

## Department of Fire

Honorable Mason K. Chock (*present at 9:03 a.m*)  
Honorable Gary L. Hooser  
Honorable KipuKai Kualii  
Honorable Mel Rapozo  
Honorable JoAnn A. Yukimura  
Honorable Arryl Kaneshiro

Excused: Honorable Ross Kagawa

The Committee reconvened on April 7, 2015 at 9:00 a.m., and proceeded as follows:

Committee Chair Kaneshiro: Good morning, I would like to call back to order the Budget and Finance Committee and the Fiscal Year 2015-2016 Departmental Budget Reviews. On the schedule today, we will be hearing from the Fire Department and the Police Department. Please note that Council Vice Chair Kagawa is excused for today. As we do each morning, we will take public testimony. Anyone in the audience wishing to testify? Chief, you have to give up your seat.

ROBERT F. WESTERMAN, Fire Chief: That is alright.

Committee Chair Kaneshiro: I will suspend the rules, and give you three minutes. Please state your name.

There being no objections, the rules were suspended.

BRUCE HART: For the record my name is Bruce Hart. I took a look at this list when it first came out of all the different departments that were going to come up and everything and I only have like everybody a certain amount of time and so I had to choose between the different departments but I just wanted to say that could we really do without the Fire Department or the Police Department? I do not think so. I know that it is a tough year and there has got to be budget cuts everywhere but I have had personal experience with both the Fire Department and Kaua'i Police Department and they do an exemplary job. They were very friendly to me and so I just like to say that I am sure they have some good cost cutting measures in mind to present to you and I know that you will do your best. I just wanted to say that I am in support of both departments. Thank you.

Committee Chair Kaneshiro: Seeing no one else in the audience, Chief Westerman. We will start with the short presentation. We will ask any questions on the presentation, but remember we are going to go through each department, so if the question is better answered in the department, then we will leave it for the department. So all you, Chief.

Chief Westerman: For the record Robert Westerman, Fire Chief. Good morning, thank you again for sitting through these grueling couple weeks as we go through the budget for the County of Kaua'i and we are here today to present the Fire Department budget. You have received the presentation. We tried to keep it as short and

simple as possible and so what I have done is I have created a MacroView PowerPoint just to talk about some of the macro and then we will get into the individual budget areas. So what happened in 2014? Well our total calls for 2014 was 5,794. 101 of those were fires, 76 were brush, 4,375 or 75% were (Emergency Medical Services) EMS calls, 1,242 other calls and those are good intent calls that get cancelled on. Helping people open up their car doors, kids locked in cars, those kind of things. Our Air 1 calls, we had 82 times that we used Air 1. 78 times for rescue and 4 for fires. We had six drowning and we will talk about each one of these as we go through the presentation. Rescues, we kind of put that in a little category by itself because we had rescues in a lot of different fashions but we also wanted to note how much of our rescues were done on jet skis out of ocean safety. We had 70 recorded incidents of that and that is 33% of that total rescue calls so that is pretty significant. Then our prevention education encounter was 15,000. That is with our education trailer in the schools, in the public, at the fairs, and that kinds of stuff. The two things that are key on there are what are the total calls by year and a percent increase. As you can see and we show this slide every year as we have gone through the continued increase of calls over the year, and one of the things we correlate that too is if you took a look at the economy sort to speak, and tourism being our number one driver, that like kind of follows what happen through time with the tourism. Than you can see the increase per year and the increase over all. The slide on the bottom right is kind of response by type. 72% of our responses were EMS, 3% with fire, 4% with rescue, 20% with other, 1% using Air 1. Now what has happened here to date and if you look at the same numbers compare them if you multiply each of the numbers on the right by 4 because that is like the first three months of the calendar year that we are accounting for. We are on task to do the same if not more in every single category. Kind of a significance that we will talk about later is the two slides in there is the brush fires. If you remember, we had the same problem about 4 or 5 years ago when we had someone running around setting fires all over the place, and so we will talk about the here in a minute, but we tribute the increase of brush fires to that and we are being proactive in doing things and we will talk about that in the presentation when we get to prevention. We are still trying to keep up our prevention education encounters. We are up to 10,000 already this year and again we will talk about that but it is a struggle with the staffing levels that we are ending up with this year.

A couple things we are proud of, of course, 11 times State championship for the Junior Life Guard program, second place in the National championship, and 45 individual medals amazing. That is against 5,000 of the toughest kids in the United States that attended that event and they did a tremendous job. Kalani and his group are commended for the work that they did.

Then of course we were actually the 2014 (Staffing for Adequate Fire & Emergency Response) SAFER award winners, I mean, in 2014 for the 2<sup>nd</sup> time we got the SAFER award for 6 firefighters. We are kind of proud of that. It worked firefighters bond worked hard at getting that written up so that we could get those new firefighter on board and that resulted in our 25<sup>th</sup> recruit class which was the 1<sup>st</sup> class that finished the National Registry Emergency Medical Technician Course, which we are providing to all the firefighters now a little by little, and it will be a basic of our EMT (Emergency Medical Technician) class and our recruit class. This actually the 1<sup>st</sup> class to finish with the Pro Board certification and I say that is pending they are not done with the end of the year they have a final exam, and

we are still working with the State on how to issue the certificates because the State usually runs the Pro Board. It is not run by the department. But we use their program and their standards to get firefighters trained. We are pushing forward in the department as one of our goals to be the standard to have certifications for all the firefighter positions from the firefighter recruit all the way to the Fire Chief. Again the IAF International Association of Fire Chief Ben Franklin award is service, as you remembered, I walked out of here on the budget meeting last year, we were going to receive this award, and again the significance of this is besides all the great work and the heroism that was done in this job, we are the only second fire department in the United States to receive this award twice.

So I got two slides, I am going to click forward and click back. There are two different time frames. This one is February 16<sup>th</sup>, and March 31<sup>st</sup> of this year so this is kind of the most recent update of all the fires, brush fires, and then this one starts on December 1<sup>st</sup> and so what was significant was that number that we had on the previous slide which was 63, so we have had 63 brush fires since December 1<sup>st</sup>. So that is pretty significant. We are working with KPD (Kaua'i Police Department) and their investigative services to try and see if we can come up with any kind of patterns or any kind of suspects. Now they are not arson fires so do not get me wrong. I am not saying we have got an arsonist out there setting 63 fires in the last 3 months.

Councilmember Yukimura: 36, right?

Chief Westerman: I am sorry, 36, but if you add the two together, there are 28 on this slide and there is 36 on this slide.

Councilmember Yukimura: And its additive?

Chief Westerman: Yes. This is to February 16<sup>th</sup> and this is from February 16<sup>th</sup> to March 31<sup>st</sup>.

Councilmember Yukimura: Okay.

Chief Westerman: I apologize. We could not get these...my IT (Information Technology) guy was not available at the last minute to combine these slides. I apologize it is confusing, yes. Ok, so that is kind of the overview so I would like to just go into budget, or if you have questions on the slides.

Committee Chair Kaneshiro: Any questions on the slides?

Council Chair Rapozo: What is the Pro Board certification?

Chief Westerman: It is a professional certification it is an organization that establishes the certification standards for firefighters and each State is allowed one Pro Board Certification Office and that Office in Hawai'i is run by the State Fire Airport Chief Martinez Jacobs.

Council Chair Rapozo: Thank you.

Committee Chair Kaneshiro: Councilmember Hooser.

Councilmember Hooser: If you could click back to one of the 1<sup>st</sup> slides showing number of calls. My question is if you look at that slide what seems to jump out at me overwhelmingly is the number of EMS calls. That 75%, so 75% of calls you get is not fire or rescue, but they are EMS basically.

Chief Westerman: Yes.

Councilmember Hooser: And so that really jumps at me and one question I get often in the community is why do you need those big trucks driving up Kuamo'o Road with the with the small trucks if you going to somebody's house you know that kind. I am sure you get the question also and does not that take that out of away from the station so if there is a fire that kind of thing but the bigger question is a policy question about the EMS calls. It seem like there should be from a layman's perspective, you know when let us say you expending the fire, it almost seems like we should be expending the EMS more because it seems like it that is lion's share of what you guys are doing. If you could speak to that for a moment just let us know.

Chief Westerman: I could not agree more Councilmember Hooser. It is call fire-based EMS. We are not ready to step into that today, but we are trying to position ourselves to be able to do that in the future. You are right, it seems kind of odd when we run the big fire truck to a house to do a medical call, but the fire truck still have medical gear, and firemen on it, and its there routinely ahead of the ambulance service. In the quantity of quantum of care there is what they call a golden hour and when we get the dispatch call, we do not know if it is really a broken ankle or someone has actually a senior has fallen and broken a hip and they might be bleeding internally, so we respond with everything we have that we can get there as soon as we can. When the ambulance comes, we turn the service over to them, and they do the transport. That is kind of the way majority of the fire service has been for almost two hundred years. Of recent fire-based EMS has been coming on board just like you said, because everybody is recognizing the fact that we are doing all of this and we are providing all that EMS service and we are not receiving any benefits for providing any service, so that is where fire-based EMS is. We are just now starting doing the basic level emergency medical technician training, and that training that they are getting is not a State level certification, but there is a juncture from that level to the State level that is quick, if you get my meaning, so we are providing this, and we are providing a higher quality of care to our community as we arrive. We are not trying to grow the Fire Department, other than we built our first station in 63 years. I mean the island has grown more than that in the last 63 years so we have added one Fire Station.

Do I agree that we have to change our motto so that we can still provide our basic level of service which is fire, which is what we are in charge to do, and the problem with ...If I might digress, the problem with not taking the big truck is if the crew is not there and they need to go to a fire call than they need to go back to the fire truck. So they need to by with their equipment at all times. And you are right, the smallest response time of what

we have takes up the biggest part of the budget because that is what it takes to do the operation safely and efficiently.

Councilmember Hooser: Okay.

Chief Westerman: I agree with you and I thank you for proposing the question but I agree with you and I think we should move in that direction it is just going to take time.

Committee Chair Kaneshiro: Follow-up question, Councilmember Yukimura.

Councilmember Yukimura: Yes, Chief, thanks for being here. The reason you said the trucks have to go is it has firefighters on it, and if they are called to a real fire, they have to go with their truck.

Chief Westerman: Right.

Councilmember Yukimura: The other reason was because you get there before paramedics usually?

Chief Westerman: Most generally because we have more fire stations around the island then they have ambulances.

Councilmember Yukimura: So could there not be a lot more discernment in the dispatch calls and how they are how the determination is made what is needed to respond to the call.

Chief Westerman: There could be some of that and they do, do that, I forget the name of the program but they go through a scenario of questions to determine the level of care but in Hawai'i and on Kaua'i, we do not have and let me try to explain some terms, BLS (Bureau of labor Statistics) which is basic level of care and an ALS, which is an advanced level of care. We have only advanced level of care. So we do not dispatch to a lower level of care. We dispatch the highest level of care. It is just not economical to have that many more you would have to have double the ambulances, and then the dispatch would say oh we only need a BLS unit and then they can wait 25-30 minutes so we do not dispatch our department. That is not appropriate because at some point in time somebody is going to call and say, I have this, and the dispatcher goes through the process and the dispatcher determines it is only a lower level of care and by the time they get there the person has had the heart attack or the stroke just got really bad and they cannot get any additional care until advanced care show up. That is the other reason. Even though you think you can talk them through it on the phone.

Councilmember Yukimura: No, no, no, I am not thinking of you talking them through on the phone but there has to be some better way to do a response especially and maybe there needs to be more coordination between the ambulance service and the firefighting service, and I am just talking off the top off the top of my head, but I think the management of resources is really important when budget is so tight and so what if you

know if the firefighters have to go without their truck, then could the next station that is standing by not be the one that responds to the fire that subsequently called and then our people get because by then the ambulance service is there so our firefighters can go back and respond. Can there not be this kind of coordination that would allow us to more appropriately and cost effectively respond to true EMS? To EMS calls?

Chief Westerman: I understand what you are getting at and it is difficult. I should have a video.

Councilmember Yukimura: Yes.

Chief Westerman: The response to a fire actually needs to be probably 10 times faster than response to a medical call.

Councilmember Yukimura: Sure.

Chief Westerman: If we go on that assumption that we are going to leave the fire truck behind and let another district fire engine come in we are talking 5, 10, 15 minutes of burn time before that second engine can get into the district.

Councilmember Yukimura: Okay.

Chief Westerman: Where if that engine is in the district and they can leave one person behind waiting on the ambulance and providing the basic level of care if that is what is needed, and then respond to the fire from in their district they can get there sooner. If we are not on scene within about 5 minutes the house in at a point where it is going to flash over and all is lost.

Councilmember Yukimura: Okay. So what if you have a rescue crew in Līhu'e that is separate from the fire response group.

Chief Westerman: They respond with almost every fire.

Councilmember Yukimura: Both? Your regular crew and your rescue crew go to the fire?

Chief Westerman: Every fire the rescue company response to regardless of what district because it takes an air unit to provide additional support.

Councilmember Yukimura: But I mean for most of the time you do not have a fire so what if your rescue crew was trained to do the emergency medical?

Chief Westerman: They are.

Councilmember Yukimura: Okay so they would be the ones to respond to the emergency medical without a fire truck but the fire crew is still back with the fire truck.

Chief Westerman: Well than you are trying to take the rescue crew in Līhu‘e responding to a medical call at the end of the road in Hā‘ena and it does not make any sense.

Councilmember Yukimura: No, no, no, I am just saying...what about if you just try this new model in Līhu‘e where you have more, because I mean you know the new model may have a really fast crew that goes out for rescues without a fire truck and what if you pilot that model in Līhu‘e where you have more people?

Chief Westerman: Thank you very much for presenting that because that is exactly what we are going to do but we are not going to do it in Līhu‘e. We are going to do it in Hanalei. So when I leave here I am going to a course in National Fire Academy about managing EMS in the fire service. And on my return, I will be stopping at Valley Fire Rescue where they have a program model pilot model that you are talking about just like that, and to review that program and to see if we can bring that back and pilot that in Hanalei. Hanalei has the problem with the largest response time because it is such a big district and it is so far away and when that ambulance actually treats a patient and then now has to go all the way to Līhu‘e to drop off their patient then come all the way back you are talking about the ambulance being out of service for about 3 hours. So when it is out of service, the ambulance from Kapa‘a now has to respond all the way to Hanalei which again extends the time for them to get there, so if we did not respond even if all we had was engines and we did not respond with our engine than we would be responding at all. So what you are talking about is what we are going to model in Hanalei and see how that works just that what you are saying so that we would have an ambulance a non-transport ambulance in Hanalei to provide ambulance service in support of AMR (American Medical Response). So when they are out of district than if we needed a transport then we would have an ambulance to transport.

Councilmember Yukimura: So you are thinking...

Committee Chair Kaneshiro: Councilmember Yukimura, I think this is more a logistical question in operations. I would like to try and move on a little faster. I do not know if we will be able to solve this issue here at Council, but we can definitely send in a request to have Chief come back with a plan at another time. But I would like to move on a little bit.

Councilmember Yukimura: You know I think it goes to the structure of the Fire Department and how it is going to operate well within a framework of a limited budget. I do not think we are trying to solve the problem but we are trying to understand what direction the Fire Department is going into and if I can just finish in a few minutes, we can go on.

Councilmember Hooser: If I can speak, I was not able to finish actually when I first started asking the questions.

Committee Chair Kaneshiro: Yes, I was trying to get back to you.

Councilmember Hooser: I kind of lost my train of thought but at some point I would like to also ...

Council Chair Rapozo: I will wait.

Committee Chair Kaneshiro: There is a follow-up question from Councilmember Kualii and then Councilmember Hooser wanted to complete his questioning.

Councilmember Yukimura: Okay. Well you see I think it is an issue of great interest and of great importance and I feel like this is sometimes where the discussion happens in budget but I will try to keep it short. So I am glad that you know there is this kind of resourceful creative thinking going on and is your intention to have a proposal before us that is going to require additional funding or is it something that you are planning to do within the realm of existing resources.

Chief Westerman: I cannot answer that question. Not until I sit down and really consolidate a plan on how we make this model work.

Councilmember Yukimura: But you are doing a due diligence right now to learn about different models that exist in the United States.

Chief Westerman: Yes, because I agree as Councilmember Hooser pointed out, the bulk of our work is EMS work so how do we now change our model to help facilitate that without increasing cost.

Councilmember Yukimura: Yes, and it is really hard to imagine that the most cost effective way to handle the medical cost is to bring our big fire trucks there every time.

Committee Chair Kaneshiro: Councilmember Hooser.

Councilmember Hooser: Yes, Chief, thank you. I think it is important discussion to have. I agree that it is budget implications but also just general operating implications and what I was going to say was that I would like schedule a time in the future committee item where you could come and answer these question and discuss in greater detail maybe after you have further explored it what the plans might be. That would be an appropriate time to do that. I wanted also say that my intent for asking the question was not to attempt to micromanage your department, and not to suggest that I do not want you to send those big trucks. I have been in the situation when many of us have when loved ones called and I am thankful to get every truck and ambulance in town there as quickly as possible and so I think many of us are very thankful for the service that you do. In moving forward, we just want to look at a way of doing it as efficiently as possible, but not diminish at any level, in my opinion, the level of service that people are getting at this point. I will be sending over something...or we can communicate later in terms of doing a proper presentation on the plans for the future.

Chief Westerman: I would be happy to.

Councilmember Hooser: Okay thank you.

Committee Chair Kaneshiro: Follow-up question, Councilmember Kualii.

