, building plan reviewers, and again, emergency management. It is really diversified.

Councilmember Evslin: We have had a number of natural disasters in the last year and I know someone in this room was out at 5:00 a.m. on a Jet Ski in Hanalei and a number of other firefighters were out on that side working. Has that impacted our overall overtime for the year? How does that work?

Mr. Vaughan: I have something small prepared just to keep my head straight on this. In 2018, Kaua'i experienced the historic April floods, Hurricanes Lane, Olivia, and Walaka. On April 14<sup>th</sup> and 15<sup>th</sup> in the wee hours of the night and early morning hours while most people were sleeping, Fire was performing multiple rescues and staffing the Emergency Operations Center. From that time until May 31, 2018, Fire provided essential command support for these historic events. Forced account labor overtime was one hundred sixteen (116) laborers working four thousand eighty-four (4,084) hours costing about \$225,000 in overtime. This forced account labor overtime was a natural disaster event with an emergency proclamation, which is also factored into the non-base pay for pension calculations. This will result in excess pension costs and a spiking contribution. To me, this seems pretty unfair. As emergency responders and community workers, we are expected to help in disaster incidents, particularly one of historic proportions. Fire and Ocean Safety Bureau (OSB) will always help in a time of great community need. When we help, Fire gets penalized for our availability and emergency work provided. The system lends itself to cannibalizing public safety; Police and Fire. Our small community deserves excellence in service by way of capability, experience, and confidence to manage a large incident. In this particular event, although the overtime is reimbursable by the Federal Emergency Management Administration (FEMA), the calculation still goes to pension, and that is really unfortunate. You will see that some of the overtime that was submitted to you folks is exactly that. It does not make sense.

Councilmember Evslin: Okay. Thank you, that helps me understand a lot.

Mr. Vaughan: Thank you.

Committee Chair Kaneshiro: Councilmember Cowden, did you have a question?

Councilmember Cowden: Well, that was very helpful to hear that about how that goes into it. I do want to thank Fire for the amazing amount of what came to the community. That was invaluable. Without question, that was very helpful. Thank you for addressing that. I would have liked to have seen something like we got from the Police Department. Maybe you can send something like this. They gave us a breakdown of their overtime. I can let you see it, but I liked how this is broken down. Maybe you can give us something like this, so that we see what very much an emergency it was. When we had that really intensive long time on the same year as we had twenty-four (24) retirements without question, there is going to be a corollary there. I did not know that subtlety about FEMA paying and not contributing to emergency services.

Committee Chair Kaneshiro: I think when we look at spiking costs though, and if we see they are spiking maybe their high salary in that year, for me, it is justifiable and understandable. When you see three (3) years prior to a major event like that and their last three (3) years are all spiking years with major overtime over what they have done in the prior ten (10) years, that is where I think I have a problem and that is what we have seen

historically. Yes, with these emergencies I would expect to see higher salaries, maybe this would be one of the high-three for a lot of firefighters, but for me, it is year 3 and remember, we had major storms. But I cannot remember in the past where we have had major storms and high-threes ended up last three (3) years, major overtime. For me, I am understandable of this storm and if a high-three hits from this. Unfortunately, I wish FEMA could help us pay part of that spiking cost. Maybe we can recalculate it for that year, which I believe we can with the spiking calculation and know exactly how much it would cost us for that year, but I do not think it will happen.

Mr. Vaughan: Thank you for the question, again. Thank you for the clarification. Our firefighters have evolved into a level of non-traditional and unique duties from information technology, communication infrastructure, grant administration, purchasing, procurement processing, contract drafting, contract administration, drug and alcohol testing administration, recruit training officers, hazardous materials specialists, emergency management command staffing, Emergency Medical Services, Community Emergency Response Team (CERT) management, fall prevention specialists, and community risk-reduction educators. Again, we are not just fire extinguishers that people like to believe we are.

Committee Chair Kaneshiro: We can start with questions on the Administration budget. Councilmember Kualii.

Councilmember Kualii: I have been looking all around because we have been talking all around, so it is kind of general in a sense. When talking about overtime, I see the line item "regular overtime" and underneath it has "holiday pay" and "overtime pay," but I also see something called "scheduled overtime" under the line item "premium pay." If we were to get a pie chart like Councilmember Cowden was asking for to show overtime, what amounts would be in there? Is that all overtime? Even premium pay and rank-for-rank, is that paid out like overtime? Would we see it all together? The totals might be misleading if we do not see all of the different types of overtime.

Mr. Vaughan: Thank you for the question, Councilmember Kualii. I believe you are looking at Master Page 144.

Councilmember Kualii: Page 128 to page 144, correct. Page 128 has regular overtime with how they pay in overtime pay with rank-for-rank right below that.

Mr. Vaughan: Right.

Councilmember Kualii: Then, premium pay right below that. Under premium pay, there is something called "scheduled overtime."

Mr. Vaughan: Yes.

Councilmember Kualii: Overtime is showing up in different places, and I am wondering when we ask the question generally about overtime, is it all included or is it something different and just using the phrase "overtime?"

Mr. Vaughan: Again, thank you for the question. Overtime is cast in different ways. Under 03-01, premium pay is collectively bargained for, so scheduled overtime is actually built into the contract. Again, we cannot adjust that. We have to pay for that. The temporary assignment (TA) is as-used. Hazard pay is already forecasted. Night

alarm premium is forecasted for that as well. Night alarm premium is if they go on a call from 8:00 p.m. to 6:00 a.m. Again, that is a contractually-based premium pay that falls in there.

Councilmember Kualii: Then, I know you talked a little bit about rank-for-rank, but just said now premium pay is collectively bargained for and basically, you just have to budget the amount that it is going to take because you have to do it.

Mr. Vaughan: Yes.

Councilmember Kualii: What about premium pay? Is that in the same category or no?

Mr. Vaughan: Portions of premium pay are collectively bargained for in the contract, for example, scheduled overtime and TA, but the forecasting and the level is subject to usage as accrued, versus rank-for-rank, there is a total amount that is there and has to be allotted for.

Councilmember Kualii: When you say "portions are collectively bargained that are required by the collective bargaining agreement," of that \$57,003 in this Administration budget, how does it break down? What is flexible and what is collectively bargained for?

Mr. Vaughan: Sorry, I am looking at the wrong page here.

Councilmember Kualii: I am sorry. I am just trying to follow Committee Chair Kaneshiro's lead of where we are starting.

Committee Chair Kaneshiro: We will stick to the Administration budget. Councilmember Kualii is probably looking at page 128 or page 129.

Mr. Vaughan: Okay.

Committee Chair Kaneshiro: We are going to see these regular overtime, rank-for-rank, and premium pay come through pretty much every Division in here, so we can stick to this.

Mr. Vaughan: Okay. Thank you.

Councilmember Kualii: If you do not have the breakdown now, you can come back, but how does the \$57,003 break down between what is collectively bargained for and required to be budgeted for, and what is the other piece, which I think you said was flexible?

Mr. Vaughan: I am sorry. I am not understanding the question.

Councilmember Kualii: We were talking about the different types of overtime and I was trying to understand premium pay, rank-for-rank, and regular overtime. You made it clear to me that the scheduled overtime that is showing under premium pay is collectively bargained for, so it has to be budgeted.

Mr. Vaughan: Yes.

Councilmember Kualii: The \$4,500 temporary assignment, you said, as-used and you talked about the others as well. Then, I asked about the rank-for-rank and here you have a budget of \$50,003, and you said a portion of that is collectively bargained for and another portion is flexible. I just wanted to know the breakdown. If you do not have it now, can you come back and then that will end up being the question for every Division.

Mr. Vaughan: Thank you for the question. Let me clarify my answer, rank-for-rank is collectively bargained for.

Councilmember Kualii: One hundred percent (100%)?

Mr. Vaughan: One hundred percent (100%).

Councilmember Kualii: Okay. Then, the last piece, regular overtime, holiday pay and overtime, how much of that is...it is not the same as scheduled overtime, right? Scheduled overtime has to happen, regular overtime with regards to holiday pay and overtime pay is as-needed, and this is your best guess of what you are going to need for the year? Obviously, with holiday pay, you know your staffing levels and how many holidays there are. In each Division that we see, when we see these budgeted amounts, are those just for the positions listed above in that area?

Mr. Vaughan: Correct. For Fire Administration, if you look on this page, Fire Chief and Deputy Fire Chief do not accrue overtime.

Councilmember Kualii: Yes.

Mr. Vaughan: So, you have forty (40) hour workers where you have Battalion Chiefs who are fifty-six (56) hour workers. They work twenty-four (24) hours a day, probably three (3) shifts over a nine (9) day period, and so they would accrue the scheduled overtime. The Assistant Chief would not be accruing scheduled overtime into his pay, but he is eligible for overtime. There are a couple different nuances based on the type of worker they are, whether they are a forty (40) hour or a fifty-six (56) hour workweek position.

Councilmember Kualii: Then on the position, the one position vacant in the Administration is the Fire Chief. What is the current status of recruitment and what do you anticipate filling that position?

Mr. Vaughan: I cannot answer that question. You will have to ask the Fire Commission on the vacancies. I can answer on the Fire Prevention position, if you want to go there or we can wait.

Committee Chair Kaneshiro: We will wait.

Mr. Vaughan: Okay.

Councilmember Kualii: So you have no idea? Were there applicants? What is the likelihood of that position being filled in the next sixty (60) to ninety (90) days?

Mr. Vaughan: I cannot answer the question. That is the will of the Fire Commission.

Councilmember Kualii: Okay.

Councilmember Cowden: I want to answer that. Can I?

Councilmember Kualii: I do not need her to answer, right? If he can answer it, then he can answer it.

Committee Chair Kaneshiro: We will just keep going.

Councilmember Kualii: The twenty-four (24) retirements you talked about, did you say it happened in the last eighteen (18) months or eight (8) months?

Mr. Vaughan: Eighteen (18) months, so more than a year.

Councilmember Kualii: Then, do you have a figure of...because we were talking about vacation credit payouts. I see that the budget for last year was one dollar (\$1) and the budget for next year is one dollar (\$1), but maybe it was paid in another Division. Do you know how much was paid out for vacation credit payouts for those twenty-four (24) retirees? You may not know it now, but can you follow-up.

Mr. Vaughan: It is just under \$1,000,000 for those two (2) years of successive vacation payout. Again, that is kind of an interesting anomaly because it is a dollar-funded area. So, close to \$1,000,000 for a \$2 line item.

Councilmember Kualii: Do you have anticipated retirements for this coming year and if so, in three (3) months, six (6) months, or twelve (12) months?

Mr. Vaughan: We guesstimate by the end of the year maybe two (2) to four (4) retirements.

Councilmember Evslin: I have a clarifying question.

Committee Chair Kaneshiro: Councilmember Evslin.

Councilmember Evslin: Under retirements, it sounds like the last two (2) years, we have had a large number of retirements. Could you walk us through how that potentially impacts overtime pay? My understanding is that you are filling them pretty quickly, but with training and possibly filling those before the trainees get up-to-date, how does that happen?

Mr. Vaughan: Thank you for the question. In regards to how we approach retirements in anticipation, we try to...

Councilmember Evslin: One other part of that, impact overtime for the last two (2) years with this large number?

Mr. Vaughan: Okay. This is the difference between Police and Fire, we do not necessarily have a recruiting problem. Police, again, I am sorry that they have a recruiting problem, but we do not have a recruiting problem. We tend to project out at the end of the year. A couple of years ago, we were projecting about fourteen (14) retirements. We said, "We have to get the process going ahead of time so that we would not have a fire line staffing shortage" and that would have resulted in about five (5) people

deficient on any one shift for that particular day, minus all the other circumstances of vacation, sick, and other types of leave. In leading up to it, we work with Human Resources and they come out at about September or August with a recruit examination. By the time the agility is done and there is an eligible list that is available, we try to anticipate filling those positions and interviewing those firefighter trainees by either November or December of that year so we can select them by the end of the year and then get them going. It takes about two (2) months worth of Human Resources, civil service, background checks, and on-boarding. We usually start on March 1<sup>st</sup> of the new year. What that does is either we have three (3) firefighters in the Training Bureau that are responsible for fourteen (14) new recruits that year and also one hundred forty-three (143) incumbents, so they are the subject-matter expert in every discipline of Fire. There are a lot of those experts on the line that worked previously in the Training Bureau who have come up and got Fire Service Inspector. We utilize their experience and subject-matter expertise to teach the recruits and teach refresher classes that are required of the year. That has a tremendous impact on training overtime. I believe a couple of years ago, we budgeted for two (2) recruit classes, so you will actually see a spike in overtime because we had to get that many more people on-boarded into the system, not to mention as soon as we brought five (5) people along in one (1) class, the same day they came on-duty, we had seven (7) retirements. We are chasing our tail again, and we ended up getting back to working to fourteen (14) working through ten (10) retirements. I think we are in a pretty good place right now, where things have settled. I think the big exodus of Fire has occurred. You will probably see that happening a couple more years from now based on the hiring dates of the class that enter. Again, there is a tremendous impact on overtime. Fourteen (14) retirements or ten (10) retirements, there is a big anomaly. Twenty-four (24) retirements captured in about two (2) fiscal years will probably send some that training overtime pretty high.

Councilmember Evslin: Thank you.

Committee Chair Kaneshiro: How many recruits do you get? At the end of the day, how many people are you turning away?

Mr. Vaughan: I believe this year when we recruited, there were forty-four (44). I think there were about two hundred (200) to three hundred (300) people who applied for the Firefighter Trainee position. I believe maybe about one hundred fifty (150) show up to the test and by the time it is all said and done, we had an eligible list of forty-six (46). Forty-four (44) were invited to the interview and we try to interview the whole list so that we are not duplicating the effort when we have other openings. We have been preserving the list for about a year and a half to two (2) years, again, to save some of the hard work we have already invested in. This last particular list, we had nine (9) recruits, and so those other recruits are still on an eligible list if it is extended.

Committee Chair Kaneshiro: If you get, say, ten (10) more retirements, the additional recruits that were interviewed but did not get the job, do they have to redo any of the testing or anything, or you are able to call them and re-interview? How does that work?

Mr. Vaughan: We are able to recall them for interviews and start working the process. Again, that was by design so we did not have to go back and re-interview the whole list one more time. We want to be able to say, "Okay, based on their ranking, we can probably start plucking them down and getting them prepared for a new class."

Committee Chair Kaneshiro: What kind of test is it, a handwritten or a physical test?

Mr. Vaughan: HR provides a written exam and after that, they provide a two-day agility test, if I am correct.

Committee Chair Kaneshiro: Once they pass that, they do not need to take that handwritten test again? The agility test, I am sure they might have to take again.

Mr. Vaughan: Yes. I believe when the test is offered, it is pass/fail on both sides. The next time it is offered, if the list dies, they will have to come back and retest the written.

Committee Chair Kaneshiro: So they will have to retake the same test and physical?

Mr. Vaughan: Yes.

Committee Chair Kaneshiro: Okay. Councilmember Kualii.

Councilmember Kualii: This might just be a typographical error (typo), but on the list of positions, at the very bottom is an asterisk. It says, "position moved to HR" but even when I squint my eyes, I cannot see the asterisks. Have any of those positions moved to HR? What was the recent history where a position moved to HR?

Mr. Vaughan: This was last year. That is actually an extra line in there that should have been excluded, but it was for the Payroll Specialist that we had that HR took over our payroll, and that moved as of July 1, 2018.

Committee Chair Kaneshiro: That comment should just be deleted. I think it was carried over from last year's budget.

Mr. Vaughan: Yes.

Councilmember Kualii: Okay. When you were talking about vacancies, you mentioned a Fire Lieutenant, which is probably going to come up later, but is that the same position as the Fire Prevention Inspector II or is that a different position?

Mr. Vaughan: I will answer the question...

Councilmember Kualii: I am just asking now in case it is part of this list, and it is missing.

Mr. Vaughan: That is the Fire Prevention Inspector II in the Prevention Bureau.

Councilmember Kualii: Okay, it can come later then. Thank you.

Committee Chair Kaneshiro: Are there any other questions for Administration?  
Councilmember Chock.

Councilmember Chock: This is a question based on your narrative, Kilipaki. The Strategic Plan is coming to its end or at least it is projected to end in 2019. Do you folks have a summary of how it is performed on the Strategic Plan and meeting its objectives and goals?

Mr. Vaughan: Thank you for the question. The objectives and goals in regards to the Strategic Plan, every year for the past four (4) years, we have reported to the Fire Commission on our goals that we have accomplished. This is the last year and we have a new set of goals there. Those are all housed and imbedded into the Fire Commission minutes. We can provide that to Council if you so desire.

Councilmember Chock: I would appreciate that. I think what I am looking for is did we accomplish what we said we were going to do, how far as along are we, and in what areas are the gaps or needs? I am hoping I do not get all of the Commission minutes, but perhaps a highlight of what it is you folks intended to accomplish and what you have succeeded in doing so or not.

Mr. Vaughan: Yes, we can provide that to you.

Councilmember Chock: I appreciate that. Thank you.

Committee Chair Kaneshiro: I have a question. When was the last time we did the Strategic Plan? You are following a strategic plan now, but when was that one done? Then, as far as this new Strategic Plan, how far does that one go out for?

Mr. Vaughan: Thank you for the question. The Strategic Plan was developed in 2015 and it was good for 2016, 2017, 2018 and 2019. It is a four-year strategic plan. We will embark...I think that was by design. I think Chief Westerman realized that at some point, he was going to leave and this Strategic Plan would allow the new Fire Chief to provide new direction based on the new complexion of the Department and the community, so that is what we are going to embark on this coming year.

Committee Chair Kaneshiro: Is this new one again, for four (4) years?

Mr. Vaughan: Yes, this will be for four (4) years.

Committee Chair Kaneshiro: Councilmember Kualii.

Councilmember Kualii: On the next page, 130, line item "Telephone" is a thirty-five percent (35%) increase or an additional \$10,000. I am just curious that \$29,000 line item that says, "Connectivity: Cellphones," what is your system or program for cellphones? Are they purchased or leased? Are we replacing old ones? What does this entail?

Mr. Vaughan: These cellphones are for Executive staff as well as throughout the Department. They go to the Prevention Bureau, Rescue, Battalion Chiefs, and to the Assistant Chiefs. We are on a year-to-year plan and we do cycle them out and add-in new devices. We have been trying to modernize some of our devices, especially at lifeguard towers with iPads and trying to achieve some economies of scale with attendance, timesheets, and things of that nature. Connectivity, especially on the north shore is a huge issue when you start thinking about Kē'ē where there is not really good connectivity. We have all the hotspots there that we try to achieve that connectivity and keep us tethered into the system and to each other.