Councilmember Kualii: My questions are pretty simple and quick...it is having to do with the slide. For me, I think it would have been more useful to see the EMS calls 4,375 broken down so you...if someone had a heart attack and you actually had to save their life, to me, that is a rescue. Are they all like that? I do not know. If there it does breakdown having a breakdown would be helpful and I think the next line would be maybe someplace we could work to reduce more or having dealt with some other way, because when you said non-emergency, one of your examples were kids locked in cars. I am wondering if the best responder to that is the fire or is that the police or is it a locksmith. I do not think and I am not a parent, but if I was a parent, I would try to deal with it myself before I call the Fire Department, that would be the last resort. I do not know what is more cost efficient. Maybe it is free if I call the fire, but I am still paying for it in other ways taxes or what have you and it is probably really expensive for a whole fire truck to go somewhere or to get a cat out of the tree, or any of those silly examples too, but I think having that broken down will give you a better sense and maybe in the committee meeting you can do that. The other thing is if in the middle of those two columns, there was a column that had the number of people served, that would be interesting too, so if you go out on a call because one person had a heart attack, that is the one person served and if you go on an air rescue 78 times, how many people are you actually serving? The last piece is on the rescues and I am assuming that line rescues are water rescues because there are jet skis right under it.

Chief Westerman: Yes.

Councilmember Kualii: And so the different between a regular water rescue and a jetski water rescue is they are further out so you have to use the jet skis to get to them?

Chief Westerman: Sometimes it is how far away it is where there is no guarded beach close so we get there through jet skis.

Councilmember Kualii: Thank you.

Committee Chair Kaneshiro: Councilmember Chock.

Councilmember Chock: Chief, you know for the National Registered Emergency Medical Technicians that the six recruits got, are they eligible for State certification through this program?

Chief Westerman: No.

Councilmember Chock: So that is another track that they got to go to.

Chief Westerman: Well the State is kind of in a quagmire right now. They are actually having to re-establish their levels of care because the National standard is changing and the State of Hawai'i has always kind of been at a higher, so they are now negotiating with the National on what the level of care should be, but this program will get us there we will look and what we are understanding is maybe an 80 hour addendum to this course to get us to the State level.

Councilmember Chock: Okay. How many of our firefighters are National or State certified?

Chief Westerman: 28.

Councilmember Chock: We got a good percentage then. So in terms of the possibility of looking into the future and seeing how the fire in the U.S. responds. There is a good variety set up in terms of moving in that direction and could take up a more active role in it.

Chief Westerman: Yes.

Councilmember Chock: Okay and moving forward with the next recruit classes are we looking at State certification or National EMT or is that going to be something...

Chief Westerman: Well that will depend on where the state is on adopting the new system.

Councilmember Chock: Okay.

Chief Westerman: It might require we might be able to provide that training or we might have to provide still provide the additional training when we move into the state system.

Councilmember Chock: But these are all paid for by grant funding though?

Chief Westerman: Not all of them. Right now we are doing that within budget and actually of significance is the fact that with this class that we are teaching right now, we actually reduce the cost significantly because one of our staff firefighters is also an EMT and he has been an EMT for some time. A State registered EMT and he has also worked with Kapi'olani Community College so he is on our dime helping teach the class so it is helping us save some of the cost because we have to hire the State certifier from Kapi'olani Community College, the instructor so we save some money by having our instructors and their help. It is fledging program and that is starting, and we hope to improve those by reducing cost in the future.

Councilmember Chock: Thank you. I look forward to that discussion in detail and whatever we can do to help support positioning the Department. Thank you.

Committee Chair Chock: Council Chair Rapozo.

Councilmember Rapozo: Thank you, Chief, for being here. What would you say the ballpark percentage times that the Fire gets there before the medics, because it is relatively high, I would think.

Chief Westerman: Yes, it is relatively high. Seventy percent (70%).

Councilmember Rapozo: I think it is inevitable that one day Kaua'i will see a fire-based EMS where we are one. I know there have been some resistance from AMR in the past, but I think when you look at the numbers, the numbers do not lie. What is your best estimate in time that it would take for us to get there?

Chief Westerman: I would say six (6) years.

Councilmember Rapozo: Six (6) years. Okay. I know that when we get into the budget we, will talk more about the specifics, but I will just say that I think if you work in dispatch you will understand that it is real difficult. When the call comes in, you get a frantic parent, and KipuKai said he is not a parent but if he was a parent...if my kid locked himself in a car and was a baby, I would not be calling 911, I would be calling a window auto shop to buy a new window because I would break the window. I understand 911 is common and that is what you do when you need help, but not long ago we were on O'ahu with my daughter and she had an episode, passed out, fainted, or whatever it was. I still cannot figure out what it was but we called 911 and the Fire Department got there, we were in a hotel, the Fire Department got there inside of ten (10) minutes. I am thinking six (6) or seven (7) minutes they were there and a lot of them came up and I heard...and the ambulance did not come for probably twenty (20) minutes. I do not know if what we would have done if the Fire did not come early. I sense and appreciate the concerns but I think what we are doing is the right way to do it. I think the public, when they are in the crisis and they have an issue whether it is an accident, stroke...most times people do not know what is happening unless it is an accident. If it is a sick illness or somebody they find unconscious and they just do not know and I have seen your personnel firsthand, personally, and you folks provide a valuable service so I would like to see us move towards that fire base EMS. I think the pilot project in the North Shore would be a good at least an introduction for us to see if it works or not. So I am looking forward to having that discussion at some point. Thank you.

Committee Chair Kaneshiro: Councilmember Yukimura.

Councilmember Yukimura: Chief, when you are talking about a firebased EMS does that mean that the Fire Department would be responsible for all EMS services or that we are going to have both the county-level fire -based EMS and the state EMS Services together?

Chief Westerman: Yes and no. Fire-based EMS, the fire department will be the primary responder and transporter of EMS services. They do not

provide non-emergent services so a private provider will still be required to provide non-emergent services and what that includes is transport between hospitals, transport from care homes to hospital, transport from homes to clinics, that is still done by the private sector and that is the model that is done everywhere. It is what done in Big Island, Honolulu, pretty much every model that fire-based EMS.

Councilmember Yukimura: How much does it cost to provide the other state service?

Chief Westerman: I do not know. I have not even got into that. But our service would be provided through the State. The cost of our service would be divided by the State with a contract with the state. The State pays for emergency medical services and again it would take me hours to define everything that would happen it should be part of another conversation I think.

Councilmember Yukimura: Right. Okay, thank you. Coming to your slide about your calls.

Chief Westerman: About which one, I am sorry.

Councilmember Yukimura: You have not numbered your slides.

Chief Westerman: I am sorry, I apologize. There were only 8 so...

Councilmember Yukimura: But anyway. What happened in 2014? Your other calls were those responses we actually go out as well?

Chief Westerman: Yes. They could be hazmat calls, or could be severe weather calls or helping somebody with window vents or flooding vents.

Councilmember Yukimura: I am going to just follow-up with a request to classify those calls I just want to know...

Chief Westerman: I can provide that to you. There is 13 different categories that we track, there is over 300 different qualifiers, so to keep the slide from being overly large.

Councilmember Yukimura: Of course. Then the rescues 215 in 2014 that is the number of incidents not people, right?

Chief Westerman: Yes.

Councilmember Yukimura: Because like in that heroic rescue in Hanakāpī'ai that you folks were nationally recognized for, thank you and congratulation again, that was like 121 hikers. O those rescues that you have listed, how many were helicopter rescues?

Chief Westerman: On which ones?

Councilmember Yukimura: The 215.

Chief Westerman: That is Air 1 calls, above 82.

Councilmember Yukimura: So the 215 do not include the helicopters. Okay. 2015 where you have the brush fires, your statistics again.

Chief Westerman: Okay.

Councilmember Yukimura: As I mentioned I do not know if it was your most recent fire. Have you had one since the one that was close to the Hyatt last week?

Chief Westerman: Yes.

Councilmember Yukimura: I mean I was close by and I was personally very thankful that the fire department existed and fighting that fire so valiantly. So thank you for that. Can you give us a cost per fire? What is the average cost per fire for the response?

Chief Westerman: I could not give it to you today but I imagine I can give it to you sometime in the future.

Councilmember Yukimura: And then in prevention education your encounters, you know, even though emergency medical are the most call your prevention education is in fire.

Chief Westerman: Try again.

Councilmember Yukimura: Even though it looks like your services are evolving more toward emergency medical, all your prevention efforts are fire prevention, which is not bad. I am just taking note, right, or do you do other prevention education.

DARRYL DATE, Fire Prevention Captain : All those encounters that is the number of people we have made conversation with. We bring them through the fire safety trailer teaching them fire safety in the home. We also incorporate water safety. We have brochures from the Ocean Safety Bureau regarding ocean safety. We also talk about fall prevention, and we also have been bring out a CPR (Cardio Pulmonary Resuscitation) mannequin and quickly demonstration procedures on how to do CPR.

Councilmember Yukimura: That is excellent. So in your water safety prevention, do you talk about not diving head first?

Mr. Date: Yes, we go over the main one is rip currents on what to do if they do get stuck in rip currents.

Councilmember Yukimura: That is valuable information.

Mr. Date: And we have been teaching that to all the elementary school children that have been coming through and at the community events that we bring the trailer to.

Councilmember Yukimura: So are you in touch with the Department of Health in terms of accident prevention and what the most common and damaging accidents are?

Mr. Date: In regards to?

Councilmember Yukimura: I am just recalling a report that talks you know Department of Health is responsible for overall health and safety and...

Committee Chair Kaneshiro: Councilmember Yukimura, I think that Daryl will be here for fire prevention?

Mr. Date: Yes.

Councilmember Yukimura: We can wait for fire prevention.

Committee Chair Kaneshiro: I would like to try to get to the divisions.

Chief Westerman: I think we can answer those questions more fully as we go through each bureau cause you are right I mean cause on of the things about that program is it is not just fire prevention we also have the American Red Cross every time we can to get them to (inaudible) and we have the ocean safety group for this when we come. Each one can kind of answer those questions.

Committee Chair Kaneshiro: If there is no further questions on the...

Councilmember Yukimura: I have questions that follow-up on Councilmember Chock's question on training.

Committee Chair Kaneshiro: Okay.

Councilmember Yukimura: May I? So I too do not understand Pro Board certification and you said that is the standard at the State level?

Chief Westerman: National level.

Councilmember Yukimura: So it is a National standard for firefighters?

Chief Westerman: Yes.

Councilmember Yukimura: In skills and background?

Chief Westerman: Yes.

Councilmember Yukimura: So we have a goal I mean I recall there a similar I guess certification process for teachers in the DOE (Department of Education) system so that is a standard that we are striving for in terms of the greater percentage of firefighters trained with this certification indicates a higher capacity of capability.

Chief Westerman: Yes.

Councilmember Yukimura: Okay and I am sorry I do not remember, is that part of your goals and objectives?

Chief Westerman: I do not know if it is in this presentation but it is part of our goals and objectives in the department to establish and we determine Pro Board was the one we were going to use because there are two. Nurse National Fire Service Accreditation Council and Pro Board and our goal is to have the program completely absorbed into the department and every firefighter all the way to Fire Chief, would be certified. An example is I actually hold almost every single certificate that there is as certification only because of my prior service and using those programs. And we are slowly again getting individuals certified because you have to be as an instructor and certified at a certain level in order to certify a lower level so that is where we kind of are in the process right now.

Councilmember Yukimura: Well that is very admirable to have that kind of commitment to high level training and you said there is 28 now out of how many firefighters.

Chief Westerman: 136 on the line.

Councilmember Yukimura: 28, okay, so that is a pretty substantial percentage?

Chief Westerman: Yes.

Councilmember Yukimura: And the significance of the National registered emergency medical technicians that is also part of your move toward higher EMS capacity?

Chief Westerman: Yes.

Councilmember Yukimura: And the recruit class is the first one to actually have that kind of training and be certified in it at the end of the class' education?

Chief Westerman: Yes. We have other EMTs but they were not trained in that class. They actually work for AMR that also work for us or got their certification from PMRF (Pacific Missile Range Facility).

Councilmember Yukimura: Right. This is the first time it has been incorporated into your training.

Chief Westerman: Yes.

Councilmember Yukimura: Okay, thank you.

Chief Westerman: And I guess if I can get my copy back of what was handed out. To answer Councilmember Kualii's question, I have some information on, and I agree with you I mean that is a number of Air 1 calls, rescues 78. We know one particular incident had 60, so that is the number of calls, not the number of people, because not every call is one person. I would say the majority are, one person, but and not in all cases. The same with EMS, if I might address that real quick, the majority of our EMS call are serving one person but that is not always the case especially an automobile accident might have two or three but most residents call are one person.

Committee Chair Kaneshiro: Follow-up question, Councilmember Chock.

Councilmember Chock: Thank you, so we are talking about Air 1 calls, 82, and the rescues 215, and you said that was all ocean or does that include dispatching Air 1.

Chief Westerman: That is dispatching Air 1 too.

Councilmember Chock: How much of that? All of that 215 is all Air 1 as well?

Chief Westerman: No.

Councilmember Chock: Okay.

Chief Westerman: About 82 of them are Air 1.

Councilmember Chock: 82 okay, thank you.

Committee Chair Kaneshiro: Councilmember Yukimura.

Councilmember Yukimura: I was not clear, you do not dispatch a helicopter every time there is a fire or do you?

Chief Westerman: Not immediately, no.

Councilmember Yukimura: Only if it is needed for sure brush fires seem to be logical.

Chief Westerman: Yes, that is one of the first things that the battalion Chief ask the responding Captain is, "Let me know as soon as you can if you need a helicopter," and we usually put the crew on standby but they do not go anywhere they just sit there and wait until we decide whether or not there are going to go fly the helicopter.

Committee Chair Kaneshiro: You have more questions on the spreadsheet? I rather not go through the details on the helicopter rescues, I would rather stick to budget.

Councilmember Yukimura: I have some questions about how much a helicopter rescue costs and also whether or not, I mean this is from pass budgets. I am very thankful that there is a designation of resident or visitor because when we go before the legislature to ask for TAT (transient accommodation tax) moneys which is a big issues, so I believe these are relevant budget questions.

Committee Chair Kaneshiro: They are but I rather bring it into a budget discussion.

Chief Westerman: Yes, when we talk about the department administration, we can talk about that. That is where operations is.

Committee Chair Kaneshiro: Because helicopter is in that budget so I rather keep the discussion in that division.

Councilmember Yukimura: Alright, if that is where the helicopter discussion is, we had some questions about helicopters rescues, so I thought it was okay to ask but I can wait.

Committee Chair Kaneshiro: I really want to start getting into the divisions already. If there is no more pressing questions on the spreadsheet, I would like to move on to the individual divisions. Chief, did you want to give us an overview? We are going through this one at a time and if you want to give a quick overview about it and then we will ask questions after that.

Chief Westerman: Yes, just a quick over view of the whole budget. I mean we could do 50, 60 pages on every line item in the budget and we chose not to. We chose to give you the opportunity to ask as much questions as you want about every division. I intentionally did not put the mission statement for every bureau in there. I only have our department mission statement and as you can see it is lined up with some of our successes, and then we first start off with the department administration which includes operations and so we can start there if you want and then I can bring them up.

Committee Chair Kaneshiro: Also if you can just direct us where would the best conversation be for the helicopter if it is in administration. I know there is a helicopter line item in every division, but if the discussion should be now rather than later than...

Chief Westerman: I think that would be appropriate as soon as we get through this part of the session then we can allow open questions. Under the department and administrations and operations section, again, we are very brief on what we have there. We listed some of the successes for the department which really covers all the bureaus but things like the strategic planning if you remember you funded that for two years, and we are on phase two right now and we still are on target to be done by June 15<sup>th</sup>.

We will actually have a one of our four schedules strategic planning working group meetings tomorrow with our consultant and that is on track. One of the things that the Ocean Safety Bureau did was complete a supervisory training for ocean safety supervisors. It is one of the first ones that we have done. We realize that we were really struggling in providing some good supervisory skills trainings to the different bureaus. Where in the fire operations side, we get that from the National Fire Academy pretty frequently here, and so we are adding them to that venue but we provided with our reallocation to the new WSO IVS (Water Safety Officer) and the WSO IIIs in the bureau. We added that training and great help from all of the County HR (Human Resources) came in and did some great training on ethics and workplace violence policies, those kinds of things, and also with the County Attorney came in and provided some good training for them also. We brought in Mr. Lee Matsui to go over labor relations and I do not know if you know him but he has worked on both sides. He has been on the union side as the manager and he has been an HR director, I believe, in Maui or City and County of Honolulu. Keeping up with our goals, have a current Captain in the EFO (Executive Fire Officer) program. That is Executive Fire Officer Program that is part of our succession planning and our growth of our Fire Captains. That was Captain Lake and he is currently working improving incident report data entry for the Kaua'i Fire Department. EMS/RMS data the records management system is where we get the information from. Then we did the typical things that firemen always do besides fighting fires. Help out with the seniors' day, and the St. Valentines' Day dance. Again, the union strong support of hospice and the firemen working in the hospice program, all comes out of the operations bureau. We also get support out of the other bureaus on those particular events but prevention is working hard at the hospice events so no volunteer time for them on that one. Lights on Rice, is over about a thousand man hours of volunteer time. So again, as you saw the slide that we had before the response criteria that we had 72% of response out of operations is EMS. I will not belabor that slide, but that is I guess kind of the elephant in the room, we have been working on it, we recognize it, and we are trying to find ways to manage it.