Councilmember Kualii: So it is not just replacement? You are basically upgrading and adding iPads that you list here as "MOBILE DEVICES (37)"?

Mr. Vaughan: Yes, I believe some of those are mobile devices.

Councilmember Kualii: Some of them are. Okay, that is on that item.

Committee Chair Kaneshiro: Is there any follow-up on this item?  
Councilmember Chock.

Councilmember Chock: No.

Committee Chair Kaneshiro: No questions?

Councilmember Chock: Sorry, no.

Committee Chair Kaneshiro: Follow-up? Councilmember Cowden.

Councilmember Cowden: I am wondering if I am able to answer that question about the Fire Chief because I think it is important. Or no?

Committee Chair Kaneshiro: Councilmember Kualii said he was fine with the answer and was going to follow up with them later.

Councilmember Chock: You can put it in a question.

Councilmember Cowden: Okay.

Councilmember Kualii: We are here to ask them questions.

Councilmember Cowden: You were at the meeting. I was at the Fire Commission meeting on Monday, is it correct that I heard that they are starting absolutely back to ground-zero because they had narrowed down after considerable time, five (5) candidates from the continental United States and only one (1) ended up being willing to come to the interview after learning, and then he chose not to come? Is it correct that we are back at step one of the hiring process for the Fire Chief? Did you hear that?

Mr. Vaughan: I concur and I believe I heard that. It sounds like we are back at step one of the options for selecting a Fire Chief.

Councilmember Cowden: They are back at step one, so they were very clear that it is not within ninety (90) days that they would find someone because of the time period. Would you say that when there is no Fire Chief, that it puts some pressure on the rest of the team to be operating for what might be a year without a Fire Chief?

Mr. Vaughan: Well, it absolutely provides pressure to capture additional workload. Chief Westerman was fabulous at what he did. He was a hard worker and very productive. I like to believe in myself as a productive worker as well, but when you have someone like me capturing the load along with the new Assistant Chief and there is a lot of transition, a lot of young leadership, there is a lot of growing pains, but there is good opportunities, new lenses, and new perspectives.

Councilmember Cowden: So there are two (2) layers there; one in amount of dollars that is set out for the Fire Chief this upcoming year, and that number reflects an annual budget number and is probably not going to all be spent because we do not have that position filled. Then, when we are talking about overtime, missing the number one leader is going to be pushing more hours on to the team behind it.

Mr. Vaughan: As far as the Chief and the selection, I would hate to venture to say that they cannot select within a few months, one hundred eighty (180) days, or three hundred sixty (360) days. I think leaving this line item the way it is to make sure there are options and not trying to have to come back and hunt for money in the future, would be responsible.

Councilmember Cowden: Right.

Mr. Vaughan: If we are budgeting responsibly, we should keep that line item here.

Councilmember Cowden: But almost certainly, they are a few months out, so that question had been asked. You heard the same thing I heard that they are back to stage 1, step 1, and started Monday.

Committee Chair Kaneshiro: We will also send the question to the Fire Commission on the status.

Mr. Vaughan: Okay.

Committee Chair Kaneshiro: Councilmember Evslin.

Councilmember Evslin: I have a new question. For a lot of these travel expenses, it looks like we had a number of people listed as going on a trip in a conference line, but only one (1) actually has a budgeted amount. Are those carryovers? In the past, maybe three (3) people went and now only one (1) person is going? I see that you folks have a reduction in airfare, so I assume that maybe that is what it means.

Mr. Vaughan: Yes. Again, thank you for the question on travel. We have been trying to develop new staff opportunities to provide executive leadership, though we cannot really find that here in the State of Hawai'i. Going to the mainland to conferences and to get certifications are highly important and valuable to continuity of operations and development. There have been some cuts. Again, we are trying to work with the best possible resources we have.

Councilmember Evslin: On the budget here, it will list "1st EXECUTIVE STAFF," "2nd EXECUTIVE STAFF," and "3rd EXECUTIVE STAFF" going in State per diem, yet only one (1) actually has a budgeted amount next to it. The rest are just \$1. Does that mean only one (1) person is going on that trip?

Mr. Vaughan: Yes, it means one (1) person is going on that trip. We want to leave those line items dollar-funded just so that we can access that possibly in the future if there are opportunities for growth.

Councilmember Evslin: I see. Thank you.

Committee Chair Kaneshiro: Are there any further questions? I had a question on "SPECIAL PROJECTS."

Mr. Vaughan: Account No. 001-1101-566.35-00 on page 131.

Committee Chair Kaneshiro: Page 131. It says, "COUNCIL APPROVED" and this is an item from last year, is this item still supposed to be here or did it just get overlooked to take out of the budget?

Mr. Vaughan: Thank you for the question. This is an important line item for us. Say if we performed a rescue and we lose a surfboard in the rescue, it is broken, but we capture the life and we saved a life, how do we replace it? We try to budget for some of that in other parts of the budget. This is emergency type of situation, so again, Ocean Safety surfboards would be truly helpful to leave this here.

Committee Chair Kaneshiro: I do not want to move ahead to Ocean Safety, but I know Ocean Safety does have line items for equipment. I cannot necessarily remember how this item came about, if it was end of the year and we were moving money around because we needed some of these items. I guess my question is should it not be in other parts of the budget and why does it have to be here? If it is in other parts of the budget, then can we get rid of it? I would double-check, but I believe it was moving money around at the time because it is usually the only time Council approves something like this. Councilmember Kualii.

Councilmember Kualii: The thing I would add is if this is a \$24,000 emergency fund, if you will, and it existed last year or the year before, provide us with the information of how it was spent last year. For example, a list of it and if it existed the year before, maybe one more year as well so then we can see that you are forecasting realistically of what is the need, but obviously, we will look for where it is maybe showing up elsewhere as well.

Committee Chair Kaneshiro: As I read it, it says "SURFBOARDS, SLEDS, TRAILERS, ETC," each \$500 for ten (10) towers, I would have expected that we spent that money last year and then would not have to spend it again this year. Even for "NOZZLES, HOSES, APPLIANCES, ETC." that we were buying them in the budget or if this is just for as the projects come up. I need just a little more clarification on this item.

Mr. Vaughan: Okay. This is really for emergency purchases. If something breaks that is again, were not budgeted for. In other parts of the budget, we budget and forecast for replacement, but if something breaks on the spot, we cannot forecast that. Again, it is like an everyday emergency. We cannot forecast for an everyday emergency. We have to allow for an area to give some cushion for that.

Committee Chair Kaneshiro: There is usually lapses in the budget or usually lapses in repair and maintenance (R&M) or some type of R&M line item when an emergency comes up where you need to spend. If it is only \$1,500, I am sure you folks can find \$1,500 in the budget somewhere. I just need a little more clarification on this SPECIAL PROJECTS item. Are there any other questions for Administration? Councilmember Kualii.

Councilmember Kualii: On the item just above that, "CONSULTANT SERVICES," you talked about it briefly, a Strategic Plan, it is over two (2) years, so \$25,000 is in this year's budget and \$25,000 will be in next year's budget. When is this consultant supposed to be hired, was a Request for Proposal (RFP) done already, and when would you anticipate it being done and delivered?

Mr. Vaughan: Thank you again, for the question. On Account No. 001-1101-566.32-00, Master Page 131, the CONSULTANT SERVICES for a strategic plan was dollar-funded for the past three (3) years. This would be for \$25,000 in this year

and we would be going out probably very soon if it is approved and doing an RFP or some type of approved procurement. Then, usually that captures the community assessment as well, engaging the community, and again, the development of the plan will probably come in around 2020 since the current one expires in 2019.

Councilmember Kualii: On the prior page, "OTHER SERVICES," I kind of have an idea of what the CERT program is, but "OTHER SERVICES \$30,000 CERT PROGRAM," what does the money actually pay for and how is that distributed across the island?

Mr. Vaughan: That is a perfect question to ask. The CERT program just finished their graduation of twenty-seven (27) CERT volunteers at Kilauea Gym. They are developing a new class. They already started training a new class in Hā'ena and the graduation will be at the end of April. I believe they have about twelve (12) to fifteen (15) volunteers. The CERT program or the Community Emergency Response Team program used to be housed in Civil Defense and Kaua'i Emergency Management Administration (KEMA). Last year, we asked to take over the management because of the differences between the budgets. Because we were doing the heart of the work, we figured if it came to us, we could better manage this line item. We realized we added in money for the fingerprinting and background checks, so the particular volunteers are again, qualified and do not have funky backgrounds. CERT volunteers in April of 2018 provided tremendous supports as a force multiplier for the April floods. They staffed and provided logistical support at Princeville command, Princeville Airport, and throughout Kilauea checking in on the north shore and emergency shelters there. They were a huge, again, force multiplier for helping the community at a great time of need, so this is more about our management of CERT.

Councilmember Kualii: The actual type of expenses, is it like a consultant to do the training, materials for the training, and how is it distributed across the island? You talked about Kilauea...

Mr. Vaughan: We have been working on the west side as well. They have been developing a HAM radio operations. The CERT annual refresher comes up, I believe June 3<sup>rd</sup> or June 8<sup>th</sup> this year. They retrain their CERT volunteers across the island. We are attempting to get a greater presence from the west side. This is used for instructional materials as well as backpacks and their go-kits that are provided to the CERT volunteers.

Councilmember Kualii: Thank you.

Committee Chair Kaneshiro: Are there any other questions for Administration?  
Councilmember Kualii.

Councilmember Kualii: Page 138 under "COLLECTIVE BARGAINING," it says, "ANNUAL PHYSICAL." I am just curious as to how that breaks down, the \$61,000 pays for how many physicals and then the second part of that is, how come a physical cannot be covered by existing health coverage?

Mr. Vaughan: Thank you for the question. Page 138, Account No. 001-1101-566.65-00 "COLLECTIVE BARGAINING ANNUAL PHYSICALS." That is a great question. The physicals are mandated by the Collective Bargaining Agreement. We provide physicals for one hundred forty-five (145) personnel firefighters. It is a mandatory requirement of the position, so that is budgeted for. I cannot answer the question on why

health care cannot pay for that other than that is collectively bargained for. Some firefighters do attend their own physicals for themselves for comparison, but this is also in relation to the Department of Transportation (DOT) Training requirements or licensing requirements to drive fire trucks and trucks. It is more of a specialized type of physical, not just a general physical.

Councilmember Kualii: What did you mean when you said some provide for themselves? Do they voluntarily pay for it and then you do not have to pay for it?

Mr. Vaughan: Negative. They go to the second physical examination on their own. They pay for that on their own just so they have their own comparison. They have a primary care provider that they visit and they have done annual physicals for a bunch of years, so they just keep it up. Again, the Department needs to provide that per the Collective Bargaining Agreement.

Councilmember Kualii: Thank you.

Committee Chair Kaneshiro: Councilmember Cowden.

Councilmember Cowden: I am curious. I presume that all of the fire safety people go through drug testing. Is that part of the physical? Is that in the bargaining agreement?

Mr. Vaughan: Yes, it is in the bargaining agreement. It is not imbedded in the physical itself.

Councilmember Cowden: Where is that in the budget?

Mr. Vaughan: We have drug and alcohol testing throughout the year that is provided and managed by COK Human Resources.

Councilmember Cowden: That is not in this budget?

Mr. Vaughan: No, it is not. I believe it is housed in another...

Councilmember Cowden: Human Resources.

Mr. Vaughan: Human Resources, yes.

Councilmember Kualii: I have a follow-up.

Committee Chair Kaneshiro: Councilmember Kualii.

Councilmember Kualii: Just one (1) more question. The \$61,000 line item for one hundred forty-five (145), is \$420 per physical. Are we and maybe it is an HR or Police question, are we doing physicals elsewhere in the County? I wonder if we are doing a whole lot of them or if we are maximizing getting a better price because we are bringing so much to one (1) place or one (1) provider.

Mr. Vaughan: I am sorry I cannot answer on behalf of Police and Human Resources. The physical is a contract that we work through every year.

Councilmember Kualii: With the provider?

Mr. Vaughan: With the provider, yes.

Councilmember Kualii: Does it change every year?

Mr. Vaughan: It will change every so often based on the bidding.

Councilmember Kualii: Thank you.

Committee Chair Kaneshiro: I have a question on the last item, "COMPUTERS AND ACCESSORIES." We have "MAPPING ANALYTICS – ESRI SOFTWARE SUPPORT," a lot of mobile data computer (MDC), "5 IN 1 DOME," and "LABOR TO INSTALL MOBILE DATA COMPUTER." Can you explain what that is, the purpose of what that is, and how it will benefit the County?

Mr. Vaughan: Okay. The Mobile Data Computers, the MDCS, are those that are in fire trucks when they are responding. Those are tethered into dispatch. Police runs dispatch and it provides situational awareness on who is responding, the particular address, and again, other units, if they are out-of-service, in-service, or taking another call. It helps to verify, again, the physical map book that we have, but if the MDCS breakdown or if the electronics go down, then we need some resilience. We use the map books to develop that. Developing that mapping analytics helps us do that, create physical map books. We do not have geographical information system (GIS) technicians. There are some throughout the County and we have requested them before. We have a few people who have backgrounds in GIS and we appreciate leveraging that for ourselves, developing heat maps of codes and drawings, CPRs, and different types of incidents. This will continue to move us forward in modernizing our systems. I hope that answers most of the question.

Committee Chair Kaneshiro: Thank you. Are there further questions for Administration? If not, we will move on to Operations. Councilmember Chock.

Councilmember Chock: Paki, your rank-for-rank line item has come down significantly. Can you explain?

Mr. Vaughan: Looking at the Master Page 144, thank you for the question. The rank-for-rank line item on Account No. 001-1102-566.02-03 came down \$500,000. Again, there is a challenge on addressing long-term liability as this Council is obviously targeting pension spiking. This is a way to be more accountable for those long-term liabilities and not just retirement, health, OPEB, and again, the pension spiking line item. It is not the least attractive alternative, but it is an option that has been posed.

Committee Chair Kaneshiro: I think they actually reduced regular overtime and rank-for-rank \$500,000 each, \$1,000,000, and then put it into "FUND EXCESS PENSION FROM OVERTIME," which I think is trying to anticipate spiking costs. But again, if we can reduce the spiking, then we can actually save money. Right now, we just move money from overtime and rank-for-rank to ERS. To actually see the savings, then we would have to reduce spiking. If our spiking bill is less than the \$1,000,000, then we will actually see a benefit of saving money. Are there any other questions? Councilmember Evslin.

Councilmember Evslin: I think it is the first time I have seen regular salaries decrease. What is the reason for that? Is it just the number of retirements replacing higher-paid employees with lower-paid employees?

Mr. Vaughan: I believe the salaries are attributable to younger Captains coming into greater positions and along the way as well as Firefighters IIs moving up to Firefighter IIIs. You have some of the long-term long career type of firefighters that have matriculated out.

Committee Chair Kaneshiro: You see Fire Captains or the firefighters that retired, they were at a higher salary. As they retire, the next person who comes in starts off a little lower. I think with all of the recent retirees, we were and to reset some of those higher positions down a little bit, and I think that is where the savings in salaries came from.

Councilmember Evslin: Then, there is an increase in "PUBLIC SAFETY," \$140,000 or so. It was from \$20,000 to \$165,000, and I see the line items here, but what is the reason for it? Is that just things that were shifted around and we did not spend barely any money on that last year?

Mr. Vaughan: Could you provide the reference page for me?

Councilmember Evslin: On page 148.

Committee Chair Kaneshiro: It is the very last line item, "PUBLIC SAFETY."

Councilmember Evslin: It looks like we spent \$20,000 last year and \$165,000 is budgeted for this year. Those all seem like necessary things, but I am just wondering if that was things there were shifted from other categories or why we spent so little last year.

Mr. Vaughan: Yes. Thank you for the question. Account No. 001-1102-566.89-06 is one of those areas that we tried to target rebuilding our capabilities with equipment. Equipment was kind of here and there. There has been a bunch of equipment that has been either in the budget request for supplemental request that have been denied for the past three (3) years. This is an opportunity to get everything into one (1) line item so that we can kind of manage it better, look at it, and again, moving in with new equipment. A lot of the equipment that we got was from the Homeland Security grant, and that was funded maybe about ten (10) years ago. The life of that equipment is retiring and needs to get replaced. This is another answer to better manage it, consolidate the line item, as well as take care of the growing needs.

Councilmember Evslin: I have a quick follow-up on that. You mentioned that grant, FEMA reimbursements, and a grant the other day in terms of your capital improvements for the ladder truck. Approximately how much grant money or outside sources of money do you folks get per year?

Mr. Vaughan: The grants are hit-and-miss. I would like to say over fifteen (15) to sixteen (16) years, we have applied for about \$31,000,000 worth of projects. We have been award \$8,000,000 worth of projects. I hate to say how much we get every year because again, it is just hit-and-miss. Certain grants will be stagnant for a couple of years and then all of a sudden, we will get an award out of the blue. We have a couple of applications that are still viable. We always apply for grants. We try to do our fair share of

that. Kaua'i Lifeguard Association (KLA) is another opportunity in providing community assistance and donations. They totaled probably close to \$860,000 worth of community donations in the last nine (9) years.

Councilmember Evslin:                    Alright. Thank you.

Mr. Vaughan:                                Thank you.

Committee Chair Kaneshiro:            I have a follow-up question on "PUBLIC SAFETY." I was wondering, what is "FIREFIGHTER REHABILITATION?"

Mr. Vaughan:                                I will have my Training Bureau Training Captain Adam Hussey come up and help answer the question.

ADAM HUSSEY, Fire Captain:            Good morning. I am Adam Hussey, the Training Bureau Captain. Do you have a specific question as to what rehabilitation (rehab) is?

Committee Chair Kaneshiro:            Just what is that line item? It is for "FIREFIGHTER REHABILITATION" for \$5,400. What is Firefighter Rehabilitation?

Mr. Hussey:                                 Got it. There are two (2) components to rehab; there is a safety on the ground component and there is also a safety afterwards in terms of cancer prevention. So, that money is going to be used to get what we need for both parts of that rehab program.

Committee Chair Kaneshiro:            What was that, again? I am sorry.

Mr. Hussey:                                 There are two (2) components to the rehab; one is on-scene safety and so some of the items that we will get with that is vests to bring down core body temperatures to provide a safer response on the fireground.

Committee Chair Kaneshiro:            Okay.

Mr. Hussey:                                 The second component focuses more towards cancer prevention. The idea there is that we do not want carcinogens to get into our fire trucks, in our fire stations, or follow our firefighters home. That money is going to be used to get the products we need to accomplish those two (2) goals for rehab.

Committee Chair Kaneshiro:            Is that from smoke, the cancer prevention part?

Mr. Hussey:                                 Yes. There are so many carcinogens at a fireground, and a lot of it is in the smoke.

Committee Chair Kaneshiro:            Okay. Are there any other questions on the "PUBLIC SAFETY" line item?

Mr. Vaughan:                                Maybe I can clarify just a little bit more on this. The National Fire Protection Association (NFPA) has a requirement of providing rehabilitation services to firefighters on the fireground. This is to protect them so they are not overworking, getting hurt, or maybe dying on the scene. If it is an extended type of fire where you need to cycle people out, we actually sit them down. The Training Bureau will show up on the scene and sit them down and make them go through vitals, provide them

assessment to say, "Hey, you are all right to go back into this fire. If not, you are sitting out this one. You are sitting this repetition out for now."

Committee Chair Kaneshiro: So this is just a standard procedure? Is this like a standard procedure for every fire?

Mr. Vaughan: This is a standard procedure and it is something that we have been working to develop a program to address that.

Committee Chair Kaneshiro: Okay. As far as a lot of these items, "FIRE SUPPRESSION EQUIPMENT" and "ESSENTIAL EQUIPMENT – RESCUE AND LIFE SAFETY," do you see these items as one-time costs or do you see these items as recurring expenses every year in this budget?

Mr. Vaughan: Thank you for the question. Some of these will be recurring costs and some of these may be one-time costs. It kind of depends. We are asking to consolidate these costs into one (1) item. We would like to maintain this level of funding every year so we can just manage the things that are affecting us. They are essential equipment for the fireground as well as everything else.

Committee Chair Kaneshiro: I think it goes back to my other question on "SPECIAL PROJECTS," if that "SPECIAL PROJECTS" line item may be better suited in the "PUBLIC SAFETY" line item where you are buying equipment, hoses, or nozzles that you run out of and need to buy them right away. I am just trying to find a better line item.

Mr. Vaughan: Sure, we would be happy to adjust that line item to other areas there.

Committee Chair Kaneshiro: If it is needed, unless that "SPECIAL PROJECTS" line item is already accounted for somewhere else in the budget, then I would rather see it not be recurring again and then maybe an item like this where something pops up that you need to buy, you have the money in the "PUBLIC SAFETY" account, then you use that money to buy it. Councilmember Evslin.

Councilmember Evslin: On the "HELICOPTER PILOT CONTRACT \$397,000" is that just based on estimated use of the helicopter and we are paying them per flight or is that just a lump sum that goes to him and he is on-demand for the year. How does that work?

Mr. Vaughan: Thank you for the question. Master Page 145, Account No. 001-1102-566.30-00 "OTHER SERVICES HELICOPTER PILOT CONTRACT" is already in place. It is what we pay for every year. It is a recurring cost. The maintenance contract is the same thing. It is a recurring cost to keep this particular helicopter in service. Again, thank you to the Council for appropriating money for the helicopter hangar to protect this investment and this is protecting your investment as well. This helicopter gets a lot of work. It will get a lot of work coming up when Hā'ena re-opens and when the Pali trail re-opens. Again, last year, in addition to this, I think there were some FEMA costs for the helicopter contract that was outside in other contracts. This one is primarily for servicing Kaua'i.

Councilmember Evslin: Are we paying per flight? For example, the helicopter was not used at all, would we not pay that \$397,000 for the pilot or is that a fixed cost no matter what we use?

Mr. Vaughan: This is for coverage three hundred sixty-five (365) days a year. It is not the cost per flight.

Councilmember Evslin: Okay. Is there any reimbursement from the State for extracting people from say, Hanakāpī'ai?

Mr. Vaughan: I have never seen reimbursement from the State of Hawai'i.

Councilmember Kualii: I have a follow-up.

Committee Chair Kaneshiro: Councilmember Kualii.

Mr. Vaughan: Maybe if I could add, I just received two (2) checks last week from residents that reimbursed for their expenses that were provided.

Councilmember Evslin: Wow.

Mr. Vaughan: They were pretty small checks, but we appreciated that they thought that they should reimburse the County for this opportunity. Again, I have not seen any checks from the State of Hawai'i.

Councilmember Evslin: I know that the helicopter provides a really necessary service, but I know that one (1) component of that is extracting tourists who maybe should not be in a place at a certain time. It would be good to figure out how the State can pay for that, possibly. Thank you.

Committee Chair Kaneshiro: Councilmember Kualii.

Councilmember Kualii: Are you able to provide a little bit more detail? You said it is a contract, so is it a multi-year contract? When was it entered into and for how long? When does it end? Is it a contract with a company that has numerous pilots? How many pilots are available to us?

Mr. Vaughan: I will try to best answer that on the helicopter contract. It is a multi-year contract. It comes up every so often. I do not have the duration. This has been in effect probably since we got the helicopter in 2008 or 2009.

Councilmember Kualii: Is it the same contract since 2008?

Mr. Vaughan: I believe so. It comes up with amendments and gets adjusted every so often. The current contract is Airborne Aviation and they provide the service. They provide two (2) to three (3) pilots that are available. Every day of the year, there is a pilot available for service.

Councilmember Kualii: Thank you.

Committee Chair Kaneshiro: Are there any further questions on "OTHER SERVICES" helicopter items? If not, Councilmember Chock.

Councilmember Chock:                   Going back to the rank-for-rank because your description outlines a program that you folks are enlisting with the intention of decreasing rank-for-rank. As outlined by Council Chair Kaneshiro, it is also listed here on the bottom under "ERS," which includes "FUND EXCESS PENSION FOR OVERTIME AND RANK-FOR-RANK." I want to be clear about what it is that we are funding and what you folks are planning on doing. As he had said, it looks like what you are doing is moving the overage to another line item, and I want to understand if that is true or not, and to what degree.

Mr. Vaughan:                               The \$500,000 reduction on regular overtime as well as \$500,000 reduction on rank-for-rank, Account No. 001-112-566.02-03, and is moving to ERS retirement contribution, Account No. 001-1102-566.05-03. That is, again, to be responsible for the long-term liabilities that are projected to come up. Again, we had fourteen (14) retirements in the previous year and there were ten (10) last year. We do not know what the expected costs might be. This will be a way to help address some of that if the excess pension spiking cost comes up. I am not sure I am answering the question.

Councilmember Chock:                   Just so I am clear, what you are saying is those retirees who have gone through some spiking through rank-for-rank and now are being attributed to their retirement is what you are trying to account for, so this is past and what we are going to pay for in terms of those who just retired. That is why that increased and that is why is says, rank-for-rank there?

Mr. Vaughan:                               Yes.

Councilmember Chock:                   But in our next year, what you are trying to do is decrease funding in rank for-for-rank in the current operations and to our program, so can you explain that program and how you are making those reductions?

Mr. Vaughan:                               Okay. The rank-for-rank line item, we are hoping...again, it is two hundred eighty-eight (288) hours that is bargained for and is in the contract. We are trying to be a little bit more responsible on spacing out rank-for-rank so that six (6) of them do not end up in any one month, so that there would be a spike in that particular month. By spacing out and revising the rank-for-rank policy, we would be able to space that out so the hit would never be in one (1) particular month or two (2) particular months. It would not be in one (1) month at the end of a calendar year and a start of a new calendar year, so you would get two (2) months of back-to-back. We are trying to avoid the egregious overtime and the excess pension spiking portion of that. I equate the pension spiking to the National Basketball Association (NBA) luxury tax. It is kind of like as soon as you hit a certain level, for every dollar you go over that, it is an additional penalty, and the penalty is to the community or to the County itself. We are trying to see if we can account for that, address it, and forecast for that. Again, in the past, we have not done a pretty good job of forecasting for this particular line item. All of a sudden you will see a \$1,500,000 increase in this line item to address the possibility of those long-term liabilities. We do not know what that is going to be, but we would rather be safe than sorry on this.

Councilmember Chock:                   Thank you.

Committee Chair Kaneshiro:           I think it is our hope to see that there are not any new transfers back to rank-for-rank or into regular overtime to make up for the reduction that we did, because then the County sees no savings and we are just moving money between

accounts. Are there any further questions on rank-for-rank, overtime, or ERS payments? If not, are there any new questions? Councilmember Cowden.

Councilmember Cowden: I have a simple question. It is on Master Page 148, "NEW ENGINE/APPARATUS FOR STATION 7." Is that a small fire truck? What is that and which is Station 7, again?

Mr. Vaughan: Thank you for the question. Page 148, Account No. 001-1102-566.88-02. With our fire engines, they tend to cycle out anywhere from twelve (12) years or so as useful life. This particular engine for Station 7, Waimea Station, would replace our oldest apparatus.

Councilmember Cowden: It is a little one or a big one?

Mr. Vaughan: It is a big one.

Councilmember Cowden: So \$120,000 is the cost of a full-sized truck with water in it?

Committee Chair Kaneshiro: \$120,000 times seven (7) years.

Mr. Vaughan: Yes. This is a lease financing, so it would be approximately \$120,000 per year to cover that cost for seven (7) years.

Councilmember Cowden: Okay.

Mr. Vaughan: Rather than upfront one-time cost of \$800,000 to \$1,000,000.

Councilmember Cowden: I was confused on that. Alright.

Committee Chair Kaneshiro: Councilmember Kualii.

Councilmember Kualii: Are you saying the expected life is twelve (12) years and then we enter into a lease for seven (7) years, so what happens with the next five (5) years?

Mr. Vaughan: The lease financing is contracted and procured by the Department of Finance. They use that model of seven (7) years for that. We have more than just seven (7) apparatuses out there, but I am not sure if I am answering your question outright.

Councilmember Kualii: Well, after seven (7) years, do we own it?

Mr. Vaughan: Oh, okay. Yes, we own it.

Councilmember Kualii: So, it is five (5) years of not paying the lease, but we own it?

Mr. Vaughan: Correct.

Councilmember Kualii: Basically, I would want for this entire list here and maybe throughout the Department, a purchase and replacement schedule that shows the old vehicle, what the life was, what the cost was, and the new vehicle information.

Mr. Vaughan: Okay. We can provide that.

Councilmember Kualii: Thank you.

Committee Chair Kaneshiro: Councilmember Evslin.

Councilmember Evslin: On page 145. There is electricity and water for seven (7) stations, excluding Hanalei, is that because Hanalei has a funding source from somewhere else? What is the reason for that?

Mr. Vaughan: I believe Hanalei might come under Police because it is a co-located station with Police.

Committee Chair Kaneshiro: Are there any further questions for Operations? If not, we will move on to Fire Prevention. Councilmember Kualii.

Councilmember Kualii: Position No. 626 that has been vacant since October 1, 2016 for two and a half (2½) years. I actually see that you actually dollar-funded it, so you are not anticipating hiring it for this next year?

Mr. Vaughan: We are not anticipating hiring it. It is a return-rights position. There is no one qualified in the future for this position. The position requires two (2) years as a Fire Inspector I. All of the former eligible personnel have already been promoted to a higher position as Captains.

Councilmember Kualii: Okay. Thank you.

Committee Chair Kaneshiro: I have a question regarding "PREMIUM PAY," there is an item for "BUREAU OPPORTUNITY BENEFIT INCENTIVE," what is that?

Mr. Vaughan: Thank you for the question. "BUREAU OPPORTUNITY BENEFIT INCENTIVE" or "BOBI," is in the Collective Bargaining Agreement, Section 28 that allows for \$350 per month for those that are working in Bureaus such as Training and Prevention. Honolulu would have Honolulu Dispatch and Fire Dispatch included into that as of July 1, 2005. That is already built into the contract as of July 1, 2005.

Committee Chair Kaneshiro: How does that \$350 work? It is \$350 per month for each employee?

Mr. Vaughan: Yes, \$350 per month per employee is paid after it is earned. Again, that is collectively bargained for. It is in the contract, Section 28.

Committee Chair Kaneshiro: If we had more employees, then that number would go up exponentially by the number of employees?

Mr. Vaughan: Yes, and you are actually saving because there has been a vacancy for Fire Lieutenant for two and a half (2½) years, so you are not paying the BOBI for two and a half (2½) years.

Committee Chair Kaneshiro: Thank you.

Mr. Vaughan: You are welcome.

Committee Chair Kaneshiro: I have another question on...

Councilmember Kualii: I have a follow-up on that.

Committee Chair Kaneshiro: On this?

Councilmember Kualii: So do you actually need to adjust that figure because the \$21,600 is for five (5) positions at \$350 a month for twelve (12) months?

Mr. Vaughan: It could be adjusted.

Councilmember Kualii: Yes.

Committee Chair Kaneshiro: What is "STAND-BY PAY?"

Mr. Vaughan: While you are at it, the previous cost of the Fire Prevention Inspector II 2018 was \$75,372. The salary should actually be in the \$80,000 range, and there is an adjustment for that, too.

Committee Chair Kaneshiro: That is why the total salaries is lower this year. What is "STAND-BY PAY?"

Mr. Vaughan: "STAND-BY PAY" is Section 25 of the Collective Bargaining Agreement. Again, it came in July...I am not sure, but this is so that someone is always available to respond to a fire in a timely manner. We had seven (7) major structural fires in this quarter alone, so through the year, the Fire Inspectors on any particular day between the four (4) of them, they will decide this person is going to be on stand-by to respond to fires in the night time. Stand-by pay is again, built-in to the contract.

Committee Chair Kaneshiro: Okay. Councilmember Kualii.

Councilmember Kualii: How is it built-in?

Mr. Vaughan: It is Section 25 in the contract.

Councilmember Kualii: No. What amount per month per the four (4) employees above? Is it a simple formula or no?

Mr. Vaughan: It is not a simple formula. It is twenty-five percent (25%)...

Councilmember Kualii: So, it is more like overtime, as-needed? It could be assigned differently to different positions.

Mr. Vaughan: It just depends based on the particular position. A Fire Captain would probably earn more on stand-by pay based on his overall salary.

Councilmember Kualii: Okay.

Mr. Vaughan: Twenty-five percent (25%) of that salary.

Councilmember Kualii: Thank you.

Committee Chair Kaneshiro: Are there any other questions for Fire Prevention?  
Councilmember Kualii.

Councilmember Kualii: I think you said a little something about this in your overview earlier. The line item under "REGULAR OVERTIME" for "FIRE SAFETY TRAILER – SCHOOL APPEARANCES," does that mean you go to eighteen (18) different schools once a year? It says four (4) personnel, eighteen (18) appearances for the \$35,000 line item.

Mr. Vaughan: Yes. We attend all of the public elementary schools on Kauai, and there are a bunch of schools...we also go to different Charter Schools, smaller schools, and private schools. We have actually cut back on our community appearances, but we want to stay engaged with the schools. We find that we are getting great engagement throughout the years, so we have evolved our modules from just fire modules and fire safety to, again, hands-only CPR and also moving towards ocean safety as well.

Councilmember Kualii: Then, as far as the other line item \$39,000 on community appearances, it is two (2) per month, so twenty-four (24) a year, and you have a list of some of them that you do every year that is part of your big community events. Is that what these are?

Mr. Vaughan: There are a bunch of different community events we try to hit, obviously Kōloa Plantation Days is a big one. We have been there for a couple of years. Also, the August County Fair is another big opportunity for us. We tend to try to change events and change it up here and there, engage different parts of the community. The Fall Harvest Festival out at the west side is another opportunity. We try to see if we can diversify and spread engagement with the community.

Councilmember Kualii: Thank you for doing those. I think that those are important.

Mr. Vaughan: Thank you.

Committee Chair Kaneshiro: My question, again, on the school appearances, why is there overtime on school appearances?

Mr. Vaughan: Because of the continued vacancy in the Fire Lieutenant position, the Fire Inspectors need to provide timely review of building inspections and building plan review. They have done that two and a half (2½) years and capturing that load. They passed some of the other duties such as the public safety trailer to other fire line personnel on overtime. That is the only way that it could be staffed. There are only so many hours in the day for numerous duties of the Fire Inspector.

Committee Chair Kaneshiro: Are you saying that your personnel is in the office doing their inspections or whatever they have to do, reviewing building plans, and this would be other fire personnel coming in off-duty to help man this?

Mr. Vaughan: Correct, to help staff this fire safety trailer.

Committee Chair Kaneshiro: Is there any way to just use on-duty firemen? Again, for me, the goal is to try to reduce our overtime.

Mr. Vaughan: We have actually reduced these line items in overtime over the years. If we reflect back from a couple of years ago, it has actually come down. We reduced our appearances. Again, this is something that the community asked for. We do not want to cut our engagement. We will probably see that fires will increase. We have tried to be a little bit more responsible on the overtime that is out there. If we can staff it on-duty, that would be a good approach, but we just do not have enough personnel. We are actually short one (1) position in Prevention and they are capturing it. There has been an uptick in the structure fires that have occurred, so that many more investigations and that many more fire investigation reports to write. Something has to give and we think that public education is an opportunity that most of our firefighters can assist.

Committee Chair Kaneshiro: Do we need four (4) personnel to do the trailer? Could we staff it with three (3)?

Mr. Vaughan: I am going call up my Prevention Captain, Daryl Date.

Committee Chair Kaneshiro: Or two (2)? I do not know. Or one (1) if you are passing out fliers? If you are doing training, then maybe you need to break the kids up into groups. The Kōloa Plantation Days, if you just have the training facility there and you are passing out pamphlets, I could...

DARYL DATE, Fire Captain: Good morning, Councilmembers. Daryl Date, Fire Prevention Captain. As far as the schools go when we bring the fire safety trailer, we break it up and we have different modules besides the trailer to run the kids through. To be effective, four (4) would be minimum. We break the class up into halves, and half of the class goes to the trailer, so there is an instructor in the trailer teaching the kids about fire safety. When they enter the bedroom where they exit through a window, we have the other firefighter by the ladder outside of the window for safety purposes. The other group of the class do other fire safety educational learning such as providing a fire safety plan for their home; finding a safe meeting area; staying under the smoke, crawling; stop, drop, and roll, as well as the hands-only CPR. It is a very regimented schedule at the schools. We allot two (2) full days at each school. For the largest schools such as Elsie H. Wilcox Elementary School and Kapa'a Elementary School, we give them four (4) days. We try to target the 1<sup>st</sup> and 3<sup>rd</sup> graders, but if the schools can fit in as much of their students as possible, we allow them to. Each class period is maybe forty (40) minutes long and for the entire forty (40) minutes it is "boom, boom, boom." There is no lag time whatsoever. But for the community events, we could reduce the amount of staffing.