Grants as a percentage of budget, we just threw that in there so you know only because it is starting to diminish and so you know we have used grants is we do not count on grants at any time, but as we establish our needs from year to year, if grant funding is available, we charge out and try to get it funded through grant funding. We have to be careful we are not supplanting budgets those kinds of things, but we do not count on that grant to any grant that is out there to pay us anything on our budget. We just try and if we have a need and we have a grant that fits it we try to supply that need with that grant and that really just saves the county money in the general fund by being able to get a grant funded. Say for an example of that 1.5 million for the Kaiakea Station. We knew we had to have the firefighters we were lucky to get the first year and a half paid for fully, if you look at it that way by grant. We completed reorganization with the administration staff. We had a vacant position, our payroll specialist and that recruitment is just about done. Ms. Bettencourt, you are going to talk about the vacancies, promotions, and the hiring.

ROSE BETTENCOURT, Administrative Services Officer: For the record Rose Bettencourt, Administrative Services Officer for the Fire Department. For our bureau, what we did we tried to reorganize our staff, so it would be more efficient, so we could provide better, faster service. So what we did was we had our one of our positions

reallocated to Payroll Specialist and that position is going to work with Human Resources to complete our payroll. From what I understand, eventually the position may go over to Human Resources. We also assisted the Ocean Safety Bureau with their organization of their section to create the Water Safety Officer IV, so their operation, the supervision is not so flat. They now have their four Water Safety Officer IV and the tower supervisors. We are working on assisting Ocean Safety Bureau to fill their vacancies. Their recruitment period has completed and they are in the process of doing the interviews. Essentially, we are trying to get the department and get the bureau situated so that they can perform more efficiently and do what they are supposed to be doing. And also Ocean Safety, we did work on getting them clerical support staff, which they desperately need.

Committee Chair Kaneshiro: Okay, any questions for administration division?  
Councilmember Hooser.

Councilmember Hooser: I assume this is where the question would be asked. I jokingly said where are the women earlier when I said, "hello," to the firemen in the room and so what is the deal on gender balance overall in the department. Do you not get applicants or why are there not more women both in water safety as well as in other parts.

Chief Westerman: We get applicants. Most of the applicants do not make it through the physical agility process. However, the current listing that we have right now has a female that has made it through that part of the application process. I guess getting enough applicants in order for them to be enough success might be an issue. I do not know what to say other than that. We have a female Water Safety Officer, she has been with us for quite some time. We had three female firefighters in the past. One is retired, one has moved to Big Island, and one had moved on several years ago even before I got here. So the biggest hurdle is the agility test on the fire side. The ocean safety side, I do not know that we have had many applicants female applicants for ocean safety as many as we have had for fire. But the failure rate is pretty high whether it is male or female. Out of about 300 applicants, maybe 100 make it to the agility test, and only about 20 pass the agility.

Councilmember Hooser: Okay, thank you.

Committee Chair Kaneshiro: Councilmember Kualii.

Councilmember Kualii: My question is specifically on the reallocation because when I look at the latest quarterly report from personnel on vacancies they show the Payroll Specialist as vacant since July 16 of 2014. Is the Payroll Specialist the newly reallocated position and if that is case what was the old position that was reallocated from?

Ms. Bettencourt: The Payroll Specialist position was formally was an Account Clerk position. When we went out for recruitment we had several people apply so what happen was we did our interviews we had our selection and I am glad to say she is supposed to start on the 16<sup>th</sup> of this month.

Councilmember Kualii: That was my next question. The 16<sup>th</sup> of this month.

Ms. Bettencourt: Yes.

Councilmember Kualii: Then the only other question as far as positions in this division is the dollar funding for the Deputy Fire Chief. I see in the organizational structure of this division. The Deputy Fire Chief sits below the Fire Chief and then there us two positions under the Deputy Chief or maybe three. The Secretary SR16, the Lead Fire Equipment Mechanic, and the Fire Equipment Mechanic. So without Deputy Chief there to report to, who will those three positions report to?

Chief Westerman: Me.

Councilmember Kualii: Okay. That is clear. Any other vacancies besides the Payroll Specialist which has been filled, are there any other vacant positions of the list of ten or so on page 130.

Ms. Bettencourt: In administration?

Councilmember Kualii: Yes.

Ms. Bettencourt: No.

Councilmember Kualii: Okay. Thank you.

Committee Chair Kaneshiro: I have a follow-up question on the dollar funded Deputy Fire Chief. Is there any intent of filling that position? Is that a needed position? Police has a Deputy Chief so I was wondering if Fire needs a Deputy Fire Chief or it affects services. It is not the intent to have a Deputy Chief?

Chief Westerman: No, we desperately need a Deputy Chief or some replacement in some fashion to do that. The problem is the procurement pay inversion. There is nobody willing to step up out of the staff to take the position, i.e., the reason the two Deputy Chiefs have step down because of the pay inversions. So the workload, yes, just gets as Councilmember Kualii just asked, gets transferred to my plate which makes the struggle more for me. The relief for me is to just push out additional duties to other battalion chiefs like BC Hosaka, BC Kauai, or BC Ornellas to perform some of those duties but it does create a big struggle but at this point why fund it if we cannot fill it. So in conversation with the administration, we are trying to come up with some options and opportunities beyond today. I mean it just simply is not going to happen today. I will tell you and to be quite honest with you in case somebody has come to you and told you I had three people tell me and say, "I will be your Deputy Chief tomorrow." Those are people outside of the Fire Department and two (2) of them were very clear, they just wanted a job, and that is not what that position is about. That position needs knowledge, skills, and experience in the fire service, and needs to have that commitment to staying there long-term. It is really a growth position. Is it possibly the next Fire Chief? You can get to

where I am from anywhere, but the result might not be what would really be the best for the Fire Department or the County. I am replaceable. I understand that. We need to make sure that we replace myself or the Deputy's position with someone that really can perform the task at hand.

Committee Chair Kaneshiro: To clarify, you mentioned that it is possible to pass on certain duties to other members in the Fire Department and it is not just because you are the Deputy Fire Chief, those certain duties can only be between the Fire Chief and Deputy Fire Chief. It is not like you have two (2) jobs. If you are sick, you can still pass on some of the duties and responsibilities.

Chief Westerman: Some, not all. Especially in the form of discipline, firing actions, and that kind of things. We are outside the union for a reason. We are managers for a reason, and I cannot push down that reasonability to a union member, that is one. Working with them to help manage an individual, I mean, we can pass that on, but you have to realize that everybody's plates are already full. You can only slice the salami so thin, and at this point in time, there is no more salami to slice. We simply do not get it done and it will just fall off the plate. That challenge is happening every day. But we do take the challenge and move forward.

Committee Chair Kaneshiro: Administrative wise, I see how it can be a problem. More pressing...like if you are fighting a fire or doing something immediately, are there any duties that that position would be hindering you from fighting a fire or doing something of that matter?

Chief Westerman: No, quite the opposite. Whatever they are doing, they are going to drop, and go fight the fire. We are not going to not fight the fire. We are not, not respond to the medical calls, but everything else is not going to get done. Procurements are going to take forever, we are going to lose funding because one of the problems that we have is that most of our procurement work is done by our firefighters, additional duty. They are not procurement specialists but that is what they do. They work a different schedule than the folks that work in procurement, so they might be four (4) or five (5) days before there is no contact which can cause problems in the procurement process. That is just an example. Or if they are working on a project for me and then they are gone for four (4) days, then I have to wait four (4) days for them to come back, and then have the conversation about what they did or were or were not able to get accomplished so that we can move forward. That is part of the problem, not having somebody on the forty (40) hour shift, like a Deputy or Assistant Chief that can stay and work it routinely throughout the week.

Committee Chair Kaneshiro: Councilmember Chock.

Councilmember Chock: I think the question has been answered but, you know the inversion situation is a really big issue. I am not sure if we can solve it through the union process but the process to "Fire Chief," or a continuity plan towards Fire Chief...is there a possibility of redesigning a position so that there is a step process to getting to your seat? So that we do not get people off the street who can essentially fill the

seat, or is it an undesirable position because of the inversion? We need to figure something out in terms of being able to move people in the right direction.

Chief Westerman: We were kind of working on a succession plan until this big inversion hit and we kind of blew it out of the water. I agree with you. I have said in the past that there need to be a position for somebody to fail, and I know that doesn't sound right, but somebody needs to be in a position of authority to make a decision that is not always the best decision. That is where you learn. If you are doing things right all the time, you are not really learning anything. You are just repeating yourself. If you actually make a mistake then you have to learn from that mistake so that you do not make it again. We do not have people in that position because they do not have the authority to make those decisions. Again, I can push down certain things to the Battalion Chiefs but the ultimate responsibility is still me because I cannot push certain responsibilities to them. I can push certain responsibilities to a Deputy Chief because of the position he holds in the Department and then he can fail at making those decisions and we can talk about them afterwards. We are not talking about a life and death decision here but still when you are learning to become a manager, it is not just being a supervisor, it is learning to become a manager, you have to have that opportunity to grow. I agree, we are struggling trying to figure out if there are other ways to do it. We used the National Fire Academy. You got a lot of learning experience in the National Fire Academy, but that takes folks off the job though for almost ten (10) days. Luckily, they pay for everything except for the meals. We might have to buy some occasional overtime to fill those positions like when Captions or the BC's go. We explore those opportunities as best we can and do as much as we can but without the Deputy Chief position or at least an...I do not know if an AC's position still can manage but how much responsibility can we pass to them, that we would be able to normally pass to a Deputy Chief, I do not know. We are in discussions with the Administration about that.

Committee Chair Kaneshiro: Council Chair Rapozo.

Councilmember Rapozo: Chief, and I think your plate is full.

Chief Westerman: Yes.

Councilmember Rapozo: We had that discussion many times. I am kind of concerned about dollar funding the Deputy's position and I understand the problem. Is it possible to TA (temporary assignment) an existing Battalion Chief (BC) to that position as an Acting Deputy whereby that BC would be able to retain their salary because they have not been appointed to the Deputy Chief, so the Salary Commission would not...it would not be required. Basically, you TA someone up, and then you TA everybody else up. I do not like the TA but in this case, the inversion, you are not going to get the quality that you are looking for. It is just not going to happen. I am concerned about vacant positions and the Police Department too, I am really concerned because bad things can happen when no one is around. We have seen that. Is that possible to TA some BC up to the Acting Deputy where they would retain their salary and then fill the BC position?

Chief Westerman: I have never thought through that process considering one was an appointed position and the other was not. We TA routinely all the way up to the BC. Without really thinking through the whole process, I do not know how deep I would want to get into the discussion right now, but I would think that when you are TA from a BC, for example, would TA from a forty (40) hour work week, his pay is not the same. He loses a lot of the...that is why the Deputy went back down. There is paid benefits on that different work schedule that are not provided to a forty (40) hour a work person. Does that make sense?

Councilmember Rapozo: Yes.

Chief Westerman: If you still do not overcome the inversion, and you might overcome some of it, you might narrow that window...I do not know if that is enough. I would have to explore that and then I would have to talk to the BC's and see if someone would be willing to do that.

Councilmember Rapozo: I understand that because the Deputy does not qualify for overtime, right?

Chief Westerman: Right.

Councilmember Rapozo: And the Battalion Chiefs do.

Chief Westerman: Right.

Councilmember Rapozo: Okay. What was that?

Chief Westerman: I am being told that it has been done before, but it was rare.

Councilmember Rapozo: Yes, and I think that takes away the requirement of the salary, but I think with the way the collected bargaining agreements are today it is going too hard to find someone who is willing to take the promotion for a cut in pay. Normally only in government that happens. Thank you.

Committee Chair Kaneshiro: Councilmember Yukimura.

Councilmember Yukimura: I just want to say that if you can do it at least it helps for the training that you are talking about. The training for kind of a succession planning it sounds like it would take someone who is willing to forgo the overtime but at least they would get their salary.

Chief Westerman: Yes but the other biggest problem with that is longevity.

Councilmember Yukimura: You want to explain.

Chief Westerman: If I was to say offer that to BC Hosaka and he agree to do that. He and I are both going in three years, so all that really did was provide us some work relief. It did not provide us the opportunity to provide the skills and education to somebody that could step up to be Chief. I do not look at the Deputy Chief only as a position that helps me manage the department today, but a possible person to be that new or next Fire Chief. The succession planning, again, going back to you have to be put into a position to make those mistakes to learn from them to be the Chief.

Councilmember Yukimura: But I was assuming that you would make the selection for the TA person based on that. Somebody who is younger but is potential Chief and we do that and...

Chief Westerman: And that is kind of what we did Chief Blalock because he was a young Captain in the department and you know he has the right skills sets and all of that.

Councilmember Yukimura: Okay did I say the wrong thing? Okay somebody who has a longer tenure scope.

Chief Westerman: Yes.

Council Chair Rapozo: The other thing, just because maybe BC Hosaka may have interpreted as you saying that he was very old. I am sorry.

Councilmember Yukimura: Never my intention, sir.

Council Chair Rapozo: He is like me, we get little bit white hair, but we both graduated, we are 28 years old.

Councilmember Yukimura: Well so good you look so distinguished.

Councilmember Hooser: Just a quick follow-up.

Committee Chair Kaneshiro: Councilmember Hooser.

Councilmember Hooser: The more mature and experienced candidate might also be appropriate for the same position, I would think. Yes?

Chief Westerman: Yes. I agree.

Councilmember Hooser: Thank you.

Councilmember Yukimura: Thank you for articulating my point.

Committee Chair Kaneshiro: Councilmember Kualii.

Councilmember Kualii: I am looking at all the different organizational flow charts and I am trying to understand these three Battalion Fire Chief positions 610, 611, 612, they are all assigned to red, blue, and green is that how it works?

Chief Westerman: Yes.

Councilmember Kualii: And red has the Training Bureau and Fire Rescue Hazmat Emergency Medical Response. Blue has Prevention Bureau and also Fire Rescue Hazmat Emergency Medical Response, and green just has Fire Rescue Hazmat Emergency Medical Response. Then the fourth, I guess, is Ocean Safety Bureau but do they break down also by geographic areas or they all cover all areas.

Chief Westerman: They all cover the entire island. Only one is on at a time.

Councilmember Kualii: Oh, yes, so it is a...

Chief Westerman: It is a rotation.

Councilmember Kualii: So it is a 24 hour shift.

Chief Westerman: Yes.

Committee Chair Kaneshiro: I do not want to kill any discussion, but I am looking at our time and we are at almost 10:15, and we still have 4 more departments to go, and we have Police this afternoon. I am just going to ask if we have logistical questions maybe we keep it for a later and we try to focus more on the numbers in the budget. Again, I am not trying to break the discussion, but just trying to speed it up a little bit.  
Councilmember Yukimura.

Councilmember Yukimura: Thank you, Chair. So in your three years actual expenditures that is at the front of your budget, and if I should be bringing this up at another time please let me know in our budget hearings. You show a collective bargaining line item of \$39,000 in 2012 and then for the request in this year's budget it is \$70,000, which is more than doubled over three years. I just wondered what the explanation is for that.

Chief Westerman: Let me get a second to look at it.

Committee Chair Kaneshiro: If you need some time maybe do not want to put you on the spot or we have to wait a long time for the answer. We can take a note and we will send that question through. It is an important question, a good question, but if you guys don't have the answer right away...

Chief Westerman: I can answer it. It is the increase in the physical cost, annual physicals.

Councilmember Yukimura: It is increase in annual physical costs?

Chief Westerman: Yes.

Councilmember Yukimura: And is that because of medical costs that it has gone up, or more firefighters getting physicals?

Chief Westerman: No, we go out for bid and we take the lowest bidder, and so that has gone up over the years. Some years actually was higher a previous year if I do recall it was higher in 2013, and then it kind of went down again in 2014, and it kind of fluctuates depending on who we get to bid.

Councilmember Yukimura: But it cost us \$70,000 to pay for physicals?

Chief Westerman: Yes.

Councilmember Yukimura: How many people get physicals, and how many physicals is that paying for?

Chief Westerman: I think it is a hundred forty-two.

Councilmember Yukimura: Is that because our firefighter's need to have a physical every year.

Chief Westerman: All firefighters have to have a physical annually, yes.

Councilmember Yukimura: That is very expensive.

Chief Westerman: And they all get blood work and everything that goes along with it.

Councilmember Yukimura: Okay. So I am going to ask my question about helicopters.

Committee Chair Kaneshiro: And I was thinking about that question and would it be better to answer that question in operations rather than...

Chief Westerman: They can do operations right now its part of the I have operations in part of...

Committee Chair Kaneshiro: Okay, I want to get through Administration first though. Would the helicopter be better in operations?

Chief Westerman: Yes.

Committee Chair Kaneshiro: Okay, so let us stick to the Administration, so we can get the Administration Division out.

Councilmember Yukimura: Sure.

Committee Chair Kaneshiro: Anymore questions? I have a question on consultant services. We had \$30,000 last year, we dollar funded it this year, what was that amount for?

Chief Westerman: That was for the strategic plan.

Committee Chair Kaneshiro: Okay and we will not need that money?

Chief Westerman: No, we funded it in two different years and we are in phase 2 right now so we would not need it next year.

Committee Chair Kaneshiro: Any further questions for Administration? Okay, now we can move on to operations.

Chief Westerman: As you can see in the presentation you have there is not a division exactly called "operations" because they are kind of inclusive in the entire department. At this time if you want to ask anything about the budget section in operations or any questions in operations, like the helicopter, that would be the time to ask.

Committee Chair Kaneshiro: Councilmember Yukimura I think you had some questions about the helicopter.

Councilmember Yukimura: Actually, I am asking them because I get questions from the public. Do we send out a helicopter for every time a person sprains their ankle in Hanakāpī'ai or the North.

Chief Westerman: No.

Councilmember Yukimura: And how do we screen when we send the helicopters?

Chief Westerman: Usually, the first part of the screening is done when the call comes in. The nature of the call. Kind of like an ambulance call this is the nature of the call. Depending on the time of day or severity of the call we might automatically launch the helicopter depending on what the call came in the severity or we might say they are on standby and they do not leave Līhu'e airport and if it is in Hanakāpī'ai, the station 1 crew, or in some cases even the water safety officer run up the first part of the trail if it is that close, to try and determine what the nature of the call is. At that point, once the call is determined that they cannot walk out and depending on time of day it might be a lot safer and more efficient to fly them out with the helicopter we will fly them out with the helicopter. Or the nature of the call we launch the helicopter and we

pick them up. But not every person that has any kind of injury up in the trail gets pulled out by helicopter.

Councilmember Yukimura: I am still not clear what your criteria are.

Chief Westerman: The nature and the level of the call. And in some cases there are going to be people that try and “bs” the system, and there is nothing we can do about that.

Councilmember Yukimura: We can charge them.

Chief Westerman: We can have that discussion again at some other time. We have gone through this several times about the charging, criteria and if the Council wants to sit down and we work out an ordinance change I would be happy to do that but currently we cannot do that with the State law and the County ordinance, we cannot charge.

Councilmember Yukimura: Well I mean there is if we did not have a helicopter we would not have these issues people would figure out how to get out sometimes and I know of people have done it who have not called a helicopter. So when you get a helicopter then you have to figure out a system that is going to respond or if it is going to be for something because somebody is just too tired and does not want to walk out and they use our service at a huge cost then there has to be some way to have a reimbursement on that and we should have really clear criteria about when it is a public health emergency verses somebody who is not use to being out in the wild and is uncomfortable and wants to come back in or who has a mother who is calling and concerned about them and they are fine. You know how do you distinguish between those things because these are public cost and I would like a better accounting of how much these trips are costing us so I will ask for an average costing which includes paying off the helicopter the helicopter infrastructure support. We should figure out all of that because it is costing us and the taxpayers all that money.

Committee Chair Kaneshiro: Councilmember Hooser.

Councilmember Hooser: Yes, just a brief follow-up. A lot of people do ask about this the cost and why we cannot be reimbursed or charge. If you could restate what is the law that prevents us from doing that.

Chief Westerman: Well, we have to prove that they intentionally put themselves in harms way. That is what it says.

Councilmember Hooser: That is what the State law says or

Chief Westerman: That is what the County ordinance says that they intentionally put themselves in harm’s way. Now if we do that...

Council Chair Rapozo: I believe it is the state...I am sorry for interrupting the standard of negligence.

Chief Westerman: Yes.

Council Chair Rapozo: So you basically got to prove so there is a vehicle of mechanism we had the discussion but we I think after this last couple that you have done, it is time to seriously look at that.

Chief Westerman: Sure, and I am willing to sit down and have that conversation again and go through the process to try and find a way to do that. I am not adverse to it. I am just saying currently there is no mechanism for me to do that.

Councilmember Hooser: I think many people realize that if you call an ambulance, and you go to the hospital, and you get billed for it. I mean that is just what happens and hopefully have insurance, and if not they will chase you for the money, and maybe write it off if you cannot afford to pay. So that seems to most people to myself to that is how these things should work and I agree we need to have this discussion and look at the ordinance if need be. I would imagine there is insurance like people have homeowners insurance they have health insurance and that some of this insurance may cover this type of thing too. I would hope so. Thank you.

Committee Chair Kaneshiro: Members anymore questions on operations?  
Councilmember Kualii'i.

Councilmember Kualii'i: My questions might be a little lengthy it has to do with positions. I want to have an understanding of the dollar funded positions. So the first one is 790. And it is a Firefighter 1 in Hanalei. So the determination is you would not need that position for the next fiscal year and that is why you dollar funded that correct? You anticipate you can do without that position for the next fiscal year?

Chief Westerman: Yes.

Councilmember Kualii'i: And the next one is in Kapa'a Fire Station position 787 and that was vacant since December and it is also dollar funded. I think there is a third and final one there. What is the third one? Oh, 725 Firefighter III Kōloa, also vacant since December.

Chief Westerman: No we are not going dollar fund that position.

Councilmember Kualii'i: Okay so the mistake is in the Human Resources quarterly report, I guess, and that was since March 24<sup>th</sup> so things might have changed since then?

Chief Westerman: Yes. We are going to move a Firefighter III into that position from the bureau.

Councilmember Kualii: The other thing I noticed was that in your budget you have the salary at \$73,716 and in the Human Resources' vacancy report, it had it at \$82,000. Is it because there is a range and what it is currently at versus what it could be?

Chief Westerman: For which position?

Councilmember Kualii: The same position 725 Firefighter III Kōloa.

Chief Westerman: It might have been the salary level of the last person who filled that position.

Councilmember Kualii: The last person to fill.

Chief Westerman: Yes.

Councilmember Kualii: Okay.

Chief Westerman: The younger Firefighter III goes in there he is got less seniority.

Councilmember Kualii: In essence, most of these salaries are somewhere in range. Was it like five steps or...

Chief Westerman: Yes.

Councilmember Kualii: So there is the lowest and the highest five steps. So what you are budgeting for, is what you paying or you budgeting for the highest level or what they could be promoted to in the next fiscal year?

Ms. Bettencourt: When we do our budget we calculate based on the person's actual salary and what they will receive in the form of a pay increase throughout the upcoming fiscal year.

Councilmember Kualii: Okay. I am good for now.

Committee Chair Kaneshiro: Councilmember Chock.

Councilmember Chock: Chief, do we have a cost control for our helicopter. A cost control plan for the helicopter?

Chief Westerman: No.

Councilmember Chock: No, okay. So has there been any discussion on that in previous years?

Chief Westerman: No.

Councilmember Chock: Interesting.

Chief Westerman: We had a use policy.

Councilmember Chock: Okay.

Chief Westerman: Which I guess could be considered some kind of a cost management, but we just have a use policy.

Councilmember Chock: I will not belabor it and I know we will talk about it as we move forward, but can we get a copy of that as well?

Chief Westerman: Sure.

Councilmember Chock: *Mahalo.*

Committee Chair Kaneshiro: Councilmember Yukimura.

Councilmember Yukimura: On your 3-year actuals expenditures under rank-for-rank fire operations you show 2012 at \$111,000, and then it went down 2013, 2014 to \$55,057, and last year it was \$859,000, and this \$907,000 almost a million dollars. Can you explain what happened?

Chief Westerman: Collective bargaining.

Councilmember Yukimura: How did it go from 2014, at \$55,000 to 2015 \$900,000?

Chief Westerman: The collective bargain in 2014 they were allowed a one-day of rank-for-rank, and then the new collective bargaining agreement, they are allowed 12.

Councilmember Yukimura: Can you explain rank-to-rank and can you explain 12 days?

Chief Westerman: A rank-for-rank day is an overtime day. So when a fire captain is off a fire captain works for him on an overtime day. So it is overtime.

Councilmember Yukimura: So someone told me that sometimes captains get paid \$900 a day is that correct?

Chief Westerman: I do not know an exact salary schedule of each person but that sounds about right.

Councilmember Yukimura: Okay, thank you.

Committee Chair Kaneshiro: Any further questions for operations? I have I guess it is a big overall question. Looking at your staffing, firefighters, would you say that you guys are staffed appropriately? Do you need more firefighters?

Chief Westerman: In operations? I think we are staffed appropriately in operations.

Committee Chair Kaneshiro: Councilmember Kualii follow-up.

Councilmember Kualii: One other position the 791 Firefighter I also in Kōloa, vacant but funded. What is the status? Hiring, recruiting? And in the vacancy report from Human Resources under the column where they normally put whether they are recruiting or an offer was made they have a note that says No. 720. So how does that relate to position 720? Position 791 in Kōloa \$58,000. Status on how it relates to position 720.

Chief Westerman: Well I think what might be confusing for you to look at what they provided you in the daily staffing and what is in the budget is that that product you have there is fluid by the day. An example is the position that you thought was dollar funded by their product is actually I have moved a Firefighter III into that position. So, there is a dollar funding but it is not in operations it is actually in a bureau.

Councilmember Kualii: I made a note of that other position not being dollar funded, and I can see that there is a \$58,000 line item here, so I know this one here is not a dollar funded, but I am just asking is it still vacant, and if it is, what is the status of hiring because every month that we do not... or do you expect to hire by July 1<sup>st</sup>?

Chief Westerman: No. But we are going to move people into that position from another bureau.

Councilmember Kualii: And then another lower position will be open.

Chief Westerman: Right. No. It is a lateral move. The Firefighter III will be a lateral move from the Prevention Bureau to the Operations Bureau.

Councilmember Kualii: I know one thing, when I was looking at all of the positions and in the vacancy report which also has promotions and transfers, there was a whole lot of transfers and changing battalion was the description.

Chief Westerman: Right. March 1<sup>st</sup> was about 20 moves.

Councilmember Kualii: Yes.

Chief Westerman: April 1<sup>st</sup> will be about another 25 moves. And then in May will be about 3 moves. And what that really means is all that openings that you are looking at the firemen get to kind of bid for moving to a different station. So we make those movements for all those folks we did the promotions. That created some opening so we made those movements at a later time and now in order to comply with safer

we will need to move people from the Prevention Bureau to Operations to maintain the staffing levels in operations. That is why I said that list is accurate at the time but it is so fluid that I could provide you one tomorrow and it is going to be different than what it is going to in 30 days.

Councilmember Kualii: I am just going to use all the information I have you know it was just two weeks ago. So other people would say that is current.

Chief Westerman: But we are not hiring anybody currently, no.

Councilmember Kualii: And the last position was 716 on your budget and this one is at Hanapēpē. So same kind of thing, \$76,000 vacancy, you will be moving somebody into that position?

Chief Westerman: Yes. I think that one already actually been moved into if I am not mistaken.

Councilmember Kualii: Separate item not positions, overtime, in the budget I see three different line items that look like overtime to me. There is regular overtime for \$687,000. There is something called "rank-for-rank overtime" which was \$905,000 and then in the line item of premium pay there is something called "scheduled overtime" for \$282,000. If you add those three its \$2,000,000, and I know that police have been trying to work on getting their overtime down, so what are you doing to reduce your overtime expenses?

Chief Westerman: We tried to manage the overtime as best we can. The scheduled overtime is part of the CBA (Collective Bargaining Agreement) that is part of their salary there is no adjustment to that it is what it is for four hours of everyday. So that is the scheduled overtime that is the CBA line item. There is no adjustments to that of their 24 hour...

Ms. Bettencourt: It is the number of hours that they work in excess of as far as a certain schedule is concerned before it was called "black shift" and they were paid overtime for that. Now in collective bargaining it is called "scheduled overtime" so it is an additional pay that is paid to the individuals because of the number of hours they worked within a month or pay period. It is just regular hours. It is based on the regular hours.

Council Chair Rapozo: How many hours per month per employee?

Ms. Bettencourt: It is actually just based on four hours and multiplied by their rate of pay and it comes out to a set monthly amount for each individuals and it varies based on their pay and they are paid on a semimonthly basis.

Chief Westerman: Okay and rank-for-rank, again, it is a CBA item and we do take advantage of that even though they are entitled to that rank-for-rank day, we kind of use it if we need an overtime that is good for us. That saves us in our other

overtime monies. So we have reduced some of our overtime monies overtime to do that and as you can see like Councilmember Yukimura pointed out and times when it was less other overtimes were more. When it got to be more, we were able to reduce other overtime monies. The other overtime is overtime that still needs to happen that is not covered by rank-for-rank and we use overtime on a limited basis for the guys that work on our committees. The EMS committee the Apparatus Committee, all the committees that are working diligently through the year to provide additional services for us. Sometimes they all cannot meet because they are all on different shifts so they all cannot meet on the same day so a couple of them might be on overtime and three or four of them might be on the regular shift. Also for shortfalls, when there are shortfalls in staffing.

Councilmember Kualii: So the last question for me in this section is there is several positions that say partial SAFER funded and I think this funding is now in the last year right?

Chief Westerman: Yes.

Councilmember Kualii: Fiscal Year so our portion was in the range of \$15,630. So SAFER grants is paying the other \$40,000, \$50,000 whatever the difference is. Are we like what is the plan for when the grant runs out? Do we lose these positions? Do we come back to the general fund? This is like five or six positions?

Chief Westerman: Six positions.

Councilmember Kualii: Six positions.

Chief Westerman: Yes. The intent is to absorb them into the department.

Councilmember Kualii: Absorb them into the department. And the SAFER we are already maxed out on that. You said we had gotten awarded all we are entitled to be.

Chief Westerman: Yes.

Councilmember Kualii: Okay thank you.

Committee Chair Kaneshiro: I have a follow-up on overtime. I am just trying to get a better handle on it. For regular overtime holiday pay is \$609,000 that is automatic, right.

Chief Westerman: Yes.

Committee Chair Kaneshiro: And we have overtime pay of \$72,000 that would be overtime if say you are fighting a fire and people need to stay on longer.

Chief Westerman: Yes.

Committee Chair Kaneshiro: So that is really your actual overtime number right. Your contingency for overtime.

Chief Westerman: Yes.

Committee Chair Kaneshiro: And everything else is collective bargaining?

Chief Westerman: Yes.

Committee Chair Kaneshiro: Councilmember Yukimura.

Councilmember Yukimura: When did the Kaiakea Fire Station open up?

Chief Westerman: February of 2012, I think.

Councilmember Yukimura: Okay.

Chief Westerman: Do not quote me on that, but I think that is when it was.

Councilmember Yukimura: And it is a leed building right?

Chief Westerman: Yes. Silver, I believe.

Councilmember Yukimura: And have you gotten a report on its performance as a leed building in terms of electricity, water, you know all those things that supposed to be more sustainable?

Chief Westerman: Yes, you are going to have to ask Mr. Sullivan that question. They monitor that over at OED (Office of Economic Development).

Councilmember Yukimura: Okay. I am just looking at electricity, oil, and gas, what we do with all departments. Is that a question we are supposed to ask Mr. Sullivan as well?

Chief Westerman: Those are not Mr. Sullivan's area. Oil and gas is for our engines and our trucks and electricity actually we have saved a little bit there. I think I have to find what line item we are talking about here. If I remember right we were \$36,000 savings over electricity last year. So we are trying.

Committee Chair Kaneshiro: In operations looks like you kept the budget the same for electricity at \$177.

Chief Westerman: Right. I think last year we did turn back \$36,000 but you never know what that is going to be with the price of oil going up and down

whether or not they going to charge us more. We are trying to save the kilowatt hours but we never know what the cost of kilowatt hours is going to be.

Councilmember Yukimura: That is correct. Okay thank you.

Committee Chair Kaneshiro: Any further questions for operations? Okay we will move on to Prevention.

Chief Westerman: As you can see in the report some of those things were up on the board earlier like the amount of people that we contacted in the public and again I would like to express my thanks to the American Red Cross and our CERT Teams members all the other organizations that we work with because when we go out on the field we try to take advantage of as much help as we can get so to speak and provide venues for our partners wo attend with us and put forward their educational material. The inspections and preventions in the company plans we had 312 plans and inspections, plans reviewed, 711. Fire Inspector I Certification and that was with who Daryl?

Mr. Date: As far as the Fire Inspection Certification Inspector Kilipakī Vaughn got certified last year as a Fire Inspector.

Chief Westerman: Why do you not talk about the initial HGEA (Hawai'i Government Employees Association) meeting we had with the building officials.

Mr. Date: Every year for the past 5 or 6 years right before the summer season we have been having a meeting with all the major landowners and different agencies throughout the State and County regarding possible brush fire mitigations measures that may be taken. I also bring in a meteorologist from NOAA (National Oceanic and Atmospheric Administration) to give a forecast for what the weather is going to be like.

Chief Westerman: It is both an operations and a prevention thing. The operation guys just get out there and fight fires and so prevention works alongside them and tries to find ways that we can help prevent, mitigate, slow down, support the community in doing hazard mitigation on their properties by cutting back fallow fields that kind of stuff. We bring all the major landowners together and politely beat them over the head and remind them of their responsibility, give them coffee and donuts, and talk to them about how they can support us and how we can support them to reduce brush fires.

Committee Chair Kaneshiro: Questions from the members? Councilmember Hooser.

Councilmember Hooser: A brief follow-up. We talked about charging people for helicopter use. If landowners are negligent in maintaining their properties for fire hazards to maybe not maintain the brush or otherwise are there provisions for charging landowners?

Mr. Date: The process that we go through, if we get a complaint or if we notice a fire hazard does exist, we go and do an investigation and if it is warranted hazard we write the landowner a notice of violation and there is a notice of violation procedure that we follow. Currently, we have not had any problems with the landowner complying with the fire code, but if they do not, we have what we call a “fire chief’s orders” where it is like the final notice. We hand over all the paperwork to the attorneys and what happens is a contractor does the work and the bill is put on a lien on the property owner.

Councilmember Hooser: Okay in terms of brush like it is really dry and you see these large tracts of land sometimes and I think well if they would just cut it once in a while that would help a lot and I am assuming or do you folks ask the landowners to do that or put in fire breaks and that kinds of things?

Mr. Date: Yes, and that one of the major discussions that we have in our annual brush fire mitigation meetings with the landowners and especially the distance from brush to structures. That is a major concern for us.

Councilmember Hooser: And are the landowners generally speaking cooperative and help with that?

Mr. Date: Yes. They need a reminder here and there but they are pretty much cooperative.

Councilmember Hooser: Okay.

Chief Westerman: To kind of expand on that we did the community wildlife protection plan about four years ago. The Council funded that. Now, we have the Hawai'i Wildlife Organization out on the Big Island is right now on island doing one and a couple of Councilmembers have attended their public meetings to update that, and with that, they can apply for grants to do things to help support the reductions of brush fires. In fact, Grove Farm did apply for one, got a shredder, and they have their leaseholders use that shredder. I think it is called a shredder. It cuts the grass, a mower, to cut areas that need to be cut. So it kind of reduced the cost for the landowner and they can apply for all different kinds of things. Right now, we are going through an update of that. Some members that attend that meeting we will explain to them that that grant will be available again for anybody that wants to do hazard mitigation on their property.