Committee Chair Kaneshiro: For us, it is always about what we can do to be more efficient and reduce our costs? I would love to see some of those things implemented and reflected in the budget as far as saying, "Yes, maybe we do not need four (4) people at a community event at our fire trailer. We only need two (2) or one (1). We will have a table full of pamphlets and informational guides." Even with the schools, if there is a way to reduce it by one (1) more employee and save that much more overtime costs. Anything we can do to still do what we are needing to do, get the education out to the community, but on the other

hand be cognizant of our own costs and try to reduce our overtime costs on our end also. Councilmember Kualii.

Councilmember Kualii: The follow-up would be, how is this assigned? If it is not being covered by the staff in Fire Prevention and you are going elsewhere in the Department for help, are you assigning this to the Firefighter Is and IIs or assigning to the most senior folks at a much higher-level of pay and therefore, overtime is based on the salary? How is it assigned?

Mr. Date: Every year, we put on a training for personnel who want to work the trailer, and it is open to anyone. Their name gets put on a list; Firefighters Is, IIs, IIIs, and Captains, then when an event comes up, we put out an E-mail to everyone on the list, and we just choose appropriately from the personnel who accept. I try to get at least one officer out of the four (4) staffing.

Councilmember Kualii: When you say one (1) officer, the Firefighter I, Firefighter II, and Firefighter III are not officers?

Mr. Date: Firefighter I and II are not.

Councilmember Kualii: Oh, a Firefighter III is an officer?

Mr. Vaughan: Maybe if I can jump in really quickly. The Firefighter III and the Fire Captain have experience driving. They have the qualifications to drive the trailer. It becomes a safety issue by having them imbedded in the work that provides safety, not just for us, but to the public as well. Really, the number of personnel is driven by safety.

Councilmember Kualii: Thank you.

Committee Chair Kaneshiro: Councilmember Evslin.

Councilmember Evslin: You mentioned that there has been an uptick in structure fires. This is the first Bureau I have seen overall expenses go down and I know it is largely because of the funkiness with a vacant position, but is Fire Prevention something that we should be trying to invest more in for uptick in structure fires?

Mr. Vaughan: I would say absolutely. By investing more on the preventative side, you would be saving more on the actual operational side and loss. By having more personnel in the Bureaus, you would be doing education, engineering, and addressing the growth of the community with building plan reviews. Again, this year in this quarter alone, there have been seven (7) major structure fires that require fire investigation. Fire investigation is not just a one-hour "show up, do it deal" in the field. It is an evolving type of duty where it takes maybe a day to really do a good investigation, a bunch of weeks or a couple days to consult, and then a couple of weeks to actually craft the fire investigation report, and having seven (7) on top of each other is a big burden for Prevention as well.

Councilmember Evslin: Are there national standards that set per capita number of fire prevention officers that we should have and do you know how we compare?

Mr. Vaughan: There are national standards and the National Fire Protection Association provides that guidance. I have not reviewed those as of late as

far as per capita. We do note that throughout, we are one (1) of the two (2) states in the Union that do not have a State Fire Marshal. Colorado and Hawai'i do not have Fire Marshals, so we actually assume the duties of the Fire Marshal throughout the state, such as inspecting daycares, preschools, and public education facilities. Again, we do those courtesies to the State of Hawai'i and also because it is the right thing to do in our County of Kaua'i, but with the growth and per capita, yes, Fire Prevention would stand to have more positions.

Councilmember Evslin: I have a manufacturing facility on O'ahu and we have fire inspectors come by periodically and tell us that we have to put our flammables in a fire cabinet, et cetera. Do we have the capacity or are we doing that type of inspections here of industrial facilities?

Mr. Date: Yes, we are. In the Hawai'i Revised Statutes, it is mandated that we do fire inspections on businesses in the jurisdiction. We should be targeting once every five (5) years. However, with the limited staffing, what I have been doing is picking target hazard areas and trying to do those more often. Target hazard areas are places where fires are more likely to occur, so I have been apartments, condominiums, restaurants, and industrial areas.

Councilmember Evslin: So for the most part, everyone is getting an inspection every five (5) years at least?

Mr. Date: Yes.

Councilmember Evslin: Okay.

Committee Chair Kaneshiro: Councilmember Chock.

Councilmember Chock: This is a follow-up to the uptick in the structure fires that you have been experiencing. Is there any common thread that we are seeing or trend? If so, do we have the means within Prevention to do such tracking?

Mr. Date: I always take notice on possible causes of these fires as it happens every year. In the past few years, there has been a lot of unattended cooking fires. Also, there has been a lot of spontaneous combustion fires. When I find a trend, I try to make that a point when I do public safety message speaking.

Councilmember Chock: Okay. So, it is just a matter of determining the cause and tracking it on your own?

Mr. Date: Correct.

Councilmember Chock: Thank you.

Committee Chair Kaneshiro: Councilmember Cowden.

Councilmember Cowden: Do you know if any of the other three (3) counties get any kind of reimbursement from State? I know we had a forest fire or brush fire up in Kōke'e a handful of times in the State park, is that correct? Was it in the State park?

Mr. Vaughan: Yes, most of those fires occur on State properties, the Department of Land and Natural Resources (DLNR), Division of Forestry and Wildlife (DOFAW).

Councilmember Cowden: Between the State park and Nā Pali coast, do any of the other islands bill the State? Is that how it is set up? Do you know if it is structured that way for the State to reimburse? I know we are looking at that with police issues, where the police are picking up the tab for the State. Do you know? Does anyone know? Maybe we can have it asked if it is within State Constitution that the counties are supposed to cover all of the costs on the State properties or not. Do you know that?

Mr. Vaughan: I think there is a couple of questions.

Councilmember Cowden: Yes, there were.

Mr. Vaughan: I will probably try to divide it up between fires and then rescues. How is that? With fires, we have always had a great working relationship with our on-island State workers, DOFAW and DLNR. When a fire happens, we respond. We help out and that is just the nature of the business on Kaua'i. We do not have mutual aid coming from another island such as in the United States where you have mutual aid coming in from everywhere. We try to tap our state resources as well as the State Aircraft Rescue Fire Fighting (ARFF), the Pacific Missile Range Facility (PMRF) who can jump in here and there, and private contractors will help to come in. We try to make do with where what we have. On the rescue side, there are opportunities for recovery. I think HRS has a search and rescue reimbursement for expenses that is there. I do not believe it has ever been exercised. It has been on the books for probably twenty (20) years. I do not know if I, as the organization, want to go after people that are being rescued for that. But I think that if we were to bill the State, that might be an opportunity to say that they can go after the patients or those that were rescued for their own reimbursement.

Councilmember Cowden: I am not suggesting we should not rescue or stop the fires. I just wondered when we are looking at pots of money for funding, that is all I was thinking about.

Committee Chair Kaneshiro: Councilmember Kualii.

Councilmember Kualii: I think you mentioned some numbers, but in your narrative under Operational Challenges, you talk about the fire call volume for 2018 being six thousand two hundred twenty-five (6,225), but then for fire-related calls, you said "fire-related calls remain stable," but there is no number. I wonder if you have numbers for fire-related calls and I wonder if when you get a call about a fire, maybe they say they saw smoke, then you go out, and it was such a small fire that maybe it went out or someone put it out. Can you provide that information and if you break it down between structure fires and non-structure fires for over a few years, so we can see what the volume is comparatively year-to-year?

Mr. Vaughan: Okay.

Councilmember Kualii: You also have a note that rescue calls increased, but I did not see actual numbers, so it would be good to have numbers.

Mr. Vaughan: Okay. Maybe I can just provide a quick guidance, but we can probably provide you the information. In calendar year 2018, there were sixteen (16) structure fires. In Fiscal Year 2019, there have been thirteen (13) structure fires. Actually, in Quarter 1, it is an update to seven (7) major structure fires.

Councilmember Kualii: Just to stop you on the calendar year versus fiscal year, would it not make more sense to compare apples to apples? I like the fiscal year because that is how the budget is.

Mr. Vaughan: Sure.

Councilmember Kualii: From July 1<sup>st</sup> through June 31<sup>st</sup>, and you can call it fiscal year...well, we are in Fiscal Year 2019, so I do not expect to you have numbers yet. Fiscal Year 2018, Fiscal Year 2017, and so on, just the difference between field and structure.

Mr. Vaughan: We can absolutely do that. The National Fire Incident Reporting systems tells you how to code those, so we can actually break out the numbers from structure fires to wildland fires to brush fires. I do note that in the major...

Councilmember Kualii: Maybe just provide it for the last five (5) years or something just to see, and that obviously, can be later. Thank you.

Mr. Vaughan: Be careful what you wish for.

Councilmember Kualii: I know the truth.

Mr. Vaughan: I can shed some light on the structure fires. With the structure fires, if residential sprinklers were involved and installed in these homes, we would have saved about eight (8) homes. I am happy that there are people considering installation of residential sprinklers. Again, that is an opportunity to be preventative in nature and to also address the issues where there is development and flag-lotting into different areas. Access and supply are an issue, so residential sprinklers is a huge opportunity that more people should take advantage of.

Councilmember Kualii: Thank you.

Committee Chair Kaneshiro: Are there any other questions for Prevention?

Councilmember Evslin: Just to follow-up on that.

Committee Chair Kaneshiro: Okay.

Councilmember Evslin: For the residential sprinklers, are they actually required for a building permit if someone that is not within "x" number of feet of a hydrant?

Mr. Date: Currently, the only requirement we have for a residential single-family home to have sprinklers is if it is an Additional Dwelling Unit (ADU) or Additional Rental Unit (ARU). If they are increasing the footprint of their building on their property or even adding a separate structure, they are actually increasing density into that area, so they bring their clearance form to the Fire Department and we check to make sure there is a fire hydrant within two hundred fifty (250) feet of their property and if it flows

enough water where it will provide enough to suppress the fire. If it does not, then we would require a sprinkler system.

Councilmember Evslin: Is that even for conversion if someone is turning a portion of their home into an ARU or ADU? Would that be required, or is it only for new construction?

Mr. Date: For both, but if they do not increase the footprint of the structure, then I would not require it.

Councilmember Evslin: Thank you.

Committee Chair Kaneshiro: We are coming up on break. Is it going to be a long question?

Councilmember Kualii: I do not think so.

Committee Chair Kaneshiro: Councilmember Kualii.

Councilmember Kualii: Along those lines, I know some of us want to the Hawai'i Wildfire Management Organization Training recently, is there anything that you would recommend or is there anything in place that asks property owners to keep clear back dry brush that might be close to facilities and might add to fires?

Mr. Date: There is a section in the Fire Code pertaining to vegetative overgrowth. It recommends a thirty (30) foot clearance to structures, but that does not mean you have to clear thirty (30) straight down to the grass,—trees and ornamental shrubberies are exceptions. But here on Kaua'i, the major problem is the guinea grass overgrowth. Once that dries out, it takes off really fast when it catches fire.

Councilmember Kualii: At that point, that is just a Fire Code recommendation, but when you are out there doing community awareness and training, are you educating property owners on that as well?

Mr. Date: Correct.

Councilmember Kualii: Thank you.

Committee Chair Kaneshiro: Are there any other questions? If not, we are going to take a ten-minute caption break, say that we are done with Prevention, and move on to Training Bureau. I have one (1) last comment and it is going to be a question that we will follow through on regarding the fire sprinklers for ADUs and ARUs. I want to see what the policy is on it. It seems like it goes against us trying to create more affordable units. What is the difference if someone adds onto their house versus adds an ARU? Why would they be required to put a sprinkler for an ARU and not for an add-on to their house? I want a little more clarity on that policy, so if we can send that question to them. With that, we are going to be done with Prevention and move on to Training Bureau and Water Safety after the ten-minute caption break.

There being no objections, the meeting recessed at 11:03 a.m.

The meeting reconvened at 11:15 a.m., and proceeded as follows:

Committee Chair Kaneshiro: Welcome back. Next up, we have Training Bureau. Do we have any questions for the Training Bureau? I just have general questions and I know it is in the write-up about trying to do more training on-duty. How successful are we on that? Obviously, any training that we do on-duty is going to be training that they are not going to be off-duty and getting paid overtime on, so how successful have we been with on-duty training?

Mr. Hussey: Good morning, I am Adam Hussey, the Captain of the Training Bureau. We have been very successful with that. One of the things that we have done is Target Solutions that we talked about. What Target Solutions does is it provides on-duty training and one of the needs it satisfies is the continuing education credits for our EMTs. Another good example of what we are doing is our CPR. Recently, all of the firefighters on the line did proximately two (2) hours of CPR training for their recertification online on-duty at the stations. If we were to take every firefighter, Captain, and everyone else offline and do a one-hour training session, it would cost us just under \$5,000. So by doing all of that training on-duty online for CPR, we saved a lot of money right there. For the Training Bureau, a lot of it is mentality. We have embraced the mentality and that is why we are committed to Targeting Solutions and also things such as what we are doing with our CPR online training.

Committee Chair Kaneshiro: As far as certifications that are required versus not required and training required versus not required, I am looking at...I guess the best place would be our Regular Overtime where have all of the different types of trainings. What would be the best area to be looking? If you could just let me know, there is mandatory certifications, which ones are not mandatory and which we are doing as extra?

Mr. Hussey: From the training point of view, I would not call any of them "extra," but I do understand trying to differentiate between mandatory and non-mandatory. If you are looking at Master Page 157 for mandatory recertifications, there are five (5) categories there. If you look at EMT, CPR, hazmat, United State Lifesaving Association (USLA), and our driver recertification, that is required every year annually. If you go below that and you start looking at Jet Ski, helicopter, and health and wellness, the requirements to recertify or the standard that we set is the standard from our Department.

Councilmember Kualii: I have a follow-up.

Committee Chair Kaneshiro: As far as going through training programs...oh, that is just new recruits, right, Fire Officer I and hands-on CPR training? Councilmember Kualii.

Councilmember Kualii: Why is this all overtime? Why has this overtime budget not been reduced like the others? If people are on-duty, even if it was the higher-ranking person with the skills that is actually the instructor, would they not just be getting their regular pay and if anything, maybe a training differential for doing the training? How is it overtime?

Mr. Vaughan: Thank you for the question on this. Again, page 157, Account No. 001-1104-566.02-01. With training programs we have one hundred forty-six (146) firefighters that we have to train. If you have three (3) Training Bureau personnel trying to accomplish mandatory on-duty training all the time, it would be a massive workload. Because the way the shifts work out, they would be out there every day of the year

and it would be overtime accrued on their part, they would be overworked, and the balance would be adding positions to the Training Bureau to help accomplish on-duty trainings. There are so many different skillsets that a firefighter has gained. We are no longer, as I said, just a fire extinguisher with legs coming up, showing up, and putting it out. We have evolved into EMS. We are the only on-island dive rescue team. Our bread-and-butter is the helicopter short haul, which has involved in the rescues that we provide. I guarantee that there will be an uptick coming up when Hā'ena State Park re-opens as well as Nā Pali, when that road opens up. If we drill-down further as we built over the years, there are so many different standards that we need to address. These programs are an opportunity to address those standards primarily to keep our firefighters safe and start being able to work emergency response from a good, safe vantage point.

Councilmember Kualii: So in a way, this is just like the prevention thing with community events and school events where the staff themselves cannot do all of the training, so other officers or firefighters are coming in doing the training and getting overtime to do that?

Mr. Vaughan: Correct.

Councilmember Kualii: Do you have any idea? Is there a number? You said there is one hundred forty-six (146) firefighters that need to be trained and three (3) personnel, how many of these...do you have list of people that volunteer and then they get assigned these different trainings based on their skills or what have you? How many people outside of this Training Bureau do you assign instruction to and then they get access to this overtime? It could be an estimate.

Mr. Hussey: It would be a guess off the top of my head. The reason we do it that way is because, for example, if you look at our Jet Ski program, we need people who are trained to a higher-level, a train-the-trainer-level, to train our people and we are not willing to compromise to meet that level of excellence. That is why every year, those people that we have identified, and in the sense of Jet Skis, there are six (6) people that have this higher-level of training. Each program has a different identified amount of people per that program. The helicopter has three (3) and ropes and knots has, I believe, eight (8). I could compile that for every program if that is something that you are interested in seeing.

Councilmember Kualii: Yes.

Mr. Hussey: I think ultimately, the message the Chief gave this morning is what we are committing to is when we look at people who are on each different program, we are not letting them do more than two (2) programs to address the fiscal responsibility side.

Councilmember Kualii: So, you have this line item, "REGULAR OVERTIME" and "INSTRUCTOR OVERTIME," so that is a big chunk of the training, \$450,000 or what have you. Then, you also have the line item on the next page, which says "TRAINING." There are specific items there. You mentioned helicopters, too.

Mr. Hussey: Yes.

Councilmember Kualii: For "HELICOPTER TRAINING" and "ANNUAL HELICOPTER PILOT REFRESHER," we contract that out to experts, right, airborne or something? What kind of training is that?

Mr. Vaughan: We contract the helicopter piloting out, but we ask those pilots to adhere to our standards internally. The helicopter refresher every year often involves vertical reference, being able to have someone, a live load, at the bottle of your short haul line and working with them keeping it within the parameters of the standard, being able to effectuate those types of rescues, and again, vertical reference below you. It is not an easy standard. It takes a couple of days to get certain pilots for that. We try to get them refreshed so that we are not sacrificing a live body on the line.

Councilmember Kualii: So we provide that training?

Mr. Vaughan: Yes.

Councilmember Kualii: Thank you.

Committee Chair Kaneshiro: I have a question on the Jet Ski refresher. Is that Jet Ski for Fire personnel?

Mr. Hussey: Yes, sir, that is correct.

Committee Chair Kaneshiro: Could we not just utilize our lifeguards in those types of situations? What type of situation would require a firefighter to be on a Jet Ski?

Mr. Vaughan: That is a perfect question, thank you. Through our day, through an Ocean Safety Officer's day, he starts at about 9:00 a.m. and concludes his day at 5:00 p.m., but rescues do not stop at 5:00 p.m. If an incident happens off-duty, at 5:00 p.m. or 5:05 p.m. in Hanalei Bay or Queen's Bath around the corner, who is responding? The Firefighters will deploy a Jet Ski that is at the station at Hanalei and they will effectuate the rescue.

Committee Chair Kaneshiro: Okay, got it. Thank you for that clarification.  
Councilmember Cowden.