Councilmember Hooser: Thank you.

Committee Chair Kaneshiro: Councilmember Kualii

Councilmember Kualii: I share the same concern as Councilmember Hooser and I did attend a couple of those meetings. I am glad that that happened and that so many of the firefighters were in attendance. I do know that vegetation management from all the discussions is probably one of the most important things that we all can do around our homes. And as landowners we recently had some really big brush fires and I

guess some of them if it is away from the homes they just burn out more than anything. But I did talk to the folks from that wildlife management non-profit too about possible legislation but I know as far as the violation and you know right now it is just so a small thing but if we do not necessarily get people moving in the right direction it might need to be more than just paying back the contractor who cleaned it. To get them to take that responsibility but we will see. I think I will work with the Chair and the fire department.

Committee Chair Kaneshiro: Councilmember Yukimura.

Councilmember Yukimura: I really commend you for a very proactive action to have this meeting of landowners and educating them and also informing them of the enforcement framework. That is really good. You said we had 64 brush fires since December of last year. So how much progress have we made in determining causes of brush fires?

Mr. Date: To determine the cause of a brush fire is pretty difficult. We need to actually find the ignition source within the burned area. Witnesses help a great deal as far as finding out who is doing it?

Councilmember Yukimura: So of the 63 brush fires, how many do we know...we have incident reports on all of them, I presume.

Mr. Date: Yes.

Councilmember Yukimura: And how many of them do we know what the source was?

Mr. Date: Just a few.

Councilmember Yukimura: Like 4 or 5?

Mr. Date: Around there, yes.

Councilmember Yukimura: In those cases was there any deliberate action involved.

Chief Westerman: Councilmember Yukimura, I would like not to get into that discussion because it is under investigation by the Kaua'i Police Department. To let you know we have been actively working with KPD and they have initiated a task force to help us try and find get to the answers we are looking for.

Councilmember Yukimura: So there is a task force that has been formed?

Chief Westerman: Yes.

Councilmember Yukimura: Okay and it is a KPD and Fire Department task force?

Chief Westerman: Yes.

Councilmember Yukimura: That will at some point issue a report.

Chief Westerman: Hopefully we will have some success. Like Captain Date said actual wild land fires are the absolute toughest to prove. It is just so tough. As Captain Date said finding the ignition source then even when you find the ignition source it trying to find who created the ignition. Eye witnesses always help but it really is tough.

Councilmember Yukimura: So can you give us the cost of these fires? All cost over all? Annual cost maybe?

Chief Westerman: I would have to think about how I can provide that because for me one of the issues of cost is no cost. It is our budget. We are paid to fight fires every day.

Councilmember Yukimura: Oh, no there is a cost.

Chief Westerman: I understand that, but we are paid to fight fires everyday, so that is the cost. Now, maybe some additional cost might be like you were discussing. Wear and tear on the helicopter, gas for the helicopter, fuel for the trucks, I do not understand what additional cost you would need.

Councilmember Yukimura: In the construction industry they do job costing.

Chief Westerman: Yes.

Councilmember Yukimura: So whatever the total cost for the year of fuel, so forth, they break it down into job cost, and there is an overhead line. I am thinking that we may not do it as precisely as a contractor but some kind of measurement so we know what these...I mean that is part of our work to know what parts of our job cost.

Chief Westerman: And I understand that and I mean I can get you the cost of every labor hour and every and every gallon of fuel we used but my dilemma is I cannot get that to you in 20, 30, 40 days. I do not have the staff. It would take detailed records. I do not keep the records that way. Does that make sense? I do not keep data that way so I would have to go and find how I can grab the data to give you that information. Give me about 60 days to think about a way to maybe provide something to you.

Councilmember Yukimura: zif we do not think that information is valuable then we can forget it. But I am thinking for budget purposes, we should know how much each helicopter average helicopter rescue cost.

Chief Westerman: It is \$450 an hour plus gas. That is what the manufacturer say is the wear and tear on the helicopter is.

Councilmember Yukimura: Oh, no, but I am talking about you are the time of your personnel and everything too. That is on taxpayer's cost.

Chief Westerman: Yes.

Councilmember Yukimura: So if I am the only one who think it is important we do not have to do it. I have a suspicion, and I will check and I will check with governing magazine, but more and more government entities are doing these kind of costing so they know much better how to manage their resources and how to budget for it. I will leave it at that.

Committee Chair Kaneshiro: Maybe it can be you provide them with a specific example or specific fire and they just try to do it on that rather than the overall fires and you may be able to get comfortable just in a discussion with the Chief.

Councilmember Yukimura: Thank you, good idea.

Committee Chair Kaneshiro: Councilmember Kualii

Councilmember Kualii: I would just add that I think it is important also because looking back at the helicopter pilot contract line item is \$378,000, and the helicopter maintenance contract is a \$100,000, so for half a million dollars I would like to know you know what we are servicing and who we are servicing and how many. So to justify that big expense. My question here is on positions. There is only four positions listed but the first two is Fire Captain 640 and Fire Prevention Inspector II 626. Fire Prevention II, 626, SR 23 was vacant as of March 23 March 24 but in the status column HR left it blank so is it currently being recruited? Was somebody offered the job? What is the status? And the other thing about that is HR's table they listed the current annual salary as \$82,000 but in your budget you list it as \$93,264 which what strikes me as odd is that it is SR 23 \$93,264 but the Fire Captain position above is SR 25 and has the same salary of \$93,264. So what is it the Fire Prevention Inspector II, or we hiring somebody new at the top level? Why is there \$11,000 difference?

Chief Westerman: I will let Rose talk to you about the cost thing but that position has been open and we have been TAing Fire Inspectors into that positions.

Councilmember Kualii: So it remains open and is covered by TA.

Chief Westerman: Yes and if I can give you an overarching of all the positions in the Fire Department. The Operations Bureau has to maintain 136 firefighters because of SAFER until April of 16, so we have had to move people out of the bureaus and into the operations to maintain that staffing level without having a recruit class. As we have explained in the class a recruit class of one or two is not economical. It cost us \$35,000, \$40,000 to do a recruit class. It was about \$25,000 in the past but now that we are doing the EMT and we are doing more certification process in the class it cost more. So the economics is you need four or five people in a recruit class to really make it economical and

we can survive without those positions for a limited amount of time especially at the firefighter level. Our dilemma is the openings cannot be at the firefighter level right now because of the safer grant. So the position that you are looking at and Rose can explain the costing in a minute is being filled by TA. And why the salaries are the same I am assuming that was his salary at that time.

Ms. Bettencourt: The individual salaries are based on their years of service. They get pay increases based on years of service and that is why you may have two people on maybe a higher rank and another individual in lower rank but still making the same amount or maybe the lower rank making more. And as far as personnel their listing. I am not sure how they have their...

Chief Westerman: Might be the lowest pay scale for that. Might be the lower end of the pay scale.

Councilmember Kualii: Thank you. That explains it.

Committee Chair Kaneshiro: Any further questions for prevention? We will take a 10 minute caption break.

There being no objections, the meeting recessed at 10:58 a.m.

The meeting was called back to order at 11:03 a.m. and proceeded as follows:

Committee Chair Kaneshiro: BC are you ready? Okay welcome back. We just finished up prevention and we are going to move on to training. Chief Westerman.

Chief Westerman: As you can see some of the highlights that we talked about in the Training Bureau 25<sup>th</sup> recruit class. They began working on the path in our goals to The Firefighter I and Firefighter II Pro Board certification. We are waiting on an audit and hopefully we will have that completed fairly quick. It is actually being done at the State level so we are kind of at their mercy, I guess. Beginning of February they started the EMT class and swift-water training for the year and Firefighter I and II and that is part of the again talking about the requirements that we have to have the instructors certified in order to have them to certify our folks. Any other questions you would have about the Training Bureau we would be happy to ask...answer.

Committee Chair Kaneshiro: Any questions about training?

Councilmember Yukimura: What did you just say when you just said it was being done at the State level?

Chief Westerman: The Pro Board is actually the Pro Board for the State is actually managed by the state airport Fire Chief Martinez Jacobs. Every state has one pro board so and he is the one that has been assigned by the State of Hawai'i.

Councilmember Yukimura: And who cause the creation of the Pro Board?

Chief Westerman: That was through that organization many many years ago.

Councilmember Yukimura: What organization?

Chief Westerman: The professional...

Councilmember Yukimura: Firefighters?

Chief Westerman: What is the name of that? The whole total name of that? I have to get you the name but the Pro Board organization, itself.

Councilmember Yukimura: And so the mission or goal of this Pro Board is to get all firefighters certified at certain standards?

Chief Westerman: Well, it is to establish the standard at which everyone should be certified using the National Fire Protection Association standard set by the NFPA.

Councilmember Yukimura: Okay. And what we are doing is...do we have an explicit objective in terms of how many firefighters we going to train by when and what that means? I mean that means that we are going to have a higher capacity of firefighters?

MICHAEL SCOVEL, Training Bureau Captain: Well we needed to start somewhere so we started with this recruit class here and eventually through attrition we would get everybody certified. All we do is verify that we know what we know. The third party that says we follow this curriculum which is national recognized and that we completed all the curriculum and skill sheets and so forth.

Councilmember Yukimura: And is it a rigorous training.

Mr. Scovel: Yes, pretty much. You need to study and pass all your test and skill test which is done with a proctor not by the instructors.

Councilmember Yukimura: So I hear now what your paradigm is. It is to incorporate it into your recruit training so that it just becomes a regular part of your basic training and in that way you will have all firefighters certified.

Mr. Scovel: Firefighter I&II.

Councilmember Yukimura: And this recent recruit class was the first one to get the full training?

Mr. Scovel: Yes.

Councilmember Yukimura: So now it is just a matter of continuing it with every recruit class.

Mr. Scovel: We have 12 Fire Instructor Is and Fire Instructor IIs that have not received their certificates yet. That was the start of the process because you have to be a certified instructor to teach the classes and be the subject matter expert. So once those certificates are given then we can move forward with that.

Councilmember Yukimura: So you have plans to train other than just your recruit class?

Mr. Scovel: Yes.

Councilmember Yukimura: So you going to also work on peoples who are already in the department?

Mr. Scovel: Yes.

Councilmember Yukimura: Okay. That sounds excellent. Thank you. And the cost of this? Because you are having the trainers...you are having in house trainers that is your goal...

Mr. Scovel: Yes.

Councilmember Yukimura: So then that is mainly overtime is the cost...

Mr. Scovel: For the instructors, yes.

Councilmember Yukimura: For the instructors...

Mr. Scovel: Which are our instructors that train the trainers.

Councilmember Yukimura: So they go from station to station and train that way or is it overtime also for trainees?

Mr. Scovel: It is overtime training for the recruits. They come on their days of and...

Councilmember Yukimura: And there is no thought to train while they are at the station and when they are already on payroll?

Chief Westerman: When they do a particular class, they put the firefighters on a 40-hour workweek, and they come into the training center, and get the training. They are not on the overtime schedule. They are on a modified schedule, but not an overtime schedule. The instructors will need to come in, because they need to teach the class. So, depending on which group it is and which class it is, usually the overtime incurred is only with the instructors.

Councilmember Yukimura: Not the trainees?

Chief Westerman: Not?

Councilmember Yukimura: Not the trainees?

Chief Westerman: No, not the trainees. No.

Councilmember Yukimura: Okay, unless the instructors are being trained as instructors?

Chief Westerman: Yes.

Councilmember Yukimura: Okay. Yes, the instructor being trained as a trainee, yes. Alright. Thank you.

Chief Westerman: Unless it is the instructor being trained as a trainee, yes.

Committee Chair Kaneshiro: I have a follow-up question on the overtime. There is an overtime line item that is just for instructors? It is not for one individual that is doing all of this overtime?

Chief Westerman: Right, that is for all the instructors.

Committee Chair Kaneshiro: It is a blanket for all instructors who have to take off to do certain trainings?

Chief Westerman: Right.

Committee Chair Kaneshiro: Okay. Councilmember Kualii'i.

Councilmember Kualii'i: Earlier we saw that there was a dollar-funded Firefighter I from Hanalei, and a dollar-funded Firefighter I from Kapa'a. This dollar-funded Firefighter III, which location is that?

Chief Westerman: This dollar-funded Firefighter III went to a different bureau. He went to the Prevention Bureau.

Councilmember Kualii'i: Where is the position located?

Chief Westerman: Downstairs versus upstairs.

Councilmember Kualii'i: Oh, in the Administration building?

Chief Westerman: Yes, right in the Administration area.

Councilmember Kualii'i: That is Position 720?

Chief Westerman: Yes.

Councilmember Kualii: Okay. Thank you.

Committee Chair Kaneshiro: Any further questions for training? I have another question on the training. Would it be more cost-effective to hire someone to do the training rather than have a firefighter do the training and get overtime?

Chief Westerman: I will be honest with you, I never looked into it. I do not know if it would be. I do not know of anybody providing the service.

Mr. Scovel: It could be cheaper to pay our instructors overtime than fly somebody here and pay him for his services. We can train numerous amounts of people with our trainers rather than having one and teach only 20 firefighters. Our trainers could train the whole Department, if you look at it that way.

Committee Chair Kaneshiro: Okay. Any further questions for training? No? Okay. We will move on to Water Safety.

Chief Westerman: In Ocean Safety, again, a review of the highlights. State Champions 11 years in a row and the Kaua'i Junior Lifeguard winning 45 medals at the National Championships. Great kudos for the bureau and for Kalani and all of the men and women that worked the junior lifeguard program. It takes a lot of concerted effort on their part to get through that. I do not envy them when they do travel, traveling with all of these teenagers, I am sure all the sports teams out there go through the same. I have been on planes with a plane full of those kids traveling and it is tough. When then they get there, they do a good job and they represent Kaua'i and Hawai'i very well. They have expanded the Junior Keiki Program to 4 locations. They assisted a junior lifeguard student with her program called "Splash." Then she donated her proceedings back to the junior lifeguard program. Again, existing on-call positions were reallocated to do the restructuring. We worked with Hawai'i Government Employees' Association (HGEA) on the bargaining unit and as you know, that is still in negotiations. A couple of travel and then some of the statistics for the Ocean Safety Bureau. We will be open to any questions that you have for the Ocean Safety Bureau.

Committee Chair Kaneshiro: Any questions from the members for Water Safety? Councilmember Yukimura.

Councilmember Yukimura: Yes. First of all, congratulations for the really outstanding program for junior lifeguards and younger now. It is really one of our sources of pride and joy. I know it takes a lot of work and commitment. On the issue of water safety and drownings, which I know we are all distressed what has happened over the last few months, have we done a statistical analysis how many drownings are at sites without lifeguards? Is there a distinct correlation?

Chief Westerman: We have that data. We can get you.

Councilmember Yukimura: Yes. Do you have a sense offhand, Kalani?

D. KALANI VIERRA, Water Safety Supervising Officer: Kalani Vieira,  
Ocean Safety Bureau. Not offhand, but we have charts available at our office.

Councilmember Yukimura: Okay. I would be interested in seeing if there is any data that gives us any ideas how to better address it. I mean, I am aware that as I think you mentioned earlier this morning, Chief, the jet ski serves to go to places quickly where we do not have lifeguards. I am glad for that option and technology.

Mr. Vierra: Just the top of my head, the incidents are kind of scattered all over the place.

Councilmember Yukimura: Both at lifeguard sites?

Mr. Vierra: Yes, it is kind scattered all over the island.

Chief Westerman: But I do not recall too many lifeguards at lifeguard beaches with lifeguards on beach.

Mr. Vierra: Yes.

Chief Westerman: Very, very few. But we can get you that data.

Councilmember Yukimura: Okay. Is there any data or feedback on how our video at the airport is working or not?

Mr. Vierra: That is a good question. I know we had discussion at our last Keālia meeting on some kind of a survey to see how the video working. But Dr. Downs has a couple of people that came up to him that visited the emergency room and came up to him and said, "The reason why we performed the rescue using the rescue tube because we watched the video." So, that is one hands-on discussion, but I am sure we should have more.

Councilmember Yukimura: Anecdotal.

Mr. Vierra: When I go to the airport, myself, I kind of stand in the back and watch who is watching the video. I can see there is a few, but I wish more people would watch it. There should be some kind of survey, for sure.

Councilmember Yukimura: Yes. That would be helpful. I have done that, too, whenever I am at baggage claim watching how many people watch and not a whole lot are watching. Some of them are people like us who are local and tend to know more. I am going back to the idea that a captive audience in the plane might be a better place to really have this education happen at. During the break, Battalion Chief Hosaka and I were talking about the hikers going in and I even said that they are not qualified to be called

“hikers” because they do not know anything about hiking. He talked about an incident where they had to go in because this big strong person had only a small bit of water into the trail and that is pure ignorance. This whole education factor, which is what the video was trying to do with respect to water safety.

Mr. Vierra: We have been trying to do that for many years of trying to get video in the airport.

Councilmember Yukimura: I know.

Mr. Vierra: That is the closest way we could get the video, would be at the baggage claim areas. But if you folks have any ideas on how we can crack that nut, we are all open to ideas, for sure.

Councilmember Yukimura: Yes. I just read in Office of Hawaiian Affairs (OHA's) newspaper that they are working on a television video to teach about culture in-flight and I am thinking maybe we should tag on some water safety.

Chief Westerman: The Garden Island did an article two months ago or a month ago about a 16 year old that watched the video in the airport and rescued his father. He credited the fact that he watched that video. He said, “I do not even know why I watched it, but I watched it two or three times. So obviously it took a while to get their baggage out. But I watched it 2 or 3 times.” So, obviously it took a while to get their baggage out. But it does help. Like Kalan and I know, everybody that is in our business, when we come through there, we kind of stop and watch. But it is just one of the tools in the toolbox, to use a bad analogy, but what we use to reduce the drowning statistics.

Councilmember Yukimura: Your example shows the power of education.

Chief Westerman: Yes.

Councilmember Yukimura: So, if we can find ways to do it more effectively, then it will extend the reach.

Chief Westerman: We have considered redoing these bookmark because it provides something useful, especially folks that traveling. A lot of them still do the old paperback books. It does not good on the iPad, but again, any type of education that we can provide.

Mr. Vierra: Just FYI, tomorrow we will be here for approval. The Kua'i Lifeguard Association (KLA) bought us a prevention education trailer and we are going to be using the trailer similar to Fire of using the trailer to go to the schools and Farm Bureau Fairs or wherever we can to use that trailer for education purposes.

Councilmember Yukimura: That is excellent, and if you can tie it in with the fires, that might be better than having to do one group twice.

Mr. Vierra: Yes.

Councilmember Yukimura: I also want to commend you for the training of supervisors that you mentioned earlier. That sounds like a real capacity-building, also personnel problem prevention. So kudos to you both for that. Thank you.

Committee Chair Kaneshiro: Councilmember Kualii.

Councilmember Kualii: I have a quick somewhat general question about positions and maybe you can follow-up with an answer that kind of maybe puts it all in a chart. I would like to see a breakdown of what your staffing needs are and how you are assigning the different positions to the different locations. I know we have many locations like maybe nearly 9? Yes, 9. But there is lifeguard position, and I only see four of them throughout two, on-call lifeguard positions, and the rest are all Water Safety Officer (WSO) I, II, III, IV and V. I am curious as to what is the entry-level position? It lifeguards? I see that it is \$32,000, the salary range, and the Water Safety Officer 1 is \$36,000, the salary range. Then it goes all the way up to V, which is \$68,000 salary range. I am curious as to how many we need of each, how they get assigned to each of the locations, and what the difference is between Lifeguard and Water Safety Officer I? You can say a little now, but we can follow-up.

Mr. Vierra: The lifeguard is an entry-level position. So that is how we hire all of our personnel is through lifeguarding. Water Safety Officer I, we used to start recruiting with Water Safety Officer I before, but that requires a bunch of certifications that a lot of the people do not have. So, we did not have big turnouts for recruitments. So, we eliminated all of the certifications. That is the only way we can hire lifeguards is without certifications. We have been having pretty good turnouts, but a lot of people coming in for recruitment is not passing the agility requirements. If you get hired as a lifeguard, which is the entry-level, if you work for a year, then you can be promoted to WSO I, and then a year after WSO I, you can be promoted to the WSO II. The WSO III will be in the Lieutenant or Supervisor level. WSO IV, as you know, is our new positions that we created. It is like the District Captain and WSO V would be my position.

Councilmember Kualii: Like the Battalion Chief if you were a battalion?

Mr. Vierra: I guess so, yes. I am an Operations Supervisor,  
yes.

Councilmember Kualii: That is 15?

Mr. Vierra: Yes.

Councilmember Kualii: Okay. Thank you.

Committee Chair Kaneshiro: Councilmember Yukimura.

Councilmember Yukimura: I am curious about the certification process and the agility. Did you just describe a way to get around the agility test?

Mr. Vierra: No, around the certification.

Councilmember Yukimura: Oh. So, they still have to pass an agility test?

Mr. Vierra: Yes. In previous years, we used to go out and recruit for Water Safety Officer I and if you have not worked for us in the past or if you have not worked for a lifeguard in any type of organization, you would not have the proper certification. So, if you wanted to apply, you would have to go out and get your certification that might cost you up to \$500, which a lot of people do not have the money to pay. So, we figure we eliminate the certifications and just hire at the lifeguard level so you will not need certifications. All you need is the driver's license or the basic requirements, and then if you get hired, we will send you through the training and get paid for sending you to the proper training.

Councilmember Yukimura: So, we are paying for the education essentially.

Chief Westerman: Yes.

Councilmember Yukimura: I mean, whether you are lawyers or engineers or physical therapists or whatever, you have to figure out how to get your degrees or your certifications before you apply for certain jobs.

Mr. Vierra: We had really low turnouts in recruitment, really low.

Councilmember Yukimura: All you have to do is raise the pay.

Mr. Vierra: Well, that would be good.

Councilmember Yukimura: I know that is another issue, but we have done it in other areas and then you have a lot of people applying for it. KCC is not an easy route to get a certification?

Mr. Vierra: You probably could. There is the American Red Cross and the American Heart Association. You could get your proper certifications through them or even KCC.

Councilmember Yukimura: Actually, what you are describing is the lack of motivation to jump through these ropes, which is kind of important for even screening people, I think, and then also the pay, which might also be partly responsible for the lack of motivation.

Mr. Vierra: With the pay, just to let you know, in last four months we had maybe five people resign because they got employment elsewhere because of

better pay. That is another challenge. We are working on keeping our people with our Department.

Councilmember Yukimura: I mean, I will tell you, that is what I mean. If you raise the pay, you will find people figuring out how to get the certifications. Do you know what I mean, because there is an end goal that is worthwhile.

Chief Westerman: Part of the problem they have to be readily available too. All of their classes are not readily available, even from KCC, routinely. It just became easier for us to go through the hiring process and provide first-responder certification is the other one that is required. It is provided by KCC, but it is not always readily available. Again, it is a matter of supply and demand. If there is not a lot of people demanding it, they are not going to provide the class.

Councilmember Yukimura: Right. How many Water Safety Officer Positions does the County have?

Mr. Vierra: We probably have 55 positions.

Councilmember Yukimura: 55 positions?

Mr. Vierra: I think so.

Councilmember Yukimura: That is a lot of jobs. It should be enough for KCC to actually develop a program for certification.

Mr. Vierra: Well, for the first-responders, not only the lifeguards, the firefighters and police also have first-responder certification.

Chief Westerman: But we train them all in-house. It is not a prerequisite to employment.

Councilmember Yukimura: I am just trying to understand how you get the best possible people to apply and whether by increasing the salary to something that, if that is the problem, you might be able to solve rest of it by just doing that.

Mr. Vierra: We tried the Water Safety Officer method, we tried the written test method, and the two low turnouts. So, we eliminated those and had just an agility test. We had more turnout by that way then the rest.

Councilmember Yukimura: With the agility test?

Mr. Vierra: As far as the pay, I wish I could give them more pay, maybe you folks can help us with that.

Councilmember Yukimura: Thank you for at least helping us better understand the problem and the issues.

Committee Chair Kaneshiro: Councilmember Kualii.

Councilmember Kualii: As far as the vacancies go, it does look like and you can give me an update if this is two weeks old, that there are four lifeguard position that are vacant and being recruited. The status they all have is recruiting, and four Water Safety Officer II positions that are being recruited. So you only have about six or seven in this budget, positions for lifeguard. But there is probably 30 or so for Water Safety Officer II. I think as far as occupied positions, the majority of them are probably Water Safety Officer II. That is what it looks like in Po'ipū, Lydgate, Keālia, and Anahola, in the bulk of the locations. I would think it is a pay issue because a Water Safety Officer II having the ability to make upwards of \$46,000 is why so many of those positions are Water Safety Officer II and they have remained for two years or more, right?

Mr. Vierra: Yes. So, it takes almost two years to get to Water Safety Officer II.

Councilmember Kualii: The overwhelming major of our Water Safety Officer looks to be Water Safety Officer II.

Mr. Vierra: Correct.

Councilmember Kualii: They are making whatever, \$39,000 or \$46,000. I do not want to say that pay is the issue. I would guess that it is a lifestyle choice. If you are a water person, I grew up loving the water, but I have ear infections. A lifeguard would never be my career choice. For many people, it is not worth the angle they are going to go and maybe some people are taking it as a job while they are young, something to do, good pay. Then they see something else like construction or accounting or whatever, and it is even better pay. So then they move on.

Mr. Vierra: That is what is happening.

Councilmember Kualii: So maybe it is career transition, too. Let us not get ahead of ourselves and saying that we need to pay more. Let us just do a real careful analysis and let us continue what we are doing because I think it is successful if we have all of these Water Safety Officer IIs that are more than not remaining with us. Thank you.

Committee Chair Kaneshiro: Any further questions on water safety?  
Councilmember Chock.

Councilmember Chock: Chief, I just have a follow-up question here. In looking at the grants presentation that you have. Is there no plan for any grant-writing to occur in 2016? I cannot identify the grant. I see where it talks about the ongoing grants and previous and then in 2015. I also read that you are kind moving in that direction of manpower towards it not being there and so forth. I just wanted to get a better sense of what the plan is.

Chief Westerman: We will continue to write for grants in 2016. We are not going to write for Staffing for Adequate Fire and Emergency Response (SAFER) in 2016. We will be writing for the Assistance to Firefighters Grants (AFG) grants for fire prevention and we are also going to be writing one for...my grant person is going to kill me not having him here to answer that question.

Councilmember Chock: Maybe we are having a hard time reading it. I see the SAFER grant and the Volunteer Fire Assistance (VFA).

Chief Westerman: The VFA is really not an application. It comes to us every year as a pass through from the State. It just comes from a different amount that we would have to determine with the State how we can apply it. We are going to apply for the AFG, two different times AFG. We are not going to be applying for AFG SAFER. We just applied again for the State DOT Highways grant. Then we have the Homeland Security grant, which again is and is not an application process. It is managed by State Civil Defense and it runs through our County Civil Defense. Then we work with Police and Civil Defense to determine how those moneys are going to be spent. That is kind of what our direction is for the next year for grants for Fire.

Councilmember Chock: One last question, there were some questions that came up in the initial budget presentation about the helicopter pad and the lease with the DOT. Can you shed a little more light?

Chief Westerman: Sure, I would be happy to. Actually, I am meeting with Mr. Neves this afternoon. We were kind of set to have everything done. The administration has this in CIP, we talked about a little more increase in that money, and they gladly supported that. We had our lease with the airport and we discovered that we were in the prevailing winds. That is not a good thing. We are asking to go to the other side of the tarmac, which puts our opening door...what do they call that? A lee. So, it is not in the prevailing wind because we did not want the helicopter exposed to the salt blowing every day. They do not have a problem with that. It is just that we almost had to start the process over. So, they are kind of in agreement with the lot that we have selected. They have a little bit of question about we were also going to put our burn trailer there and on the next parking areas over on the next side of that tarmac behind us, they are going to put in a fueling station. So they have concerns about us having a burn trailer there. We are going over there today to work that out. Our hope is that within 30 to 60 days we will have a new lease signed and Public Works is just sitting there waiting. They are beating me up all time. Come on, Chief, we need to move. The Administration is let us do it. It is really negotiating with the State, the right lot at the airport.

Councilmember Chock: I think when reading it, one of the concerns was about the lease terms because we are investing a lot of infrastructure and money into the proposed site with the pad and the structure.

Chief Westerman: Right.

Councilmember Chock: So, that the terms would be feasible. We would then own the structure and the pad, but then if things do not work out with the DOT, what is the recourse?

Chief Westerman: I am sure the Director of Finance and County Attorneys will make sure...it is really beyond my scope and I would hope that they would challenge the State to make sure that we got a good lease agreement and make that happen.

Councilmember Chock: Currently, our helicopters are staged where? Are they in the open?

Chief Westerman: No. Currently, it is in one of the real old hangars, they call them (inaudible) hangars that has been there about 25 years that State owns. They have been renting us that space so we can get out of the salt air. We were only on what they call "spot." So, we worked with them to allow us to move into that hangar. Again, it was supposed to be temporary, but it is gone a little more than temporary and they are anxious too, to get their hangar back.

Councilmember Chock: Okay. Thank you.

Committee Chair Kaneshiro: Follow-up question. Councilmember Kualii.

Councilmember Kualii: My question is a broader one, again, on the positions and step levels versus new job titles. How do you get from one level to the next? You had mentioned that you hired lifeguard and in a year they go to Water Safety Officer I, and then in another year they go to Water Safety Officer II. So, they are moving and getting promoted to another position. But within the position, is there not any levels for increase? I noticed this SR series is 13, 15, 17, 19, 21, and 26. Is it meant for that to be each year and besides just time passing, I would imagine you would have to have acquired additional skill and training, additional certifications, and evaluation. Explain to me basically how that goes.

Mr. Vierra: It is not automatic. You would have to pass a yearly job performance evaluation. There are other certifications that are required like your first-responder training, and it is not automatic. But minimum if you work a year, then you go up for evaluation. If you do not pass the proper evaluation to next level, you will be put on another probation.

Councilmember Kualii: Are those existing levels? There are no other levels in between?

Mr. Vierra: No.

Councilmember Kualii: I know in some job descriptions you have levels at that one job.

Mr. Vierra: No.

Councilmember Kualii: These are basically all lifeguards, lifeguards at the first level all the way up to the lifeguard to the 6<sup>th</sup> level?

Mr. Vierra: Yes.

Councilmember Kualii: The only step increase or raise happens between from 13 to 15 and 15 to 17. It is a double step in a way, but it is happening each year?

Mr. Vierra: Also, another note is if there is a jet ski operator premium pay also that some of the Water Safety Officer II who applied for the training, they get that extra pay.

Councilmember Kualii: Okay. Thank you.

Ms. Bettencourt: I just wanted to clarify for the lifeguard, it was a difficult position to fill. We worked with Human Resources to try to offer incentives to hire. But people just were not applying. So what happened was like Kalani said, what we did was we did away with requiring the certifications at the time of application and we allowed them to just meet the minimum level of high school graduation and be able to apply, and then again, pass the agility. So like the firefighter trainees, the lifeguards come in with nothing. They have no certifications. In their probationary period, they have to learn the skills and acquire the certificates as part of the requirement of passing their probation. Once they get all of the required certificates for lifeguard, for example, when the lifeguard acquires all of their certificates, at that point, it can be within the six month probation. Once they acquire all of those certificates, they can be moved up to a Water Safety Officer I. So, depending on whether they feel the person is also qualified in performing the job, not just in getting the certificates, the person can go up a level. Then going from WSO I to a II is a minimum one year as a WSO I. Then once they get once they get to the WSO II, yes, that is the highest they go unless they get promoted to Supervisor position. In between that, like we said with collective bargaining pay increases, people get different levels of pay. But, yes, for some reason it is was very difficult to recruit Ocean Safety and Kalani is trying to figure out ways to get people more interested in that job.

Councilmember Kualii: I would be interested in knowing what other ways Human Resources might be able to help with the recruiting. I think as far as an entry-level position that is paying \$32,000 that has the potential within a year to go up to \$36,000 and within another year to go up to \$40,000, there is probably a lot of young people, maybe water people as well that they are looking for a career path, this is actually a pretty good career path with a represented position with good benefits. I cannot imagine. That \$32,000 is equal to \$15.38. There is a lot of young people out there working for a lot less, so come on.

Committee Chair Kaneshiro: Councilmember Hooser.

Councilmember Hooser: I am going back up again. The helicopter, Chief you mentioned the State leases us hangar space. How much is that?

Chief Westerman: We are renting right now.

Councilmember Hooser: How much? Round numbers. Is it a few hundred dollars or a few thousand dollars?

Chief Westerman: Yes. It is a couple hundred dollars. It is really cheap.

Councilmember Yukimura: A month?

Councilmember Hooser: A month?

Chief Westerman: Yes.

Councilmember Hooser: Okay. Does the Fire Department or Ocean Safety charge the State for protecting State beach parks or rescuing people from State parks?

Chief Westerman: No.

Councilmember Hooser: Does the State provide any support whatsoever for the County protecting people or putting these services in?

Chief Westerman: Well, we have a contract. Why do not you talk about the contract?

Mr. Vierra: We have a contract with the State for Kē'e Beach lifeguard operations. So, they fund our 4 positions and equipment down at Kē'e Beach.

Councilmember Hooser: Okay. Is that reflected in the budget?

Chief Westerman: Yes.

Councilmember Hooser: You do not have to point it out to you, but it is in there. Is that year-to-year?

Chief Westerman: Biennial, every two years.

Councilmember Hooser: Okay. We have to put in a request to the legislature to get that every so often?

Chief Westerman: Yes.

Councilmember Hooser: Okay.

Chief Westerman: Well, we talk to the Director of Parks and tell them we still want, and he says, "Okay." Then he pushes it through the legislature and occasionally we go and talk to the different State legislators and remind them that we want to continue that service.

Councilmember Hooser: Okay. Thank you.

Councilmember Yukimura: Follow-up.

Committee Chair Kaneshiro: Councilmember Yukimura.

Councilmember Yukimura: Regarding helicopter rescues and some on foot rescues in Na Pali or Waimea Canyon or State wilderness areas, I would like to know when you provide us with statistics on the rescues, I guess helicopter or other; how many of them were on State lands because it occurred to me as we were discussing it earlier that in fact, that they are State permittees or State violators of permits that we are taking care of. The County is. Conceivably, the State could buy their helicopter and do rescues on their properties like National parks and so forth? So more than ever, we are justified to get TAT moneys, Transient Accommodation Tax moneys but even arguably State reimbursement for those costs unless the individual people will pay for it. Actually, I have a couple of questions that can go back to operations. I ask helicopter now even though it is water safety?

Chief Westerman: Sure. If you would send that question over.

Councilmember Yukimura: Yes.

Chief Westerman: Kind of how you would want it as close to formatting as you can, and then we will see what we can provide to you.