Councilmember Cowden: Just for clarification, the training day that I attended where it was, I think, I cannot remember one platoon a day, there was maybe what seemed like about forty (40) to fifty (50) people there. We went around, learned how to strap people in, the whole new processes for doing CPR, new processes for about five (5) or six (6) different things, and how to deal with bleeding incidences. What I saw in that day when we had the whole team in there, which is not their normal work day, what I felt that I observed and I am asking if this is correct, is that what was communicated was a comprehensive understanding so everyone is all on the same page. There were both people with an older process as well as a whole bunch of young... I am wanting to say "men," but I am not supposed to use the word anymore—young firefighters and young ocean safety people were all coming together with the same understanding. Is that an example of this?

Mr. Vaughan: Yes, that is. Obviously, in every team there is a different work ethic, different type of leadership, and different type of effectuating our mission, but in training, we want to kind of modernize and operationalize or standardize our operations and training so that everyone understands how to work together in the bigger-picture, and not only were the same crews working together, but different crews were cross-pollinating with each other to know how another crew works.

Councilmember Cowden: Yes, there was that. I saw that. It seemed that it was very integrated. Also, I attended the two (2) or three (3) day conference from across the islands for ocean safety. That was deeply instructive, so there were a number of our ocean rescue people there. Would that be another example of overtime training where they are cross-pollinating with the other islands and all of that?

Mr. Vaughan: As far as the Hawai'i Drowning Prevention Conference that was here that you attended, I believe all of that was accomplished on straight time, not overtime.

Councilmember Cowden: Okay.

Mr. Vaughan: But on off-hours in staffing other deals, that was strictly straight time.

Councilmember Cowden: I have to say, the quality of education that happens on that, that could not have been co-taught while people are out working their real jobs. I am interpreting what you are saying correctly, is that correct?

Mr. Vaughan: Yes, we are both in this together, but the quality of the service that we provide would be improved by working together on one particular day. The other side of this is that if we are providing this on-duty, that means our minds are distracted from the emergency response that we have to provide. Even if it is in the district, if the training apparatus rolled out to Hanalei to provide on-duty training, they would partly be out of service. If a fire or rescue happens, they would still have to break away to provide that type of response.

Councilmember Cowden: Thank you.

Committee Chair Kaneshiro: Councilmember Brun, Councilmember Kualii, and then Councilmember Evslin.

Councilmember Brun: Back to the Jet Ski, how many firefighters take that course? Is everyone certified in using the Jet Ski?

Mr. Hussey: Not every firefighter is certified. The goal in that course is to establish a standard for everyone who operates the Jet Ski. The six (6) instructors that we have identified already have the training and now they need to provide that amount of training to firefighters, Firefighter IIs, who are going to be allowed to operate the Jet Skis.

Councilmember Brun: Would we not just call up the lifeguards if we have something when they go home at the end of the day? They are firefighters, but lifeguards, that is their job. They are the experts at it. We are putting our firefighters at-risk instead of the lifeguards, which that is their job and they know what they are doing.

Mr. Vaughan: I very much appreciate the question. We are exploring opportunities where ocean safety lifeguards would actually work longer days, four (4) ten-hour days, where they would be on-duty through the duration of the day from 9:00 a.m. until sunset. We agree that, yes, ocean safety lifeguards are the subject-matter experts in Jet Ski operations, but at the same time, this is kind of a gap period. Until we get something established with the Union, the Mayor, and the Administration, this still needs to be in place for now, but we could not wholeheartedly agree more.

Councilmember Brun: Then, when you do trainings, how many firefighters come to the trainings? There is overtime and we are training these people on overtime on their days off, right?

Mr. Hussey: Correct.

Councilmember Brun: How many people do you bring into the class to train?

Mr. Hussey: Are you talking specifically about the Jet Ski?

Councilmember Brun: Just in general.

Mr. Hussey: In general?

Councilmember Brun: You folks have a lot of trainings. For example, say they work today and tomorrow, they come in and train. How many people are in one (1) class when you do a training for anything?

Mr. Hussey: If we do our mandatory recertifications, that is the whole Department, so that is going to be a total of one hundred forty-six (146).

Mr. Vaughan: It could be anywhere probably around twenty (20) to forty-six (46) in any one (1) day.

Councilmember Brun: Okay.

Mr. Vaughan: The whole battalion could come in and be trained.

Councilmember Brun: Okay.

Mr. Hussey: But at the same time, if you are looking at Jet Ski, that would be a smaller class. We are limited by resources and instructors, so something like that might be between four (4) to six (6) personnel.

Councilmember Brun: How many stations do we have? Nine (9)?

Mr. Vaughan: We have eight (8) stations.

Councilmember Brun: Well, nine (9) Divisions with two (2) in Līhu'e.

Mr. Vaughan: Correct, nine (9) companies.

Councilmember Brun: I am just thinking because each station has five (5) people working and you can go down to four (4), so why not just do it while they are working if you are training nine (9) or less?

Mr. Hussey: We are doing that for some of our programs. I think it goes back to what Councilmember Cowden was asking, that when you bring everyone together in a room, you know that our firefighters and our people are our most important resource. At certain points, that becomes important and our trainings looking for the balance of what you are talking about and doing on-duty training, and we do that for extrication,

fireground survival, Target Solutions, and CPR. So, we are finding the balance between both of those.

Councilmember Brun: Thank you.

Committee Chair Kaneshiro: Councilmember Kualii.

Councilmember Kualii: On 158 under "TRAINING" in the subcategory there is one called "COMMAND AND CONTROL TRAINING PROGRAM" for \$37,000. What is that, what is the number of folks that are trained, and what cost is to training?

Mr. Hussey: The "COMMAND AND CONTROL TRAINING PROGRAM" is a blue-card program. What it does is it teaches fire officers how to size up a fire and it is a simulation-based training, which started this week. We are going to have eight (8) people in our Department who are going to be trained-the-trainers and those eight (8) people initially establishes us to train sixty-four (64) personnel after the initial eight (8). That is what that money is for.

Councilmember Kualii: The \$37,000 will cover the training of seventy-two (72) people. It is not overtime, so it is not to pay anyone. What are you actually paying for with that amount of money, modules and materials?

Mr. Hussey: Yes, sir. This is materials. One of the things that they use in this is they have an iPad system, so it is pretty cool. As they go through the system, you break up into engine companies, commands, and battalions and each iPad responds to what you are doing. I do not know if you read those "choose your own adventure books" when you were kids, but it is like that. It is this simulator where an engine company shows up on scene; they decide if they are going to go alpha or bravo, which sides of the building they go to; and that goes into each iPad and each program. So, we are buying the software to make that happen.

Mr. Vaughan: Maybe if I can add, the command and control program is a way to address the twenty-four (24) retirements that occurred, how to regain experience, regain command and control of the incident, and develop people responsibly without sending everyone back to the fireground ten (10) days, two (2) weeks at a time. If we can achieve some economies of scale through a simple modernization of the program and get everyone on the same page, that is how all our different crews working together would be a massive plus for emergency response.

Councilmember Kualii: The next one was on the following page under "OTHER SERVICES" for \$25,000, which is "MEDICAL DIRECTOR IN ORDER TO MEET AED COMPLIANCE."

Mr. Vaughan: Our medical director has been in place for a bunch of years now. That actually is a decrease in the funding. It is a contract. It not only checks on our automated external defibrillator (AED) device compliance, it also helps us manage our quality improvement of CPR, our EMS Committee, and being integrated into that. This individual is very well-renowned, very well-connected, and basically institution in the State of Hawai'i EMS. Having this person on our side in the County of Kaua'i KFD is a huge leverage point for expanding our service as first-responders at the scene.

Councilmember Kualii: Thank you.

Committee Chair Kaneshiro: Councilmember Evslin.

Councilmember Evslin: My understanding is recently, the Honolulu Fire Department (HFD) settled the lawsuit for a death during Jet Ski training. I think part of the settlement from the City & County cited aging equipment as one of the potential causes. Both for the safety our own firefighters and obviously from a liability perspective, how is our training equipment, specifically our Jet Skis? Are you using top-of-the-line equipment to do that training? Are we at-risk for potentially similar types of safety concerns?

Mr. Hussey: I believe you had two (2) questions. The first one is, are we using the newest equipment for our Jet Skis? Online at the stations, no we are not. We do not have the funding for it. It is not happening. Your second question is, are we at-risk for being exposed to some of the issues identified in the on-duty death at HFD? Yes, and that is reflected. There is an increase this year in the Training budget for Jet Skis. So because we identified we are at-risk for that, we need to address that risk.

Councilmember Evslin: So increasing the budget is for increased Jet Ski training, but we still potentially have an issue of out-of-date equipment? Is that true?

Mr. Vaughan: Correct. Risk exposure is climbing because equipment is getting to a point of replacement. The best standard practices out there suggest replacing Jet Ski equipment probably every three (3) years. High usage, especially for the lifeguard side, you would see a lot of high usage. We have been extending the life of these Jet Skis, but at some point, it has to go away. It will just age-out, so those tools will no longer be in our toolbox.

Councilmember Evslin: Alright. Thank you.

Committee Chair Kaneshiro: Councilmember Cowden.

Councilmember Cowden: I want to say we have been so lucky to have Kaua'i Lifeguard Association providing a lot of fresh equipment. That has been such an enormous blessing and a gift to our budget. Sometimes, I worry we take it for granted. Do you have in your longer-range plan, how we would be operating with less of that involvement as I know that two (2) of the most key people of that, I do not know if I can name names, honoring the most senior of the effort, one who is very good at emergency and the other one is very good at raising funds. I do not think we can take it for granted that funding is going to continue at the level that it has. They bought us a bunch of new equipment, right? I think we are going to be receiving another piece. Have they got us up-to-date for the most part with trucks? What have they bought us and how much have we left behind for Ocean Safety because they have been amazing?

Committee Chair Kaneshiro: Are you talking specifically to Ocean Safety and not to Fire?

Councilmember Cowden: Yes, we are on Ocean Safety right here.

Committee Chair Kaneshiro: Well, right now, we are on Training. We are still in the Training Bureau.

Councilmember Cowden: I thought we moved to...

Committee Chair Kaneshiro: If you want to answer that question now, if you can, or we can wait for Ocean Safety.

Mr. Vaughan: I will defer until Ocean Safety comes up here.

Committee Chair Kaneshiro: Okay.

Councilmember Cowden: Okay, because it is all connected, right?

Mr. Vaughan: Yes.

Councilmember Cowden: Probably when your things ages out of there, moves into the Fire Department?

Mr. Vaughan: Not necessarily.

Councilmember Cowden: Okay.

Mr. Vaughan: Not necessarily. Kaua'i Lifeguard Association has been a gigantic partner to the County of Kaua'i, not just to Kaua'i Fire Department and Ocean Safety Bureau, but to the County of Kaua'i and providing donated equipment. I believe the number was close to \$895,000 worth of value and equipment over nine (9) years. This year alone, they have donated a mule for Salt Pond and donated two (2) trucks for the Wanini Roving Patrol. I believe we will probably be back here next week before you for a Jet Ski.

Councilmember Cowden: Yes.

Mr. Vaughan: It is not just the leverage that comes to the Kaua'i Fire Department, but to the County of Kaua'i as a whole.

Councilmember Cowden: Okay. One last Training thing, just straight Training. Councilmember Kualii and I had attended the wildfire training and I want to acknowledge that there was minimum of the staff from the Fire Department that were there. But in talking to them individually, one of them was here, my understanding is that when he learns about wildfires, that he is going to go back and do that training. Do they do that training separately or do they do that training in the stations?

Mr. Vaughan: My understanding is that those who attended the Hawai'i Wildfire Management Organization Seminar, Vegetative Fuels Management was all on-duty Fire Prevention people. There was no overtime for that effort. Every year, as Council Chair Kaneshiro knows, Kaua'i Fire Department hosts the Brush Fire Mitigation Meeting to get the landowners together so that we can collaborate and develop a plan moving forward. It has been a very valuable opportunity every year. It should be coming up next month. We hope that more people will attend. It is a coordinated effort across the island to allow us to see where we can gain leverage in operations, what can landowners do to mitigate the risk exposure on the vegetative side, what resources are available, and whether Gay & Robinson (G&R) can provide tenders to us at the scene or private contractors. Again, that will come up. These are opportunities to leverage and work with the community.

Committee Chair Kaneshiro: Are there any further ones for the Training Bureau? If not, thank you. We will move on to our final one for Fire, which is Water & Ocean Safety. Councilmember Kualii.

Councilmember Kualii: On the list of positions, there are four (4) positions, Ocean Safety Officers for Kēē Beach and they have the asterisk that says "100% fully-funded by other source." What is that other source and how long is that source available for?

Mr. Vaughan: Thank you for the question. This question would go to Kēē Beach and the State contract for that beach. Those four (4) positions are funded through an annual Memorandum of Agreement (MOA) or contract with DLNR State Parks. They provide anywhere from \$275,000 to \$300,000 worth of staffing moneys for salaries for that State Kēē Beach. They continue to do that on the State contract. We are actually behind on receiving our revenues and invoices from the State. I believe we are probably behind about three (3) quarters worth, so we are actively pursuing them for that before they open the Kēē State Beach and Kūhiō Highway back open for Hā'ena State Park.

Councilmember Kualii: You said it was an annual contract, but this has been going on for a long time?

Mr. Vaughan: For quite a long time now.

Councilmember Kualii: And we expect that it will continue?

Mr. Vaughan: Yes, as long as they keep on paying the bill.

Councilmember Kualii: Thank you.

Committee Chair Kaneshiro: I have a question on Jet Skis. I see we are replacing two (2) Jet Skis, how many Jet Skis do we have, what type of life do they have, and how often do they need to be replaced? Page 173, under "PUBLIC SAFETY."

TYRUS SIALE, Ocean Safety Officer II: Good morning. Tyrus Siale, Ocean Safety Training Captain. Could you repeat that question again, please?

Committee Chair Kaneshiro: How many Jet Skis do we have, what type of life do they have, and how often do they need to be replaced?

Mr. Siale: Right now, we have six (6) Jet Skis. We have two (2) Jet Skis that were donated in 2016 by KLA. Those are GP1800. Then, we had one (1) recently donated from KLA in 2018. Those are GP1800 as well. We are waiting to receive another one, but the other two (2) are 2012s and they are really outdated. We will not be able to operate those Jet Skis pretty soon. We put repairs on the hulls and redid the engines and motors. The cost is a lot more than to replace the Jet Skis that we have.

Committee Chair Kaneshiro: What is the life of a typical Jet Ski?

Mr. Siale: It depends, because we use them all the time. As the Chief was saying, with high usage, I would say three (3) years turnover at least. We try to maintain them every three (3) months, every sixty (60) hours, or whichever comes first.

Mr. Vaughan: I would just summarize saying there are probably about six (6) Jet Skis in the fleet. There are four (4) roving patrol units and two (2) backups. If something happens to the Jet Ski, we have to back fill that Jet Ski. If it runs aground on a rescue and there is a *puka* in the hull, we are going to have to bring the backup in there.

The backup Jet Ski is a 2012, seven (7) years old. The standard best practice is three (3) years for replacement, so we are double that standard right now.

Committee Chair Kaneshiro: Okay. Are there any other questions for Ocean Safety? Councilmember Evslin.

Councilmember Evslin: Talking about skis, so similar to the question that I asked Captain Hussey, are these skis shared between KFD and OSB? When they are doing their training, are they using your skis?

Mr. Siale: No.

Councilmember Evslin: Okay.

Mr. Siale: The skis that KFD has are passed down from Ocean Safety and they have been using the skis ever since, so they are really outdated right now.

Councilmember Evslin: Are you saying that yours are in bad shape and they are getting the ones that are even in worse shape? Do you think with the skis that you folks have, is there similar risks as the situation that I mentioned on O'ahu as far as our equipment goes?

Mr. Siale: Yes, it can be, so that is why we are trying to get two (2) more skis and trying to update our equipment because of that situation.

Councilmember Evslin: Okay.

Mr. Siale: Safety is our biggest priority and if you do not have the right equipment, we put ourselves and other people in danger.

Councilmember Evslin: Then, it mentions here that OSB added three (3) Wanini Roving Patrols positions that helped ease the inadvertent loss of the same positions to Parks & Recreation? What is that? Are those Parks positions down at 'Anini that are no longer there?

Mr. Vaughan: I will answer the question. Last year when we came before you during budget, there were two (2) positions reallocated to the County of Kaua'i Human Resources for pool lifeguards. There is a difference between pool lifeguards and Ocean Safety Officers. We wanted to go back and compress particular positions so that we get full-timers: but the two (2) positions were taken away from us. I want to say thank you to this Council for approving the three (3) positions for Wanini in this fiscal year and exploring it this coming fiscal year. We find that there is a great impact in the Wanini area and the north shore. There is a new norm. We all hear about it. There will be another new norm coming up fairly soon when Kūhiō Highway opens up and Hā'ena State Park gets activated. Having another roving patrol unit around is a good way to address the issues and the increased workload out there.

Councilmember Evslin: On that note, have there been any rescues yet at Wanini or how many rescues have there been?

Mr. Vaughan: Well, the first day after the blessing, there was a rescue at Wanini in front of the Kalihiwai area, so it has already paid off.

Councilmember Evslin: Thank you.

Committee Chair Kaneshiro: Are there any other questions from the members on Ocean Safety? Councilmember Brun.

Councilmember Brun: Again, Ocean Safety, that is a thankless job. I think you folks are like bull riders, it is not worth the money. I wish we could give you more money in pay it, but it is not ours. Again, thank you for all you are doing. I appreciate what you are doing out there. It is a dangerous job.

Committee Chair Kaneshiro: Councilmember Cowden.

Councilmember Cowden: I want to just really thank Councilmember Brun for using that term "bull riders." That is what it is like. When you go out there and you risk your life in these intensive wave conditions when people make really reckless choices, risking your lives very deeply, and I understand how important it is that that Jet Ski can pull you out of it. I want to thank you, also.

Committee Chair Kaneshiro: Councilmember Evslin.

Councilmember Evslin: While we are all giving thank yous, I would like it thank you folks also, and especially, thank you to KLA. I just want to point out that \$845,000 over nine (9) years is pretty incredible for equipment needs and hopefully that frees up...we should still be providing the same level of service we would have otherwise to you folks to make sure that you folks can get the job done. Thank you.

Committee Chair Kaneshiro: With that, I want to thank you, Fire, for your time today. We are going to take real quick break, maybe a few minutes just to let Fire transition out and Police transition in. Then, we will go and start in with the Police budget. Thank you again. Just a quick few minute break.

Mr. Vaughan: Thank you.