Councilmember Yukimura: Okay.

Committee Chair Kaneshiro: I think we are basically done going through all of the Divisions.

Councilmember Yukimura: So we can go back.

Committee Chair Kaneshiro: We will take a lunch break soon. If the questions can be E-mailed, we can E-mail them. If you have questions that you think can be answered quickly now, then we can talk about them now.

Councilmember Yukimura: On your helicopter Air I, RESCUE or EMS standby, what does that mean? You have incident or type description. It is just a label or a short description, Rescue or EMS standby.

Chief Westerman: I am sorry. I gave you a copy of it and now I cannot find my copy.

Councilmember Yukimura: Could somebody give him a copy?

Chief Westerman: That 381 is rescue or EMS standby. That is what it is classified. These numbers and classifications come out of the National Fire Incident Reporting system that we report all of our stuff nationally and every Fire Department reports. So that is just a classification. That is not exactly what happened.

Councilmember Yukimura: Extrication. The other one you have, search for person on land/search for person on water. I am just trying to understand the distinctions here. It means a person was either rescued or not?

Chief Westerman: You would have to read the narrative on each one of the calls to determine the actual call and what it was. These are just a call type that we use to manage the database.

Councilmember Yukimura: Okay, and that is the number? 381 is associated with the category?

Chief Westerman: Yes.

Councilmember Yukimura: Okay. I am looking at your list. It is under "resident or visitor" but it actually means location, right? Your far right column.

Chief Westerman: Right. Well, the resident or visitor is actually not above the right column. It should be moved over a little bit to the left. It is not lined up correctly.

Councilmember Yukimura: So it should say something, like, location of rescue?

Chief Westerman: Well, the rescued visitor, if you moved it to the left on your paper over top of the columns that all say "resident" that would be the heading for that column, and then the address and it kind of runs out. That would move over, too, and then that would be in line with Hanakāpī'ai, where the location is.

Councilmember Yukimura: Okay. The last column of names is really the list of locations?

Chief Westerman: Yes.

Councilmember Yukimura: Okay. Looks like the majority of them are State properties.

Chief Westerman: Yes.

Councilmember Yukimura:            Alright.

Committee Chair Kaneshiro:        Any other questions from the other members?  
Councilmember Kualii.

Councilmember Kualii:            Just a quick one on the helicopter. Earlier you had said and maybe it was just an estimate and you need to get back to us, that for the helicopter to be summoned or to it to go out, it is \$450 per hour plus gas. Is that what you said?

Chief Westerman:                    Right.

Councilmember Kualii:            What is the helicopter contract \$378,000? Is it meant to cover that or do we also have a license agreement with a pilot?

Chief Westerman:                    The \$450 an hour is what the manufacturer says if you are going to charge, that is what you should be charging per hour because that is what their estimated wear and tear on the aircraft is because so many hours requires so much maintenance and it requires so many parts to be replaced. So that is what it costs to maintain it per hour, essentially.

Councilmember Kualii:            Yes.

Chief Westerman:                    The pilot contract just pays for the pilots and the maintenance.

Councilmember Kualii:            That amount, what does it represent? Are we just forecasting and putting this money aside?

Chief Westerman:                    No. The pilot contract is for an entire year for the pilots to be available from half an hour before sunup until half an hour after sunup and to be on standby at the airport.

Councilmember Kualii:            After sunup.

Chief Westerman:                    It requires them to have 2 pilots, minimum.

Councilmember Kualii:            So whether we use them or not, that is just what the contract is?

Chief Westerman:                    Right, and part of that contract is they do the maintenance. They do the daily maintenance checks, the hourly maintenance, the 200 hour checks, 300 hour checks, and then the \$100,000 that is there is to replace the parts if the parts need to be replaced.

Councilmember Kualii:            Replaced parts?

Chief Westerman: Yes.

Councilmember Kualii: It would be interesting and you could only do it after the fact, to know how much it costs for each rescue because you assign a concern amount per the days they are just on-call and not rescuing and then you assign an amount to when they actually go out.

Chief Westerman: Yes. I guess there are 2 ways you could estimate it. You could take the number of hours that are available in a year and divide the whole cost by that or you could take the cost of an example of the \$450 per hour and the cost of fuel for an hour. They know how much it burns in an hour a then the rescue crew costs for an hour salary and come up with an estimated salary because then again, as can you see in the budget, one captain might be getting paid more than the other only because he has been in two years longer than the other one. Unless you take the actual call and want to get the exact cost of the actual time, an estimate would be fairly close. If that is what you are looking for, we could probably generate that. But they would all be estimates. They would not the actual cost of the call.

Councilmember Kualii: Thank you.

Committee Chair Kaneshiro: Councilmember Yukimura.

Councilmember Yukimura: This is regarding your written narrative. You say under "Success and Achievements," that Captain Dean Lake completed his second EFO, Executive Fire Officer program.

Chief Westerman: Yes.

Councilmember Yukimura: Paper, on improving incident report data entry for the Kaua'i Fire Department.

Chief Westerman: Right.

Councilmember Yukimura: What is the Executive Fire Officer program?

Chief Westerman: That is four year program put on by the National Fire Academy. It is to provide leadership and skills training to Senior Officers in the fire service. It is designed so that as you are attend the program, your term paper, so to speak, every year is a paper that will benefit your Department.

Councilmember Yukimura: Great.

Chief Westerman: They go to the academy, they spending two week getting some education and different things, and then they get their paper signed. Over the year through correspondence, they have to complete their paper, then turn their paper in,

and it is graded. It has to be graded to a 3.8 out of 4 so that it can get posted and then your paper is posted at the National Fire Academy in their archives

Councilmember Yukimura: Actually published.

Chief Westerman: And becomes available for other people's use just like the college.

Councilmember Yukimura: Very interesting. We support that kind of training?

Chief Westerman: Absolutely.

Councilmember Yukimura: So there is like tuition and airplane and all of that?

Chief Westerman: Actually, the only thing that it costs us other than the person's time, is we have to pay for the meals because it is on a college campus. Well, it is Old St. Mary's College. But they provide the meals and everything, the lodging and refund all of the transportation costs and everything. The only costs to the County is the cost of the meals. I take that back, and there is per diem flight about \$25 each way.

Councilmember Yukimura: What you get is a useful paper to improve your services.

Chief Westerman: Yes, and we get a little bit better educated.

Councilmember Yukimura: And training.

Chief Westerman: Leadership training, yes.

Councilmember Yukimura: Okay. Thank you.

Councilmember Kualii'i: Last question.

Committee Chair Kaneshiro: Councilmember Kualii'i.

Councilmember Kualii'i: Follow-up on the pilot contract. So that is a private individual, nobody who works for the County, correct?

Chief Westerman: Yes.

Councilmember Kualii'i: What about the pilot's own insurance?

Chief Westerman: Yes.

Councilmember Kualii'i: Do they pay their insurance or do we cover it?

Chief Westerman: Yes, they have an insurance policy and we have an insurance policy. Yes, that is part of their contract that they purchase and maintain an Aviation Insurance Policy for 20 some odd years if I am not mistaken.

Councilmember Kualii: I am just curious, ultimately, if there is not a more cost-effective way to do it. But we will see. Thank you.

Committee Chair Kaneshiro: Any further questions for Fire? Thank you, folks. Thank you everyone for coming out and being available for the questions. We will take a one hour lunch. We will be back at 1:00 p.m. and we will have Police here.

There being no objections, the Committee recessed at 11:55 am

## **Kaua'i Police Department**

Honorable Mason K. Chock  
Honorable Gary L. Hooser  
Honorable KipuKai Kualii  
Honorable JoAnn A. Yukimura  
Honorable Arryl Kaneshiro  
Honorable Mel Rapozo

Excused: Honorable Ross Kagawa

The Committee reconvened on April 7, 2015 at 1:01 p.m., and proceeded as follows:

Committee Chair Kaneshiro: Welcome back. We have Police with us, and I guess you guys have a short presentation for us. Then for the Councilmembers, we will watch the presentation. If we have any questions on the presentation, we will ask the questions. But again, if we can put the questions into any of the Divisions that they will be going over later let us try to put the questions there. It is all you Chief. Thank you.

DARRYL D. PERRY, Chief of Police: Thank you. Police Chief Darryl Perry, Kaua'i Police Department (KPD). I want to thank Council for allowing us to present our budget today. As you know, all of the Departments including the entire County, are facing difficulties with our budget, and it is up to each individual Department to be fiscally responsible for how we manage our Departments. But within these challenges, there are also opportunities to see how we can do things better and more efficiently. Our presentation today, will focus on elements of our budgets, efforts to cut costs, causations of expenditures including overtime, and cost savings. Towards the end we will also view three videos and they are very relevant to today's environment, law enforcement, how it can impact the County, and how revenues are brought into this County. With that, I will hand it over to Assistant Chief, Michael Contrades.

MICHAEL M. CONTRADES, Assistant Chief of Police: For the record, Michael Contrades, Assistant Chief of Police. The challenges for us exist yearly and the overarching challenge, of course, is the fact that as we dueling streams of revenues. We are asked to do more and to take on different challenges as the years go by. Calls for service increase, increased crimes against property and person, and we do our best to try and deal with those issues with the current budget that we have. I am going to give you a budget overview. Overall, KPD has 2 funds: the Operational General Fund and the Criminal Asset Fund. KPD's operating budget this year, we are asking for 92% salaries, overtime, and fringe benefits with a balance of 8% for all other expenditures. KPD's Budget comparison Fiscal Year 2016 request a net increase of 4.9% or \$1,418,000. The net increase is due to collective bargaining pay increases for KPD's Units 12 and 13, in a total amount of little over \$2,000,000 with KPD reducing its operating budget by \$720,000.

In our Criminal Asset Fund budget, we are appropriating \$91,000 a little over in salaries and fringe to supplement the COPS (Community Oriented Policing Services) grant to hire 6 new police officers to create a new beat in the Kawaihau District. We are also budgeting \$50,000 for unexpected training opportunities and \$99,000 to create new office spaces to accommodate our office of professional standards and our Crime Scene

Specialists. Almost \$143,000 for body camera equipment including partial match in the event the Legislature is able to put forth and pass the bill to give funds to the Counties. Another \$100,000 is being budgeted for unanticipated needs throughout the fiscal year. Again, this is all out of our Criminal Asset Forfeiture Fund.

We wanted to explain our lapse fund which will be roughly \$1,900,000 total this year... I mean returning funds this past year. Salaries and wages, overtime, additional pay, and employee benefits, essentially what happened is that we were extremely conservative doing our best to save funds where we could when we did not know where funding would come from and how much funding would be needed for collective bargaining raises this past year. So not knowing whether a money bill would go through and how much that would be, we were extremely conservative in the costs expenditures overtime and what not. So, we were able to be very stringent with our budget in anticipation of possibly having to fund those raises through our own budget. The money bill came through. KPD received Ordinance No. B-2013-755 to cover salaries in the amount of \$561,861 in November of 2013 and then received official notification on March 13, 2014 for the second money bill in the amount of \$987,000 and almost \$10,000, respectively. Those moneys were available to us in March and that gave us roughly 3 years to expand all the funds that we had saved. So, that is the bulk of what we will be returning or returned.

Utilities. KPD and Kaua'i Fire Department (KFD) shared utilities for the Hanalei Station so we have some funds returned in that area. There was also a cost savings due to moving into the Waimea Station in February of 2014. Then our Mobile Data Terminal (MDT) is only 60% were issued so did not have to pay the wireless connectivity at that point; so that is where we have another cost savings. Training. Some training was postponed due to shortage in overtime needed for Patrol Officers to attend. Whenever we have Patrol Officers attending training, somebody has to fill their slots. So backfill. We are very cautious about spending our overtime. Mandatory Biennial Physicals contract cost savings of above \$58,000. We looked at the contract and excluded treadmill testing, which was not covered by the collective bargaining agreement. Each treadmill test given is about \$1,200 and everyone 40 and over was required to take it. We only do that now in the event of the doctor saying that they should get a treadmill test and DNA (deoxyribonucleic acid) Services, Homicide, Sex Assault Services, we budgeted, but we use it as needed. So when we return money, that is a good thing. Dues and subscriptions. We got rid of obsolete subscriptions. We use web-based periodicals, and we no longer have the Directory of law enforcement agencies. So, we did some cost savings there.

Consultant Services. We postponed our Transcription Services in anticipation of the need for additional funding for collective bargaining raises. Special Projects, we budgeted, but we only use those funds as needed. Rentals. Copier rentals began a new contract with a 4 year lease, which resulted in a cost savings. Then our helicopter and vehicle rentals for surveillance, again, we budgeted for that, but you use it as needed. If you do not need those services, that is a good thing. Repair & Maintenance. Postponed preventive maintenance as much as possible without hindering operations. Cost savings was realized through recycling parts from older vehicles. If we have a newer vehicle that needed a bumper and we had an older vehicle that does not work anymore, we would take the parts off that vehicle. That is

an idea brought up by Glenn Ebesu, our Fleet Coordinator. He has done a great job to save money in that area.

Advertising. We only use it as needed, normally to dispose of equipment and notify the public of those disposals. Travel. Minimize cost as much as possible and printing the same. Supplies. We are very careful on the supplies we purchase. Of course we try to only ordered what was needed at the time. So we are returning money there. Small Equipment. Again, postponed in anticipation of the need for additional funding for collective bargaining raises.

Collective bargaining. There is a partial return for subsidize vehicles for the program that did not start exactly on July 1<sup>st</sup>. So, as the months went by, there is a savings there that we returned \$99,000. Fuel. Over the past few years we budgeted closer to actuals. Other commodities, we reduced the number of Hawai'i Revised Statutes (HRS) manuals that we purchase and only purchased emergency supplies as needed. Postage and Freight. We have an agreement with (SHOPO) State of Hawai'i Organization of Police Officers to use E-mail as so called certified mail so we do not have to send them certified mail. There is some cost savings there. Vehicle. Our contract was negotiated lower than was initially budgeted. So, we are returning those funds in that area.

Fiscal responsibility and cost savings. We worked really hard trying to budget closer to actuals and I am going to give you an overview of the different things that we have done to be more fiscally responsible as a Department. Line by line review from fiscal 2013 to present, the Chief's office has initiated a line by line review and justification process for each fiscal year. The Commanders of the bureau are tasked with developing their budgets based on projected needs, they present their budgets to the Chiefs Office, and every item is reviewed and must be justified by the Commander. Once budget direction is received from the Mayor's Budget Team, reductions are made to satisfy the directive. Two to three cuts are made in order to meet the mandates. This was possible in previous years because we were not budgeted as close to actuals as we are today. But because of that, we more or less have nowhere else to go except to cut into salaries. So we have reduced our operating budget as much as possible.

Overtime reductions, \$661,000 roughly in savings. We have been criticized over the years for our overtime expenditures and we have worked hard to reduce those overtime costs. One of the major things that we have done is our Patrol Services Bureau has scheduled our Public Safety Workers on to rotating shifts and treating cell block as if it were a beat that requires staffing by patrol squads. This alleviated the need to have other bureau staff cell block and prevented Senior Detectives and higher paid administrative staff from working in cell block, which greatly reduced overtime. We adjust schedules whenever possible to accommodate community meetings and special events held after hours, and we maintain minimal staffing on the holidays.

Reduction in Special Enforcement Projects. We try to exhaust all grant funds for enforcement projects prior to using County funding. We changed our response to minor traffic collisions. We have a triplicate form now that we use. The form is filled out right on the street, copies are handed to each of the drivers, and the report writing aspect of it is

done. Some minor reports such as loss properties are taken over the phone. This reduces the need for the officer to actually respond to the scene. So, if you lost your wallet, you could call that in and an officer would take care of that over the phone. We have strict mandates for report writing on overtime. Generally, it is no more than 3 hours a day depending upon your workload. We use a complaint and summons citation in lieu of arrest in some minor cases. Through these efforts, as I stated, roughly about \$661,000 in overtime saved. However, this reduction does not happen without consequences. People wait for police reports longer than they did before, complaints have been received because minor traffic collision reports have limited information, reduction special enforcement projects mean we are less proactive and more responsive which could lead to an increase in crime, handling reports on the phone has led to complaints about a lack of professionalism because officers were not physically present to take a complaint, and subject to issue citations for minor crimes such as lower levels of theft and property damage are not arrested and booked. Accountability to show up for court rest with them. So in other words, there is no booking procedure, and no bail is set to ensure their presence, they are just required to do so based on the summons that they received.

Other cost savings measures. Expedited hiring practices. Over the last 3 years we worked really hard to improve our hiring practices to fill vacancies to minimize overtime. We have continuous review of our hiring practices. We have worked very closely with Human Resources (HR). They have been a tremendous help to us in revamping our processes and helping us speed things up. We cannot say enough about the assistance we received from them. Experience and motivated background investigators, they do a fantastic job for us that helps expedite the process. In Administrative Training Bureau (ATB) we have experience and motivated staff to help us with this process. Overall, again, this helps us to reduce our overtime expenditures by filling positions.