There being no objections, the meeting recessed at 11:52 a.m.  
The meeting reconvened at 11:55 a.m., and proceeded as follows:

### **Police Department**

Committee Chair Kaneshiro: Welcome back. Next, we will proceed with the Kaua'i Police Department (KPD). I would like to ask Acting Chief of Police Contrades and his team to give us a brief overview of highlights of his Department. I know Police put together a very good budget and operations synopsis, so you have the floor.

MICHAEL M. CONTRADES, Acting Chief of Police: Good afternoon, honorable Council Chair Kaneshiro and honorable members of the County Council. For the record, Michael Contrades, Acting Chief of Police for the Kaua'i Police Department. I have a very brief opening; however, before doing so, I would like to introduce the members of our team. To my right is probably the most important person when it comes to budget, Daurice Arruda, our Fiscal Officer. We also have up at the front, the Administrative & Technical

Bureau (ATB) Assistant Chief Roy Asher. Behind us, we have Paul Applegate, Acting Assistant Chief for the Patrol Services Bureau (PSB); and we also have Kenneth Cummings for the Investigative Services Bureau (ISB), who is a Captain; and Captain Kalani K of the Chief's Office. I will ask for indulgence. As part of succession planning, I wanted them present to be able to answer questions that are specific to their particular bureau.

I would like to begin by thanking the honorable members of the County Council, both past and present, for the support given to the Kaua'i Police Department over the years. Because of your support, the Police Department has been able to modernize our fleet of vehicles, enhance our crime-fighting capabilities through presumptive Deoxyribonucleic acid (DNA) testing, and be the first in the State to deploy body cameras that have been invaluable in protecting our officers from false claims and enhancing our evidence-gathering abilities through video documentation. We are truly grateful for your support of our efforts to enhance and provide the highest level of service possible to the community.

Our Fiscal Year 2020 budget proposal seeks to increase our operating budget so that we may properly train and equip our officers and staff to meet the ever-increasing demands of policing. As you know, we have short-funded a number of positions in order to reduce the burden of our request and to present a more fiscally balanced budget. We understand and acknowledge the concerns with regards to our overtime expenditures. We have taken measures to control overtime and we will continue to monitor our expenditures. We have an overtime policy in place, we track our overtime expenditures monthly, and we have recently changed our patrol officers' shifts to permanent shifts, thus redistributing personnel across the island, which has had the positive effect of distributing overtime more evenly. We have also reviewed cases where individual officers earned a large amount of overtime, reviewed the causes of overtime, and have taken measures to address them. The main cause of our overtime expenditures is a shortage of personnel and a seemingly endless amount of work. The challenge of being short-staffed causes an overwhelming burden to the existing employees. The volume of criminal activity and calls for service from the community does not stop because we are short on personnel. This requires overtime to be expended in order to provide public safety service to the community. The alternative is to cease providing certain services or not respond to certain calls for service, which we want to avoid. We have twenty-five (25) Police Officer positions that are vacant along with twenty-one (21) civilian positions. We have been working diligently to fill our vacancies and ask that Council consider and understand that hiring personnel for the Police Department is very different than other County agencies. Because of the sensitive nature of our occupation, testing and thorough background checks are necessary. For Police Officer positions, written, physical, and psychological testing is a must along with a polygraph and drug screening. These processes take time. Over the last seven (7) years, we have worked extremely hard and very diligently to improve our hiring process. It should be noted that we streamlined our hiring process, which used to take over three (3) years to hire an officer, to six (6) months while maintaining, if not improving, the integrity of the system. During the last seven (7) years, we have hired a total of eighty-seven (87) police officers. This is unprecedented in terms of the number of officers hired. In the past, there were years when no officers were hired. To recruit more personnel, we have and continue to attend job fairs, we have recruited in Hawai'i colleges that specialize in criminal justice special programs, we created business cards used for recruitment, and we created an apprentice program to grow our own police officers, which we will be launching soon. We hire candidates as soon as possible and give them a job opportunity working in our cellblock so that we do not lose them during the hiring process, which has also had a positive effect by reducing overtime expenditures. We created a commercial to attract new candidates that will be updated with the arrival of our new Chief and we are working towards a greater presence on social media. The problem of recruitment

is a National problem and affects all of law enforcement to include Federal, State, and local law enforcement agencies. The Federal Bureau of Investigation (FBI) and the Drug Enforcement Administration (DEA) are having a difficult time filling their ranks as well, along with the rest of the State. The difficulty in recruitment and retention stems from various issues, which include, but are not limited to, the cost of living in Hawai'i, affordable available housing, pay scales compared to the continental United States departments, separation from families living on another island or the mainland, other job opportunities due to a good economy, childcare needs, and the negativity towards law enforcement seen in recent years in the media. While hiring will continue to be challenging, KPD will continue to forge forward in our efforts to fill our vacancies. We estimate that if we were to fill our vacancies, we could reduce overtime costs by thirty percent (30%). Until such time, however, a shortage of personnel will continue to be the main cause of overtime expenditures. In closing, we ask the Council for your continued support of our efforts as we strive to enhance the quality of life in our community and work towards providing a higher level of service that our communities desires and deserves. We cannot do it without your support and hope that you will review our budget favorably. Thank you for your time.

Committee Chair Kaneshiro: Thank you. Councilmember Brun.

Councilmember Brun: Mike, how many open positions do you have?

Mr. Contrades: Twenty-five (25) sworn and twenty-one (21) civilians.

Councilmember Brun: Thank you.

Mr. Contrades: And we short-funded sixteen (16) positions.

Councilmember Brun: Okay. Thank you.

Committee Chair Kaneshiro: Based on the Vacancy Report, there were seventeen (17) police officer vacancies, one (1) detective, two (2) sergeants, and three (3) lieutenants, for a total of twenty-three (23). That was based on the Vacancy Report. They may have filled a few of them now, but it is a lot of positions. Councilmember Cowden.

Councilmember Cowden: You brought up the turnovers or reasons for people leaving, do you have any kind of rate showing how much turnover you get on your new recruits?

Mr. Contrades: A rate? Every person that leaves the Police Department through HR has an exit interview, so a lot of the causes are what was listed.

Councilmember Cowden: I am not saying why. I am saying if you hire and train ten (10) people, are you going to keep half of them for three (3) years or are you going to keep the majority of them?

Mr. Contrades: We would have to examine those numbers more closely.

Councilmember Cowden: Okay. Alright.

Mr. Contrades: Quite frankly, we are trying to fill the vacancies as quickly as we can with whoever is suitable and qualified, regardless of where they are from.

Councilmember Cowden: Right. It seems like there is probably a big training budget as a result.

Mr. Contrades: Yes.

Committee Chair Kaneshiro: Councilmember Evslin.

Councilmember Evslin: First off, thank you for your service and thank you, for the synopsis, it is well-done and helps explain a lot of the challenges that you folks are facing. Before we dive into it, is there anything...it feels like that number of vacancies is one of the biggest problems that the County faces. It is often that we hear issues of crime, abandoned cars, et cetera, and we just do not have the capacity to handle it. What can we do to help support your efforts to get full staffing levels?

Mr. Contrades: I think one of the things that is important is that we all be recruiters, and that is what we stress to our staff. I have personally gone to the point of if I get great customer service from the kid at Verizon or a security guard that I have met, we created business cards that we pass out to people to get them to apply and look at the positions. We all have to do that in order to try to fill these vacancies. Of course, continued support budget-wise would be important. We really took a hard look at our budget and determined that we will not be able to fill certain positions within the next six (6) months to a year and therefore, to balance things out in the budget, we have short-funded and dollar-funded certain positions. I think if you could help us be good recruiters and that would be important.

Councilmember Evslin: Okay. Thank you.

Committee Chair Kaneshiro: We have had agenda items before kind of allowing Police to show the video that they do to recruit. We could possibly do that again. You look at the vacancies, it is staggering, but as far as a career on Kaua'i, that the starting pay is \$70,000 and does not include the Standard of Conduct pay, which makes it about \$80,000 plus overtime and benefits, you do not find a career like that. But again, you deal with what Police have to deal with, which is possibly some of the worst of the worst on the island. It is a give-and-take. Councilmember Kualii.

Councilmember Kualii: You listed twenty-five (25) officer positions vacant and twenty-one (21) civilians. Is that what you said?

Mr. Contrades: Yes.

Councilmember Kualii: So a total of forty-six (46). On the Vacancy Report, I found thirty-six (26), so I will have to figure it out and maybe follow-up with HR of what the difference is. I did see the fifteen (15) Police Service Officers and how you have dollar-funded five (5) of them, fifteen (15) month-funded, and then there was one (1) that was Police Officer I that was three (3) months of funding, so will not ask about those. Position No. 351, Assistant Chief of Police, just vacant since October 1, 2018, so six (6) months. What is the status of filling that vacancy?

Mr. Contrades: At this point, we are waiting for the new Chief to arrive and go through that particular hiring process. I think that is something that the new Chief should make a determination on.

Councilmember Kualii: So no recruit...well, it could be an internal promotion, right, so it does not have any kind of recruitment started?

Mr. Contrades: It will probably be internal.

Councilmember Kualii: When does the new Chief of Police start?

Mr. Contrades: April 22<sup>nd</sup>.

Councilmember Kualii: Pretty soon. The next Position is No. 373, Police Lieutenant, vacant on December 29<sup>th</sup>, so four (4) months now. What is the status of recruiting?

Mr. Contrades: For all of the lieutenants, detectives, and sergeants that are vacant presently, we are currently going through the promotional process. I believe the written exam is scheduled for May 9<sup>th</sup>, and the process will continue on from there, so the first step in the promotional process is passing the written exam.

Councilmember Kualii: This process, because it is a promotion process and not a new recruitment process, it is not six (6) months, but it is three (3) months?

Mr. Contrades: The promotional process?

Councilmember Kualii: Yes.

Mr. Contrades: I would say about three (3) months.

Councilmember Kualii: About three (3) months, so that would fit within sixty (60) to ninety (90) days. You said that for all officers like...what did you list again?

Mr. Contrades: Detectives, sergeants, and lieutenants.

Councilmember Kualii: Detectives, also. Position No. 528, Police Officer...oh, just vacant.

Mr. Contrades: A recent resignation.

Councilmember Kualii: Very recent resignation?

Mr. Contrades: Yes.

Councilmember Kualii: What is the plan for that?

Mr. Contrades: We have continuous recruitment for all of our police officer vacancies. We test every month and we are continuously trying to fill those vacancies.

Councilmember Kualii: Test every month. How is filling this position going to be different than all the others that you have either dollar-funded or six (6) month-funded? How will you fill this position within sixty (60) to ninety (90) days?

Mr. Contrades: Again, as I mentioned, we are recruiting constantly and we have the test given every single month. We have made some changes to the process to try to get more people in the door. Our written exam, in the past, if you failed it, then you would have to take it again. Working with HR, we are able to hold the written exam for a year, so if you have a candidate who passes, but say does not pass the Physical Readiness Standards Test, we will hold their written exam test for a year and allow them to come back and test every month to see if they can pass the Physical Readiness Standards Test. We have gone so far as to have our trainers help train them and get them ready so that they will pass the test, and so we will try to fill that vacancy as soon as possible.

Councilmember Kualii: What is "possible?"

Mr. Contrades: Again, we are testing every month. What happens is once you get through the testing aspect of it, then we go through the background phase of it. Currently, we have, I believe, we are looking at starting a class of nine (9), possibly ten (10) come July, and then we have another twelve (12) candidates behind that who are going through the hiring process. So, potentially, we will have up to twenty (20) within the next year, but we cannot say who will pass the entire process because it is a rigorous process, so you will lose people along the way. They may not pass their background exam.

Councilmember Kualii: Okay. Next position is Position No. 356. It is a Public Safety Worker I that has been vacant for fourteen (14) months. What is the status of Position No. 356, Public Safety Worker I?

Mr. Contrades: We are currently in the process of redescribing that position to a Public Information Officer (PIO). The Kaua'i Police Department does not have one, so we are working with the Mayor's Administration. We have come to identify that there is a need to have a Public Information Officer specifically assigned to the Police Department, and so we are in the process of redescribing that position.

Councilmember Kualii: Do you have an estimate of how long this process will take?

Mr. Contrades: Currently, right now, it is pending draft review. I think I just approved it and it is going over to HR, so hopefully within the next month or so, we will be able to put it out and actually recruit for it.

Councilmember Kualii: Out to recruitment in a month, so that would be, about in May. How long is the recruitment going to take?

Mr. Contrades: It normally takes about two (2) weeks that they put it out for.

Councilmember Kualii: So you could see hiring in sixty (60) to ninety (90) days?

Mr. Contrades: Yes.

Councilmember Kualii: Okay. Next is Position No. 360, Derelict Vehicle Coordinator.

Mr. Contrades: The recruitment notice went out March 24<sup>th</sup>, it closed on the 2<sup>nd</sup>, and I thought we had two (2) potential candidates.

Committee Chair Kaneshiro: I thought we had that position filled. We had a presentation on derelict vehicles.

Mr. Contrades: This is a new position. This is a redescribed position. The amount of abandoned and derelict vehicles that our staff is handling is too much for one (1) person, and so we want to improve the services to the community by halving the island, splitting it in half, and have the Abandoned Vehicle Coordinators take care of their share.

Committee Chair Kaneshiro: Oh, okay. I see the other one, okay.  
Councilmember Brun, follow-up.

Councilmember Brun: The Public Information Officer, you folks do not have someone assigned to you from the Mayor's Office right now?

Mr. Contrades: We do, but internally, I think we need one at this point. With the volume of work that they handle as well, I think it would be a good split to have our own and be able to handle our own issues.

Committee Chair Kaneshiro: Councilmember Kualii.

Councilmember Kualii: The next position is Position No. 311, Emergency Services Dispatcher I, which has been vacant for fourteen (14) months since February 1, 2018.

Mr. Contrades: The dispatcher positions are also on continuous recruitment and we are doing our best to fill those as well. That is a very difficult and challenging job, and we have had difficulty finding suitable people to do that occupation, so again, continuous recruitment to try and fill those vacancies.

Committee Chair Kaneshiro: In regards to the dispatch positions, I noticed some of our State-funded Emergency Services Dispatch positions are vacant. Are we able to move our dispatcher numbers around so that the State can fund ones that are currently working?

Mr. Contrades: Both positions, one (1) is newly filled and the other was shortly not long ago, a resignation, so it was filled.

Committee Chair Kaneshiro: Okay. So the intent is to fill these?

Mr. Contrades: We normally fill them with new candidates, yes.

Committee Chair Kaneshiro: Okay.

Councilmember Kualii: Why have you not chosen to reduce the funding on a couple of these positions since it is continuous recruitment, difficult to fill, and has not been

filled; one of them for fourteen (14) months, the other one is March 19<sup>th</sup>, which is actually Emergency Services Dispatcher II for twenty-two (22) months since June 1, 2017? Is it realistic? Have you been working with HR and doing something different so that in the next sixty (60) to ninety (90) days, these positions will actually get filled?

Mr. Contrades: What we are doing differently than we have done before is that when we have had dispatchers that leave us, we ask them if they want to come back on short-term appointments in order to help us deal with the shift shortages. Some of those positions are filled with short-term appointments and so they come to help us on their days off from their other jobs.

Councilmember Kualii: Okay. Then, on the next page, page 97, Position No. 492, which is Criminalist I that was vacant since February 16, 2018, so just over a year.

Mr. Contrades: This was a position that was recently created and we actually have a conditional job offer at this point, so we anticipate filling this soon.

Councilmember Kualii: Okay. Next is Position No. 432, Police Equipment Maintenance Coordinator that was vacant since October 21, 2017, which is about a year and a half. What is the status?

Mr. Contrades: For the Maintenance Coordinator, we had someone leave a little while ago, quite some time ago, and so we have had someone on eighty-nine (89)-day contract. Right now, we have two (2) candidates that have been referred to us. Actually, I take that back. I recently looked at it prior to walking in here, those are about to be filled and it is just a matter of me going onto NEOGOV and approving it.

Councilmember Kualii: Okay. Position No. 309 Information Technology (IT) Project Coordinator, March 19, 2016, and vacant for three (3) years.

Mr. Contrades: Presently, we have four (4) people that have been referred. This particular position has been redescribed recently to IT Project Coordinator, and that is mainly so that we have a civilian employee that is assisting us with dealing with our mobile data terminals and our records management system. We need someone full-time helping us with that. So presently, we have four (4) people that are referred.

Councilmember Kualii: Yes. Council Chair Kaneshiro already asked about the funding from the State for the other dispatcher positions. The last thing I have on positions is I noticed that Position No. 1302, Grants Specialist II has two (2) asterisks, which means "moved from wages and hourly pay" and budgeted at \$49,948. That position last year looks like was a School Crossing Guard and was budgeted at \$7,551. Is that like a major re-describing or whatever it is called?

Mr. Contrades: Yes, that was a redescription. The need for the Grants Specialist is that the Kaua'i Police Department brings in roughly \$2,000,000 a year in grant funds. Presently, we have commanders that are managing the different grants. There is a lot of money out there that could come to law enforcement and could come to the Kaua'i Police Department, and the problem that we have is not enough time to search those grants out, apply for them, and then manage them. We are at the point where we need a grants specialist to help us manage the grants that we currently have. It will allow our command staff to focus more on police work and will also help us bring in more funding through grants.

Councilmember Kualii: When it says, "vacant since January 1, 2019," they are meaning the prior position?

Mr. Contrades: Yes.

Councilmember Kualii: So this new position, I am not sure when you had it completed, but what is the status of recruitment for filling that position?

Mr. Contrades: Recruitment notice closes today.

Councilmember Kualii: Closes today. Is this a typo then? Should the position under "wages and hourly pay" that says "1302 School Crossing Guard" be eliminated? It has no dollar there, so I guess it is eliminated.

Mr. Contrades: Yes.

Councilmember Kualii: Because it is redescribed, correct?

Mr. Contrades: Yes.

Councilmember Kualii: Okay, so we will just cross that out.

Committee Chair Kaneshiro: Councilmember Cowden.

Councilmember Cowden: When I look through this list of officers that you have, it does not really designate very clearly between the different programs. I want to say that I appreciate having been in the Police Citizens Academy. It really gave me a fresh appreciation for the areas of specialty. It seems like there is a lot of focus on specializing. I am looking to see if we are getting our money's worth. Have you seen an increase in cases solved, and if so, can you give us an example how you have seen some improvements over the years?

Mr. Contrades: I am going to defer to Captain Cummings and the Investigative Services Bureau, who is prepared to speak on that.

Councilmember Cowden: Okay.

KENNETH CUMMINGS, Lieutenant: Good afternoon, Council Chair Kaneshiro and County Council. My name is Kenneth Cummings, for the record. I am sorry, can you please repeat your question?

Councilmember Cowden: When we have put so much money into these different organizations, whether it is investigative services, traffic specialty, or we have the K-9 crew, and all of these different pieces that are sometimes seen as being in the building, how have we done in terms of solving murders and closing in on sex assaults? Are we seeing more drugs busted? Are we seeing improvements in performance?

Mr. Cummings: We are, ma'am. I will start with the homicides and just throw out a few numbers.

Councilmember Cowden: Please.

Mr. Cummings: Since 2011, we have a case closure rate on homicides of one hundred percent (100%).

Councilmember Cowden: Very good.

Mr. Cummings: That has been due to specialized training that we have gotten over the years and that we are asking for currently, to train our detectives in the investigative techniques in homicides whether it is domestic violence-related or not. With the sex assaults, ma'am, in 2014, what the Investigative Services Bureau did under the guidance of Assistant Chief Ponce, is we created a specialized Sex Crimes Unit made up of three (3) detectives that just specialize in all the investigative sex assault crimes. Prior to the creation of the Unit, the case closure rate on a sex assault was around thirty-three percent (33%) to thirty-four percent (34%), but since we created this Unit and we have been able to send them to specialized training regarding sex assault, it has increased to almost a seventy percent (70%) case closure rate.

Councilmember Cowden: What was your murder rate before 2011? How much did you close on murders before 2011?

Mr. Cummings: I would have to get back to you, ma'am, with that number.

Councilmember Cowden: Okay. One hundred percent (100%) is good. I do not recall murders getting closed before then, so that is why I am wondering.

Mr. Cummings: I would not want to give a figure because I do not know.

Councilmember Cowden: Okay.

Mr. Cummings: Then, I forgot what the third was.

Councilmember Cowden: Drugs, which has been a big issue.

Mr. Cummings: With drugs, it is an epidemic here, ma'am. Just last year alone, we disbanded fourteen (14) drug trafficking organizations (DTOs).

Councilmember Cowden: Okay.

Mr. Cummings: That tool was related to the types of training that we sent our Vice narcotics people to do whether it be undercover operations or specialized techniques, specialized equipment-type of trainings. Prior to that, I think we might have averaged a couple of DTOs a year. The bad thing is that it is so easy to get drugs on the internet. It is much easier to get drugs nowadays through the internet especially, with the "dark web," so we are trying to get specialized training to try and combat the drug fight on that side of the spectrum.

Councilmember Cowden: The K-9 Unit, I have to say I was really surprised at how we have a mini-big police department. We have a lot of areas, K-9s and all of that. Have you seen that as part of it? Are the K-9s part of the drug interdiction?

Mr. Cummings: Yes, ma'am. We use our K-9s to do interdictions into facilities to try and combat the battle or the war on drugs and they are an integral part. Although there are only two (2) of them, they are an integral part for us.

Councilmember Cowden: Okay.

Mr. Contrades: If I could add to that, statistically last year, twenty-five (25) pounds of methamphetamine, seven (7) pounds of processed marijuana, and one and a half (1½) pounds of black tar heroin, along with numerous opioid pills. As a former Vice Narcotics Officer, back in the day, if you seized one-sixteenth (1/16) of ice or even an ounce of ice, that was a big deal. Today, our officers are seizing kilograms of ice, multi-pounds. The specialization does work and it is providing a needed service to the community.

Councilmember Cowden: With the cameras placed on the officers, has that reduced your number of community complaints of officer bad behavior? Has that helped?

Mr. Contrades: I do not want to give you the exact numbers, I can get that to you. But just off the top of my head, I believe the first couple of years, we saw a reduction. I think this past year was kind of equivalent to what we saw in the past. But what it has done is it has helped us to clear cases faster and more often than not, exonerated the officers from wrongdoing.

Councilmember Cowden: How about your DNA tests? Have those been helpful?

Mr. Contrades: I will defer to the Captain.

Mr. Cummings: Yes, ma'am. It has been helpful. We have a presumptive DNA testing platform and that platform just by itself, saved us thousands of dollars because it is relatively inexpensive to run a presumptive DNA test to get a miniature-type of profile. If we have a source profile, in other words, from the person that we suspect is the suspect, we can compare it and it would give us a better estimate of whether or not we think that this person is the suspect. If it totally does not compare to our presumptive test, then we know that we eliminate that sample because DNA testing is very expensive, so we triage, for lack of a better word, using the presumptive DNA test. It is a minimal cost compared to a full profile, which could be upwards of a couple thousands of dollars.

Councilmember Cowden: There are so many questions I could ask, so I am going to pull it back. What I am really wanting to be bringing and I will be honest, the Police Department is one of the first areas that I wanted to audit. At Assistant Chief Contrades' encouragement to take this class, it has really been productive for me, so thank you for that because I have learned so much. When we have more effective closures, is that helping our morale and how is our morale amongst the staff?

Mr. Contrades: We are about to do a...I cannot think of what the word is. We are going to poll our people shortly. We are working on a set of questions to see what morale is like. I have had to deal with this throughout my career. Morale is good, morale is bad, morale is good, and morale is bad. It just depends on who you talk to. I can tell you from ridealongs I have done this year that I have done with officers when I ask them specific questions—if they are getting their equipment needs met or if there are any safety

issues that we have to address, there is not much that can be said, so I know we are providing them good equipment and trying to keep them safe, but that changes. It depends on what is happening within the organization. You launch a new initiative, some people will like it and some people will not, so depending upon who you speak to, morale may be good or bad.

Councilmember Cowden: Okay.

Mr. Contrades: Part of our goals for this year that we need to complete before June 30<sup>th</sup> is to poll our people to find out what the issues are. I do know in speaking to our new Chief, he is very anxious to get here and wants to sit and talk to everyone within the organization.

Councilmember Cowden: How many separated Divisions do you have? I know there is a lot of cross-training. How many separates groups are there?

Mr. Contrades: There is the Chief's Office, the Administrative & Technical Bureau, Investigative Services Bureau, and Patrol Services Bureau.

Councilmember Cowden: Okay, just like how we have written on our budget schedule. In the class, it was a lot more detailed, for example, with the Crime Scene Specialist. I want to say that I have seen there is a lot that we are getting for the money that we paying for in a way that I would never have recognized without spending thirteen (13) separate sessions with you all.

Mr. Contrades: We are very grateful that you took that opportunity and wanted to learn about our organization, so I am glad that it was helpful.

Councilmember Cowden: It was helpful. Thank you.

Committee Chair Kaneshiro: With that, we are at lunch. We are going to take a one-hour lunch break. We will be back and continue where we left off. We are still on the Chief's Office. One-hour lunch break.

There being no objections, the meeting recessed at 12:31 p.m.

The meeting reconvened at 1:30 p.m., and proceeded as follows:

*(Councilmember Chock was noted as excused.)*

Committee Chair Kaneshiro: Welcome back. We are on the Police Chief's Office. Are there any questions regarding their budget? Councilmember Brun.

Councilmember Brun: Thank you. Mike, do we have twenty-one (21) civilian positions open?

Mr. Contrades: Yes.

Councilmember Brun: Why are we having trouble filling those?

Mr. Contrades: A lot of it has to do with reallocations or changing positions into other positions. We are starting to fill those and then, some of it is also the dispatcher vacancies, so we are continuing to try to fill those as well.

Councilmember Brun: How many sworn officers do we have doing civilian jobs right now?

Mr. Contrades: I am not aware of them. I am trying to think if we have anyone trying to cover, but not specifically in their jobs doing it.

Councilmember Brun: Okay. Thank you.

Committee Chair Kaneshiro: Councilmember Evslin.

Councilmember Evslin: Is there a national standard for number of officers per capita or per national average?

Mr. Contrades: I am not aware of an official national standard or average, but in previous presentations, we did some research and found that overall, the number of police officers that we have per capita is lower than most locations.

Councilmember Evslin: Do we know where we would be at if we happened to fill all the vacancies? Would we still be lower?

Mr. Contrades: We would still be lower, and I am talking about in the sense of allotted positions. Based on the allotted positions that we have, we are lower than a lot of other jurisdictions.

Councilmember Evslin: Do rural environments typically have more per capita because you are trying to cover a larger area?

Mr. Contrades: When you talk about coverage, it kind of depends. It depends upon calls for service, type of area, and the distance. I can tell you from previous research, that in the time that Maui Police Department and the Hawai'i County Police Department have expanded over one hundred (100) something positions, KPD might have been ten (10), so there is a disparity in terms of the number of officers, but it is hard for us to come to the Council and ask for more positions when we are having difficulty filling the ones that we have. So more than likely, when one day it occurs that we do have enough or we do fill the positions, that we would come back and ask for additional positions.

Councilmember Evslin: My last question along those lines, I do not have it in front of me, but I remember the General Plan said something about the size of our force has not expanded since Hurricane 'Iniki or somewhere around there. Is that roughly accurate?

Mr. Contrades: It has expanded a little. As an example, a few years ago, we applied for the Community-Oriented Policing Services Grant through the Department of Justice, so that created six (6) additional positions. The intent was to create an additional beat in the Kawaihau District, and so there has been some expansion. We have also redescribed Public Safety Workers to Police Services Officer positions because there is more flexibility in the officers working within cellblocks and then being able to take them out and put them on the streets when it is necessary. We have done some expansion, but not to the level of the other organizations.

Councilmember Evslin: Alright. Thank you.

Committee Chair Kaneshiro: Councilmember Cowden.

Councilmember Cowden: Just kind of on his point, the School Resource Officers, is that an expansion also? We have an officer in each of the high schools. Is that correct?

Mr. Contrades: That has been in place for quite some time.

Councilmember Cowden: Since 2005 or something.

Mr. Contrades: I know that it started originally as Drug Abuse Resistance Education (DARE) officers, so they taught DARE, and then it became DARE and School Resource Officer (SRO).

Councilmember Cowden: DARE?

Mr. Contrades: Yes, Drug Abuse Resistance Education. I guess you could count that as an expansion back in the early 2000s.

Councilmember Cowden: Yes.

Mr. Contrades: But I do recall way back when, twenty plus (20+) years ago, they had officers in the school. I do not think it was an actual program at the time.

Councilmember Cowden: I remember the year it happened because I was the Chair of the School Community Council for Kapa'a. Do those School Resource Officers have many incidences?

Mr. Contrades: The School Resource Officers unfortunately...

Councilmember Cowden: What is their role in the high school?

Mr. Contrades: Unfortunately, they are extremely busy. They take all criminal matters that occur within the school and deal with thefts. The big issue right now is vaping. We have a lot of our youth vaping and they have needed some assistance from other officers to handle the amount of calls that they are receiving regarding that.

Councilmember Cowden: At the time that we got them and we put up fences, too, both choices were uncomfortable for me. But my recollection is that we had men basically preying on the kids and some relatively young men passing as students, so that is why we put the shirts on the kids. So, it is guys going after younger girls there. Is that considered a non-problem at this point?

Mr. Contrades: I am not aware of any particular problem with that at this time.

Councilmember Cowden: So it probably got covered?

Mr. Contrades: The school has rules, having the School Resource Officer present, I think, is a big deterrent, and I think the school environment has changed greatly since having School Resource Officer present.

Committee Chair Kaneshiro: Do we get any funding from State to have the police officers at the schools?

Mr. Contrades: We have tried and we have gotten them to at least pay for their training. But at some point, we would appreciate if they would pay for their salaries. We have tried that in the past and we have not been able to get there, where they are taking care of the salary. It is a difficult position for us because the School Resource Officers are such a benefit, not just to the school, but to the patrol officers as well. Back in my day, we did not have School Resource Officers and so the beat officer would have to attend to all the calls at the schools as well as the community calls. It is a very beneficial program, but we have not had the success of having the State pay for it, like many other things.

Committee Chair Kaneshiro: Okay. Thank you. Councilmember Kualii.

Councilmember Kualii: When you referred to the vacancies of twenty-five (25) sworn officers and twenty-one (21) civilians, what is the total number breakdown for total positions between officers versus civilians? Do you have a total?

Mr. Contrades: Forty-six (46).

Councilmember Kualii: Not just vacancies, but total positions.

Mr. Contrades: Oh, total authorized positions?

Councilmember Kualii: Yes.

Mr. Contrades: I believe one hundred sixty-two (162) sworn and seventy-three (73) civilian.

Councilmember Kualii: Then, when you were talking about a Public Safety Worker redescribed and reallocated to a Police Officer, is a Public Safety Worker a sworn position?

Mr. Contrades: No.

Councilmember Kualii: So, the position numbers are interchangeable like that?

Mr. Contrades: We can redescribe positions to...

Councilmember Kualii: But then in order to be a sworn officer, you have to go through particular...you have to go through the recruitment?

Mr. Contrades: Yes. What we have been doing is through attrition, when a Public Safety Worker has left, then we have redescribe the position to a Police Officer. The Public Safety Worker position was originally tried as a method for cost-savings utilizing civilian personnel, and that was one of the areas that we have had probably the most overtime issues. Because they get paid less, there was not much interest for the position, and so we looked at it as if we are able to turn those into police officer positions, we would have more flexibility. They do not have the powers to arrest and do not have the power to do certain things, unlike a police officer, who can make arrests and also

issue citations throughout the County. By doing so and by utilizing patrol personnel to outfit cellblocks, we cut back our overtime greatly in that area.

Councilmember Kualii: Okay. I am probably going to ask for a follow-up on it because the thirty-six (36) vacancies versus forty-six (46) vacancies and to follow-up on the changing positions, so it goes both ways. So, it can go from civilian to sworn and also sworn to civilian?

Mr. Contrades: Yes.

Councilmember Kualii: What is an example of a sworn to civilian? You talked about Public Safety to Police Officer, which is civilian to sworn. What is an example of sworn to civilian?

Mr. Contrades: In the past, the Identification Technician, that is the person that would go to crime scenes and take photographs, has been changed to Crime Scene Specialist, which is civilian.

Councilmember Kualii: I saw that one in your narrative. Then, another piece on positions is under "WAGES AND HOURLY PAY" on page 97, there are these "100% FULLY FUNDED FROM ANOTHER SOURCE," so is that other source the State? Is that an annual contract? What is it? What is a "SAFN EXAMINER COORDINATOR" and "SAFN EXAMINER?"

Mr. Contrades: That is our Sexual Assault Nurse Examiner and that is funded through a grant, so that is the reason there is no funding there specifically.

Councilmember Kualii: Is the grant annual and continues year-after-year?

Mr. Contrades: It is annual.

Councilmember Kualii: We keep reapplying, reporting, and we keep getting it. Are there these many positions; one (1) coordinator and five (5) nurses?

Mr. Contrades: Yes.

Councilmember Kualii: The other positions under there, those are positions that we fund. That is your new...is that the Junior Academy?

Mr. Contrades: Police Apprentice.

Councilmember Kualii: What is Police Apprentice?

Mr. Contrades: The Police Apprentice program is meant to grow our own officers. There has been discussion over the years about kids on the island not having the opportunity to become police officers, so the idea is kind of like a "baseball farm league." You have Single-A, Double-A, Triple-A, and Professionals. The Single-A is our Junior Academy. We bring kids in for a week or two (2) and give them an opportunity to learn about the Police Department and then we try to recruit them to become Police Explorers. Once in Explorers, they work with us weekly and monthly learning about the Police Department and once that is done, what we are hoping to do with this program is target an age group where

they cannot be police officers yet because you have to be twenty and a half (20½) years old to apply for the Police Department because of the requirement to carry a gun. This would be an opportunity for them to learn even more about the Department, get paid a wage to work with us and help us do some of the different jobs in the different areas while they are learning, and then also, we would help them with education. The idea is to have and grow a police officer that knows our organization, that is loyal to the Kaua'i Police Department, and that would want to be a Kaua'i police officer here.

Councilmember Kualifi: How would you recruit or find these? There are four (4) positions in your budget, right?

Mr. Contrades: Yes. We will have to put it out; however, what we are hoping is that internally through our programs, and I know of two (2) potential candidates from this summer, that one (1) is very interested. When I spoke with her, she was very excited about the opportunity. We are hoping that she will apply once she graduates and take this opportunity.

Councilmember Kualifi: Very good. Thank you.

Committee Chair Kaneshiro: Councilmember Evslin.

Councilmember Evslin: Is the program new?

Mr. Contrades: Brand-new and about to launch.

Councilmember Evslin: Okay, awesome. I am excited for that.

Mr. Contrades: Thank you.

Committee Chair Kaneshiro: Councilmember Cowden.

Councilmember Cowden: A question relative to sworn officers doing more civilian duties like the Public Safety Officer duties. Sometimes, I see when an officer either is involved in something that is high-impact, they go on an off-duty type of thing, and so do they go to desk job maybe if they are out of action and under investigation? When there is a change, I see that and say that they are not doing...is that a way that they shift back in, too?

Mr. Contrades: Into cellblock?

Councilmember Cowden: Is that the only Public Safety Officer position, cellblock?

Mr. Contrades: Yes, that is what they were created for originally and I believe we have two (2) left.

Councilmember Cowden: Okay. I am just thinking of what I read in the paper, but maybe I might not have that right. Thank you.

Mr. Contrades: Okay.

Committee Chair Kaneshiro: I have a question on buildings. Kaua'i Police Activities Leagues (K-PAL) Training Facility is a new lease item.

Mr. Contrades: Yes.

Committee Chair Kaneshiro: What and where is that for?

Mr. Contrades: Presently, our K-PAL gym in Līhu'e is next to Vidinha Stadium. The condition of it is deteriorating, and so we are trying to quickly look for a location that we can have our activities and to expand our activities. As you know, K-PAL is one of our primary crime-prevention programs and it affects a lot of youth on the island, which we provide programs to. We are looking at Kukui Grove. At this point, we are working towards a lease with them to lease the old Blockbuster, and that would be for the temporary means. Then, we are looking a little longer-term at the site near Pier 1. There is an open space there. The idea is to do this lease until we are able to build a training facility at Police headquarters at which point the K-PAL activities can continue on there, but in the interim, we are trying to find a place right away we could move our activities and expand our activities.

Committee Chair Kaneshiro: So the building right now is just unusable?

Mr. Contrades: It is getting pretty bad. I would be happy to give anyone a tour of it, but we are at the point where we...and it is also really small. In the past, we had wrestling, jiu-jitsu, and different activities in Līhu'e with our programs and that requires more space. So, we would like go back to the level of programs that we had in the past. We just need the space for it and that is what the lease is for.

Committee Chair Kaneshiro: I remember us having a proposal to do a building. I think at first it was to replace that building that was there and then, it was possibly to move it closer to the police station.

Mr. Contrades: We have a large open, I guess, courtyard area you could call it. The idea is to put the training/K-PAL facility there, and so we are currently working on that as well.

Committee Chair Kaneshiro: And that was not with General Fund money, right? You are using the...

Mr. Contrades: I believe it came under the Capital Improvement Projects (CIP) Budget.

Committee Chair Kaneshiro: CIP. I thought at one point it might have originated from the Criminal Asset Forfeiture Fund.

Mr. Contrades: I think originally, there was some money put towards the design on the other building at Vidinha Stadium. I do not think there are funds from that for this new facility that we are trying to design for KPD headquarters.

Committee Chair Kaneshiro: Okay. Councilmember Kualī'i.

Councilmember Kualī'i: For the \$60,000 at \$5,000 a month, how much square feet are we going to get?

Mr. Contrades: I can get you the exact square footage, but just off the top of my head, I thought it was around five thousand (5,000) or so.

Councilmember Kualii: Then, the other one in Waimea. It says "WAIMEA SUBSTATION" with a monthly lease of \$2,000.

Mr. Contrades: Several years ago actually, we moved out of the combined Police/Fire station that is in Waimea. We are leasing, I believe, it is still from Easter Seals. Our station in Waimea is presently a lease and so that is the recurring cost every year. We hope to...

Councilmember Kualii: What is the square feet of that?

Mr. Contrades: I would have to get back to you on this, but it has been sufficient for the work we are doing there. It is much larger than what we used to have at the old Police/Fire station combined. We do want to plan for the future of building an actual Waimea station so that they have more room, but it is a lot better than what we used to have.

Councilmember Kualii: Okay. Thank you.

Committee Chair Kaneshiro: Are there any other questions from the members? Can you explain the "BARRIER ARM INSTALLATION?" I believe you mentioned it last budget.

Mr. Contrades: The "BARRIER ARM INSTALLATION," the Kauai Police Department was originally designed to be an open building. This was pre-9/11, and so it is actually what we would consider a "soft target" and we are just trying to harden it. We want to be able to control traffic coming in and out, and we want to make sure that people who should not be parking in certain areas cannot. Right now, we are regulating it with permitting, but the armed barrier will help to us prevent people from parking in areas that they should not and provide a level of security for our Department.

Committee Chair Kaneshiro: Which areas are you planning on putting the barrier up?

Mr. Contrades: We want to move community parking to the parking lot that is near the Transportation Agency and barricade that area to allow people to park and then the arm would go in the front of the station so that only employees could park there.

Committee Chair Kaneshiro: Okay. Are there any other questions from the members? I have our final item on the Leased Vehicles, page 106. When I was looking at last year's budget, I did not see this item. Is this a first year or second year for this \$200,000, the second-year Fiscal Year 2018?

Mr. Contrades: I believe that is the second year lease. We purchased vehicles last year and now this is the second year of the lease.

Committee Chair Kaneshiro: I did not see it in last year's budget as a first year lease.

Mr. Contrades: I think we utilized unexpended salaries in order to do the original purchase.

Committee Chair Kaneshiro: Okay. Councilmember Brun.

Councilmember Brun: Mike, I was trying to look for it, but I could not find it, towing of vehicles. Do you know where it is in this? I guess it is like seized vehicles that you folks do. You folks just went out for new contract for that, right?

Mr. Contrades: Yes.

Councilmember Brun: I got asked about the contract because someone who used to do it, all of a sudden, something showed up as they did not qualify to do it. He said that the person just did not like him, so he added that in. I was just wondering if the contract was coming up again or where the contract is.

Mr. Contrades: I think it is every three (3) years.

DAURICE ARRUDA, Fiscal Officer I: At least every year.

Mr. Contrades: So at least every year.

Councilmember Brun: He said that he was doing it for nine (9) years and then all of a sudden...

Mr. Contrades: I would have to talk to our staff. I am not aware of the specifics on it.

Councilmember Brun: Do you know where it is?

Committee Chair Kaneshiro: It is going to come up, I believe, in Patrol.

Councilmember Brun: Oh, in Patrol?

Committee Chair Kaneshiro: Where is it in the budget?

Councilmember Brun: Okay, so it is in Patrol then.

Mr. Contrades: It is under Administrative & Technical Bureau.

Councilmember Brun: Okay. Thank you.

Committee Chair Kaneshiro: We will finish this one and we will get to that one right after. Are there any further questions for the Chief's Office? If not, we will move on to Administrative & Technical Bureau. Councilmember Cowden.

Councilmember Cowden: Can you send us a list of who your contractors are for the towing? Is that something that we can have of what we pay?

Mr. Contrades: Yes.

Councilmember Cowden: I would like that.

Committee Chair Kaneshiro: I think we have two (2) different towing items, evidence towing and derelict vehicle towing.

Mr. Contrades: Yes.

Committee Chair Kaneshiro: It might be in Patrol.

Mr. Contrades: One of the things that I would ask that Council understand is that it is difficult to find towing contractors, first off. Second, to find those that are in compliance with safety checks updated and their taxes updated. Then, also, in compliance with taxes. Those are all things that are required in order to work for the Police Department. We have difficulty finding tow contractors that meet the requirements.

Committee Chair Kaneshiro: Are there any other questions? Councilmember Kualii.

Councilmember Kualii: I am not sure if you mentioned something about this already, but line item "R&M COMPUTERS," Page 111. Is this something that is ongoing? Is this something new? The budget is going up from \$60,000 to \$100,000. What is new in this that makes it go up that much? It says, "MAINTENANCE AGREEMENTS."

Committee Chair Kaneshiro: National Crime Information Center (NCIC) went up from \$12,000 to \$50,000.

Mr. Contrades: That is the ability for us to check on wanted individuals. It is going up because we have more users. The officers now have the capability to do the checks on their own off of their mobile data terminal in their vehicles. The State, I guess, prorates based on users throughout the entire State and because we have more users, we have to pay more now. But the benefit to the County is the officer is able to do checks quickly and if they find that someone is wanted or they need information from the system, they can get it at the press of a button. It is extremely helpful.

Councilmember Kualii: Thank you.

Committee Chair Kaneshiro: As far as body cameras, r&m equipment for \$140,000, is that a recurring cost for actual cameras or is that to maintain the system?

Mr. Contrades: We are on our last year of a five-year contract, and it is a recurring cost. Within the cost is the use of evidence.com, which is where we store our video as evidence. Part of the contract includes the Tasers and so we get new equipment at certain points within the contract, and so it is not just the body cameras, but it is evidence storage, which is unlimited at this point. It also includes refresh on new Tasers after so many years.

Committee Chair Kaneshiro: Now that the contract is going to be up this year, are we just going to re-up a new contract, so this is going to be a recurring item around the same amount?

Mr. Contrades: We hope so. If not, if we are not able to negotiate it lower, that is one of the things that we have done over the years, we do not just accept the price that is given, but we try to negotiate the price of the lower.

Committee Chair Kaneshiro: Okay. Are there any other questions from the members? If not, we will move on. We will go through Investigative Services Bureau.  
Councilmember Kualii.

Councilmember Kualii: Under "DUES AND SUBSCRIPTIONS," \$21,000 to \$55,000, which is more than double, what is the significant increase here? Is this the "DIGITAL FORENSIC ANNUAL SOFTWARE & MAINTENANCE?"

BRYSON PONCE, Assistant Chief: Yes.

Councilmember Kualii: So that is something new?

Mr. Ponce: It is something new.

Councilmember Kualii: Then, on the next page, "SPECIAL PROJECTS" is also a big increase from \$36,000 to \$86,000. What changed? Have we expanded?

Mr. Ponce: Yes. Basically, we use this account for very special projects related to our narcotics operations with the increasing drug trafficking organizations that we have been seeing and with influx of illegal narcotics from the dark web. We utilize this for the bike path intervention projects where we have been running a bunch and also, our Līhu'e car break-in and burglary detail. We have seen success in supplementing our patrol operations with covert projects and we see the need to run more to keep it balanced.

Councilmember Kualii: Okay. Thank you.

Councilmember Evslin: I have a follow-up.

Committee Chair Kaneshiro: Councilmember Evslin.

Councilmember Evslin: Could you elaborate a little bit on the bike path intervention?

Mr. Ponce: Sure.

Councilmember Evslin: What is that?

Mr. Ponce: I am sorry. I am Bryson Ponce, Assistant Chief, Investigations, for the record. I am sure you folks get complaints as well as the Chief and the Mayor does, about burglaries, thefts, drug dealing, and sometimes sex assaults in and around the area of the bike path from Keālia all the way to Wailua. When Patrol does their checks, they are in uniform and in the patrol cars. A lot of times, the culprits can see the visibility and hide and continue their operation. We found that by doing covert operations, we have been able to get a better grasp of what has been happening. We want to curb it because we want that path safe for everyone to walk on, to ride their bikes, and to not feel like someone is going to jump out of the bushes. In order to do that, we found that heavy enforcement and a step-up was really needed, and that is what we have been doing.

Councilmember Evslin: Thank you.

Committee Chair Kaneshiro: Councilmember Cowden.

Councilmember Cowden: I have gotten a lot of calls on that about problems on the path. It seems like that is difficult to patrol because you cannot drive down that path. Is there any other kind of little vehicle that we can run up-and-down the path on? Have we thought about that?

Mr. Ponce: We have used everything from bikes, to our quads, to all-terrain vehicles (ATVs), to our officers' Segway, and even on foot.

Councilmember Cowden: Yes.

Mr. Ponce: There is a whole different means to traverse that area.

Councilmember Cowden: Is that one of the regular patrol officers? I know the bike path probably extends into two (2) KPD, right?

Mr. Ponce: Yes.

Councilmember Cowden: But is that one of our regular officers for that or IS that a special officer that would be on a Segway?

Mr. Ponce: We supplement Patrol with our Narcotics Unit and our detectives.

Councilmember Cowden: I see.

Mr. Ponce: And sometimes, our specialist from ATB.

Councilmember Cowden: How often are they out there? I get letters probably twice a week, particularly, the timeshare owners concerned about complaints from their visitors, but also businesses.

Mr. Ponce: How often...

Councilmember Cowden: Is it a regular beat on the path?

Mr. Ponce: How often?

Councilmember Cowden: Well, I would say the suspects are out there kind of all of the time.

Mr. Ponce: Yes.

Councilmember Cowden: But is there a regular beat? I do not know.

Mr. Ponce: We change it up. We try to do it as much as we can and we vary everything so there is no pattern.

Councilmember Cowden: Okay. Thank you.

Committee Chair Kaneshiro: Councilmember Evslin, is this a follow-up?

Councilmember Evslin: No.

Committee Chair Kaneshiro: Councilmember Kualifi.

Councilmember Kualii: On "OTHER TRAINING," it went up from \$6,000 to \$79,000. It looks like in the list of items the biggest item is \$55,000 for "RON SMITH LATENT PRINT EXAMINER TRAINING ACADEMY." Can you describe what that is? How many people are being trained at what price each? Are people going to the training? Is the training coming to us? What is that?

Mr. Ponce: Sure. Currently, right now, our Automated Fingerprint Identification System (AFIS) position, or our fingerprint person is vacant. We are almost at the point of hiring a new person and we have a backup in-house. The Hawai'i Criminal Justice Data Center is doing all of our 10-point analysis and latent examination at a cost to us, so we are looking at instead of piecemealing three-year long training for our new people, to have a four-month comprehensive training to get them online quicker. It is expensive, but it is the top-of-the-line training for latent and fingerprint analysis, and we will be sending them to the mainland for four (4) months.

Councilmember Kualii: Did you say three (3) people?

Mr. Ponce: Two (2) people.

Councilmember Kualii: Two (2) people?

Mr. Ponce: Yes.

Councilmember Kualii: For four (4) months. Did you say that you are sending them to O'ahu?

Mr. Ponce: No, it will be on the East Coast.

Councilmember Kualii: Okay. This line item would include...because for the next line item "2019 ECONOMIC CRIMES INVESTIGATIONS (FLETC)" for \$2,600, it says that it includes tuition, food, lodging, meals, and transportation. But is this \$55,000 the same also in that it includes tuition, food, lodging, meals, and transportation?

Mr. Ponce: Yes.

Councilmember Kualii: And four (4) months means back and forth?

Mr. Ponce: No, they will be up there the whole time.

Councilmember Kualii: Oh, wow. Commitment. Okay. Thank you.

Committee Chair Kaneshiro: Councilmember Evslin.

Councilmember Evslin: That was my main question, but I had one other for public safety. We went from \$38,000 to \$42,000 this year, is that something shifted around to a different category?

Mr. Ponce: So what happened last year is that we had a big chunk of that because we needed to get our equipment for our Hawai'i inter-island bomb squad; our bomb robots and all of the bomb suits for our bomb squad. We have that in this budget. The Department of Homeland Security did the purchase and we funded some, and basically, those moneys were high because of the bomb squad equipment. We wanted to get

us to a point where we get a call of an IED, an ordinance, or some type of terrorist incident, that we can handle the situation in-house, because the only way before was that we had to wait, people had to fly over, and then we would have to post guard.

Councilmember Evslin: Thank you.

Committee Chair Kaneshiro: Are there any other questions? Councilmember Cowden.

Councilmember Cowden: I have one, but I am always forgetting it. I cannot remember.

Committee Chair Kaneshiro: You can always E-mail questions also. Are there any further questions for Investigative Services Bureau? If not, we are going to move on to Patrol. Are there any questions for Patrol? It looks like a pretty flat budget.

Councilmember Kualii: Is that the towing that we were talking about earlier?

Committee Chair Kaneshiro: Yes. Patrol has towing services for abandoned and derelict vehicles. Councilmember Kualii.

Councilmember Kualii: Is this for vehicles on the side of the road or no? The other was for evidence, but is this just hazardous vehicles that are on the side of the road?

PAUL APPLGATE, Captain: Yes, those are the...

Councilmember Kualii: How is it different from the other...what is it, Beautification Fund? Is that where the moneys are coming from?

Committee Chair Kaneshiro: This is General Fund.

Councilmember Kualii: Is this the regular abandoned and derelict vehicles program?

Mr. Applegate: Yes, sir. The other one is for removal of evidence vehicles.

Councilmember Kualii: Right.

Mr. Applegate: And this one is for any abandoned or derelict vehicles that we post and then get towed.

Councilmember Kualii: Then, this budget, the \$60,000 is about the amount we need every year to address the problem?

Mr. Applegate: Yes.

Councilmember Kualii: Okay.

Committee Chair Kaneshiro: Are there any other questions for Patrol? If not, the last one is Criminal Asset Forfeiture Fund. Are there any questions on the Criminal Asset Forfeiture Fund? The only money that they have budgeted is for "TRAINING" and "OTHER SERVICES" on page 304.

Councilmember Cowden: I have one.

Committee Chair Kaneshiro: Councilmember Cowden.

Councilmember Cowden: How much money do you get annually from that and from how many different individuals?

Mr. Contrades: I would not be able to give you specifics because it just depends. It depends upon the type of cases that the officers do, what assets the drug dealers have, what we seize, and what we are allowed to forfeit through the civil forfeiture process. It is hard to give you...we could probably go back and figure out an average, but it just depends. These are moneys that are taken through the forfeiture process for generally those involved in the drug trade of selling illegal narcotics.

Councilmember Cowden: What I have a concern about is that process can create a predatory element. For example, if someone has something nice, I do not know if it is taken without full proof.

Mr. Contrades: There is a burden of proof that we have to meet. I can tell you from my time in there up until now, you do not look at people who have a lot of money and say, "I will put a case on this person so I can get their Mercedes." It is basically you are working a drug investigation and part of your investigation, and it could include other crimes, not just drugs, but that is generally the one that is seen the most. When you do that case, if you can prove that the item, items, or money that they have could only be supplied by their drug trade, then that is when you can put in for forfeiture, but there is a process that you go through, so you do not automatically get it.

Councilmember Cowden: And a conviction is required?

Mr. Contrades: I do not think so. I am not sure.

Councilmember Cowden: I do not think so either. I think that is something that makes me nervous.

Mr. Contrades: If you want, I can at a later date, give you a better explanation and understanding of the entire process. I could ask our Asset Forfeiture Sergeant who does it. I have not done it for quite a while, so I would like him to sit in with our Deputy Prosecuting Attorney that helps us...

Councilmember Cowden: Okay, I would like that.

Mr. Contrades: ...and give you a full view of what the asset forfeiture looks like.

Councilmember Cowden: Perfect. Thank you so much.

Committee Chair Kaneshiro: Are there any other questions on this item? Are we done for today?

Councilmember Evslin: I have one.

Committee Chair Kaneshiro: Councilmember Evslin.

Councilmember Evslin: Acting Chief Contrades, I just want to thank you for your service. This is probably the last time that I think we will see you in this capacity here.

Mr. Contrades: Thank you.

Councilmember Evslin: Thank you for your years of service and especially, during this transition period. Good luck to whatever you have coming up in the future.

Mr. Contrades: Thank you very much. I appreciate that.

Committee Chair Kaneshiro: Councilmember Cowden.

Councilmember Cowden: I want to echo that, too. He was the north shore person for a while and so I have known you for a few decades, at least a couple. I want to thank you and I am sorry that you are going.

Mr. Contrades: Thank you.

Committee Chair Kaneshiro: Anyone else? If not, we can keep you here all day if we are going to miss you that much and miss coming to all of our budget meetings. I do want to thank you for your hard work in answering our questions. I think a lot the time, as long as I have been the Budget & Finance Committee Chair, that Police has done a very good job of explaining variances and explaining what you have been trying to do to reduce overtime. I think you did a very good job on the synopsis. It is really clear. The synopsis answered a lot of the questions I had already, so I did not have many questions. I just wanted to thank you for your hard work on that.

Mr. Contrades: Thank you. All credit goes to our Fiscal Officer, Daurice Arruda, and our staff. We are very fortunate to have her and she has been a driving force in making sure things get done properly. Thank you.

Committee Chair Kaneshiro: Thank you for all of your service, too.

Mr. Contrades: Thank you.

Committee Chair Kaneshiro: We appreciate it. At this time, I would like to recess the Departmental Budget Reviews. We will reconvene at 9:00 a.m. on Monday, April 8<sup>th</sup> where we will have discussion on Revenues, Real Property Taxes, Charges and Fees, as well as hear from the Office of Economic Development.

There being no objections, the meeting recessed at 2:12 p.m.