Since December of 2012, we have hired 42 Police Officers, 12 Radio Dispatchers, and 4 clerical staff. For us that is a big accomplishment. Other cost saving efforts. As I talked about earlier, Physical Examinations \$58,000 savings. I would not go back into that, but essentially looking at the process, we were able to save \$58,000 there. Drug Screening of Applicants. We changed our previous procedures and we do the drug screening at the end when we are sure that this is somebody that will pass or has passed every other hurdle in the hiring process. We saved \$5,000 there. Removal and Installation of Mobile Radios. \$20,000 savings. What used to happen is when we purchase our vehicles, the people installing the lights would take everything apart in the vehicle to do the installation, put everything back in, and then the people installing the radios would come in, deconstruct the inside of the vehicle, put the radios in, and then reconstruct the inside. After determining that process was occurring, right now it is just done once. The same people put in the lights, radios, sirens, and everything so that we have a cost savings there. Our Livescan Morphotrak, which essentially is our booking system for fingerprints and photographs, \$39,000 savings. We entered into a multi-term contract with them and we want to thank the Office of the County Attorney. They have been a tremendous help to us as well and along with Purchasing, in trying to research this and helping us to implement this multi-year contract. Vehicle Stripping and Disposal. Right now we are trying to work on an agreement with the Kaua'i Community College (KCC) to provide them with a few vehicles that they can work on and in return, they would strip all our older vehicles so we can sell

them at auction. In the past, it was costing us about \$250 per vehicle in order to strip it and then we would sell it for \$50, \$100, or \$200. That was a losing battle for us. So now, we are going to be able to realize some cost savings there. Psychological services. No increase for five years. Again, we use a multi-term contract so we can ensure that we will not have an increase in funds to pay for that. Night Shift detectives. \$30,000 to 50,000 estimate. We have detectives that are scheduled to work in the evening hours up until 10:00 p.m. What this did is it saved us some overtime because the calls they would get from 4:30 p.m. to 10:00 p.m. are now covered by someone who is on shift.

Procurement of Quality Copiers. We are utilizing our actual copy machines to do our printing for the majority of the Department. We are trying to get away from those individual printers. The cartridges themselves are very expensive. Repair & Maintenance of Vehicles. As I stated earlier, our Fleet Coordinator salvages parts. It is about a \$60,000 savings there. Sharing of Equipment. We transferred two of our used vehicles to Office of the Prosecuting Attorney (OPA) and so the County did not have to procure new vehicles for them for the time being.

Training. We reduced our training budget to meet mandated reductions. However, we have implemented a system called PowerDMS, which is a software system that helps us do online training. We also use webinars. Recently, our senior staff attended a webinar with other Departments too I believe the topic was broken evaluation systems. We got tips on how to improve our evaluation systems by attending this webinar right from our conference room. We also try to bring instructors to Kaua'i to allow for more training of our personnel, essentially getting more bang for our buck. Reorganization. About \$50,000. Instead of asking for these new positions, we looked internally within our department and we took existing positions and we created Professional Standards Lieutenant, a Professional Standards Sergeant, a Training Sergeant, a Deputy Chief Secretary, and our Police Computer System Technician all with existing positions.

So what else can KPD do to reduce the budget? The only other thing left we can do is to reduce services. One of the things we could look at would be stop providing special events services to private non-profit organizations for parades, walkathons, and the like, private for profit organization, State agencies and other County agencies. We tried last year. It worked for the most part, but having these organizations hire our officers off-duty, what that did essentially was they get paid a set rate that does not include fringe. The fringe is almost double what the rate would be. So the County would save on the fringe. However, certain things and certain events come up where the officers do not want to work and I do not blame them. Sometimes it is hard work. If not enough officers sign up, the organization will either have to pay the cost to the County or have the permits revoked and the event cannot continue. So this is one area that could be looked into.

Stop responding to minor traffic collisions. No injuries or minor damages, no response, and no report writing. That would save us on overtime and motorists will have to work the issue out with their insurance companies. KPD currently is still a full service Police Department. Many Departments on the Mainland no longer do this. If it is minor, they do not respond.

Stop responding to crimes on State land. Department of Land and Natural Resources (DLNR) Department of Hawaiian Home lands (DHHL) no response to their lands unless there is a in-progress crime. Calls will be referred to the Division of Conservation and Resources Enforcement (DOCARE) and DHHL. As an example, car break-ins at Ke'e Beach. That is all State land. KPD currently responds and takes the cases, but these are one of the things we could do. Instead of us having to deal with that issue because it is State land, they would be responsible to deal with those car break-ins. Two other areas would be State harbors and airports. We still provide various services for them.

Stop responding to property crime reports. One of the things we are actually looking at and we are in the process of procuring is something called Coplogic. Coplogic is basically online reporting. Unless the property crime is in progress, KPD will not respond. Property crimes will have to be reported on-line. No reports for civil matters, boundary disputes, non-criminal property damage, industrial accidents, and landlord tenant. Generally people ask for a report. We draft one. One of the things we are looking at is not doing that anymore. If it is a dispute, of course we would respond to make sure that it does not turn violent. But if it does not have any criminal attachment to it, then we would not be writing reports for civil matters anymore.

These proposed methods to reduce services, of course, will have a serious impact on the community and alter the way policing has been done on Kaua'i for as long as I can remember. While cost savings may initially be realized, the impact of the reduce services may contribute to an increase in crime and a declination in the lifestyle that the people of Kaua'i and our visitors enjoy. We do not want to proceed on this path.

However, we are truly at a tipping point and neither overtime nor the number of personnel has to increase or services have to decrease in order to stay within the confines of the budget. Chief, would you like to talk about this?

Mr. Perry: Sure. We have gone through this before. Basically what this talks about is the United States (US) Bureau of Justice National Standard Ratio population versus Police Officers. The population they use is a population of 1,000. The low ratio and is depicted up there it is 2.2 officers 1,000. Now, this relates to jurisdictions in the Mainland where they have jurisdictions that surround your particular area of responsibility or your County. That is a lower ratio that they normally use. If you do not have officers or Police Departments that can provide mutual aid, you generally use the higher ratio which is 2.34 officers per 1,000 population. So the average comes out to 2.3. Currently, Kaua'i has a ratio of 1.79, which is below the national standards. We are using a defacto population of 90,000, which includes the visitors. According to Sue Kanoho, on a daily basis, we have 23,000 visitors on the island. Based on those numbers, we are currently 46 officers short even at maximum strength. So again, on the bottom says no bordering law enforcement agencies to assist KPD. So that is the issues that we are facing today and we are already starting off on the low end, yet we are doing, in my opinion, a very good job in keeping our community safe.

Mr. Contrades: As Chief discussed, no bordering law enforcement agencies, Essentially what Departments in the Mainland do is they have mutual aide agreements. When something is happening they immediately can call upon these agencies to respond immediately. Obviously, we cannot to that with the other islands. How does Maui, Hawai'i, and Honolulu handle that being the fact that they too do not have bordering law enforcement agencies? The thing is, they have been allowed to grow over the past 25 years. If you look at Maui, Maui is just under 100 officers that they hired in the past 25 years and Hawai'i Island over 100 something officers that they have hired. Kaua'i, down at the bottom, we have hired somewhere under 20. So, the options that we have to continue the current level of service that we provide is either overtime has to go up, or the number of personnel we have has to go up, or we need to decrease in services.

A brief explanation about overtime. General causes of our overtime, all our overtime is required to be paid by the collective bargaining agreement and of course the Fair Labor Standards Act whenever an employee is required to work beyond their normal working hours. This is just a list of things that we track. Some general causes of KPD's overtime are investigations, report writings, of course holiday pay, if they do not get enough rest rest period overtime, back-to-back or cancelled days off, call back from vacation, 6 or 7 day provision, court, call-out, stand-by pay, training, special projects, meetings, and administrative duties. As an example, in 2013 we had an attempted murder of a Japanese visitor who was thrown off a cliff in Kalalau. The land is under the jurisdiction of the Department of Land and Natural Resources. We investigated because they did not have the investigative expertise to deal with an attempted murder case. Essentially, this case alone cost the County \$51,000 in overtime and fringe benefits and \$15,000 in helicopter rental and fuel, for a total of a little over \$66,000. Of course this does not include KFD's overtime. They were there to assist us the whole time. I do not think it would be a stretch to say that this one case cost us probably over \$100,000 to investigate. The actual cause of the overtime though is just not enough people to do what is expected.

I am going to jump quickly to just our two main requests that are above what our normal budget is, our priority funding request. That is our marked vehicles. What we are asking for is 4 marked patrol vehicles. Right now Patrol Services Bureau (PSB) has 12 2005 and 14 2007 model year vehicles. 8 of the 2005s will be replaced this year. 8 new vehicles are coming in from a previous fiscal year budget. However the 4 remaining 2005s and 10 of the 14 2007s are showing rust and repeatedly breakdown. So generally the life of a patrol vehicle is 7 to 8 years and, of course, we are well passed that. We are asking for support to purchase the 4 marked patrol vehicles and then we are also asking for 8 subsidized vehicles. Unmarked vehicles driven by Detectives and other administrative staff generally take the back seat to our patrol vehicles. In the past, we have kind of ignored or I should not say ignored, but we have prioritized patrol first and so now it is kind of come to do where we need to provide vehicles for other staff as well. Several of the vehicles are 2005 and 2007 hybrid vehicles and they are at the end of their battery life and require expensive battery replacements. ATB has six vehicles, Investigative Services Bureau (IBS) four, Chief's Office 1. In that group, there is one 2001 Ford Taurus, two 2002 Ford Taurus, five 2007 Toyota Camry hybrids, and (3) three 2005 Prius. The Subsidize Vehicle Program has been successful for us. We do have some hiccups. It takes a little while to get the light bars and the radios installed, but it is still much faster than if we went through the procurement

process. By the time we are able to come to budget, procure the vehicles, have them built and delivered, you are looking at anywhere from 2 to 3 years. When you purchase a subsidized vehicle, it is almost immediate. The officer is responsible for that. This also reduces the burden on our mechanic shop because the officers are responsible for their own maintenance and there is a cost savings on procurement because our personnel does not have to deal with that aspect of purchasing the vehicle. I will turn this back over to Chief who wants to take you on a short trip into the future if we go down the path of some of the things that we discussed.

Mr. Perry: As I mentioned, not only are we providing you with information concerning our budget, but we would also like to make you aware of what other cities and other Departments are facing. In the first video, it talks about Chicago and their concerns about their budgetary constraints and their need to take proactive measures to reduce the costs of policing. If you could do the first one.

*(Police video 1 played.)*

Mr. Perry: We certainly do not want the inverse to occur and of course you are talking about Chicago. Chicago, at one time, was the murder capital of the world besides Washington D.C. In this next video, while people say this is Kaua'i and it never happens, I will preface this video and we cleared it through the Office of the Prosecuting Attorney and I will read this. It is a robbery case that occurred on February 2, 2015 at about 4:21 p.m. A local looking male subject entered the Kapa'a liquor store. The male subject later identified as Kawika Manaku requested cigarettes and 2 six-packs of Steinlager beer from the victim Mr. Lyle Koboyama, who is 70 years old. As Mr. Koboyama goes into one of the refrigerators located behind the counter, Manaku walks around behind the counter, and approaches Mr. Koboyama with what he described as a pointed thin metal rod. It was later identified as a screwdriver. Manaku then tells Mr. Koboyama that I am from Honolulu, I am going to rob you, and I am going to poke you. Manaku then attacks Mr. Koboyama, pushes him to the ground, straddles Mr. Koboyama, and Manaku punches Mr. Koboyama about 6 to 8 times in the head and facial areas. Mr. Koboyama attempts to kick the suspect, but to no avail and Manaku reaches into the cash register and takes an undisclosed amount of cash. Manaku then walks around to the front side of the counter and Mr. Koboyama attempts to follow Manaku, but Manaku approaches Mr. Koboyama and violently pushes him to the ground. Mr. Koboyama sustained lacerations to his chin, front lower lip, left ear, and just above the left ear areas with injuries that required stitching. Manaku was located the next day by KPD, confessed to the crime, and disclosed that he had gotten away with \$63. He is currently being held at Kaua'i Community Correctional Center (KCCC). He pled guilty to robbery in the first degree and his sentencing is pending. He is facing 6- to 20 years. If you could run the video, I would appreciate that. Thank you. Now granted this is unusual, but it does happen here. Also, that individual is a repeat offender who we have arrested on numerous occasions. The final video talks about our relation to the visitor industry. We know that the visitor industry is economic driven not only for the State of Hawai'i, but I think for Kaua'i it is even bigger than the other Counties. This driver is impacted by public safety's ability to control crime and respond to other disasters. This video talks about a vacation destination that let crime get out of control. Could you show that video please?

*(Police video 2 played.)*

Mr. Perry: Thank you for your attention. We mentioned the Japanese tourist that was injured, and that gained international notoriety. We address that investigation swiftly and expediently, and we were able to address the individual involved. Also in this recent case, the robbery case, we had to expend overtime to go ahead. But we did find the culprit and was able to address this quickly. So we want to continue to do that, but as you know, our work load continues more, responsibilities are being placed on us, there are higher expectations, and so we will continue to do the best job we can. But there is a tipping point, as the Assistant Chief mentioned. With that, I guess we can go through the budget.

Committee Chair Kaneshiro: Thank you. Thank you for that presentation and the videos. Wow. Again Councilmembers, I am going to open it up for questions. I know there was a lot of information there and I do not want to get too tied up just on the presentation. If we can kind of frame our questions to fit into one of the divisions that we are going to be going through, which is Chief's Office, Administrative and Technical Bureau, Investigative Services Bureau, Patrol, and Criminal Asset Forfeiture Fund. If we can try and get the questions out through there. But I am open to doing a little discussion if you guys want just on this presentation. Councilmember Hooser.

Councilmember Hooser: Yes. Thank you for your presentation. The efforts in cuts and explaining where the lapse funds came from and that sort of thing was impressive. My question is kind of broad. You mentioned the national standards for per capita police officers staffing. You compared where we stand and Maui stand in terms of staffing. Do you have similar comparisons in terms of crimes in terms of percentages of crimes committed or criminal statistics? The Fire Department was here earlier and they had how many drownings, how many fires, how many Emergency Medical Services (EMS) calls, and that kind of thing that we could compare year to year to see what is going on in terms of the degree of crimes and how that has changed and how that compares with other communities.

Mr. Contrades: We do not have that information readily available. We could get that with their assistance. But, I think there is something that we have to remember is that how they operate and do business is a little bit different than us. For example, the Honolulu Police Department, when officers from that Department come here, they are extremely surprised at what they are responsible to do. In Honolulu, and I believe the other islands are similar, when you as a patrol officer take a case, you respond to the initial call, talk to the victim and maybe get a witness statement, a team comes in to take care of the evidence, and a follow-up team comes after you to do the follow-ups. Comparing workloads, not just crimes but workloads it is very difficult because we do a lot more than say a patrol officer at the Honolulu Police Department and the same goes up the chain. I have the Chief of Police drafting letters and doing other administrative things that does not happen on the other islands. They have people to do that for them. Here, because of the number of people that we have had over the last 25 years, a lot of us have taken on duties that other Departments do not do. We could get those statistics with their cooperation if they were willing to help us with that. But I would just like everybody to

remember that comparatively we do a lot more than a single person would do in another Department.

Councilmember Hooser: Yes, I got it I guess there are two parts to the question. One would be because we are comparing staff loads per capita, so one would be a comparison with other Counties and the other one is just what Kaua'i County is doing year to year. Again, how many calls and how many crimes are solved. I mean, there must be some metrics that the police departments measure themselves by in terms of crimes, how effective you are, and that kind of thing year to year.

Mr. Contrades: Kaua'i's call for services would not be a problem for us to get. We have up until, I believe it is 2013. In 2013, we had 40,000 calls for service as compared to 1990 where we had 19,000 calls for service. So essentially, over these past 25 years or so we have had a 92% increase in the amount of calls for service, yet we have only had roughly about 11% increase in sworn police officers.

Councilmember Hooser: Okay. In other metrics, I do not know if you could maybe come back off the top of my head, I think there would be crimes reported crimes resolved, cases closed, burglaries, robberies, rapes, murders, and car break-ins. A little more detailed than just the cars maybe for a year to year to give us something to measure and if there was some way to measure against national standards or these other islands, that would help, I think in evaluating where we are at.

Mr. Contrades: Sure.

Mr. Perry: It is not only crime statistics, but it is also geographical locations. For example, if you look into Waikiki, it is a small geographical area. But you have the same number of officers that you have in Wahiawa because Wahiawa is a bigger area and for officer safety reasons, you need just as much officers in Wahiawa that covers this big area as it does in a small area. So you have to look at not only the statistics in regards to crime but you have to look at not only the statistics in regard to crime, but you have to look at future growth and you have to look at the geographical separation. So you may have an officer who is handling a beat that has only 3 cases. But you need an officer there just in case something goes down. There is so many variables with manning the beat or staffing the beat. I should not say "man" staffing the beat. But we can look into that. We have taken those variables into consideration when we restructured our beats just recently in the last couple of years.

Councilmember Hooser: Okay. Even something as simple as just a breakdown of the different crimes, how many calls you got year to year, and then cases closed or still open. Just something that we could have to look at to see about the work you do. Thank you.

Committee Chair Kaneshiro: Council Chair Rapozo, you had a question?

Council Chair Rapozo: No, not right now.

Committee Chair Kaneshiro: Okay. Councilmember Kualii.

Councilmember Kualii: With regards to your presentation handout that we had to read in advance. The grant funded vacant positions. The 6 PO5 Police Services Officers position. That is Federal funds Department of Justice COPS. Vacant since 01-23-2014, and the status is recruiting. Are we at risk of losing those Federal funds? How long do we have it for?

Mr. Contrades: I believe we have to fill them this year, but we are on target to do so. We have taken a little different approach to hiring with this last class that is coming up. We are doing monthly testing that. We have worked out with Human Resources to help us with that. Every month we are testing. Instead of doing what we did in the past where every 6 months we would start a class and get a new class going, because we are so close to filling all the vacancies, what we are doing is we are testing as we go every month and doing the backgrounds, doing the processes, and we anticipate starting a class probably in September or October or somewhere in there and it would be totally full. That would include those additional 6 COPS grants. We will that we will be able to make that and we are not in any risk of losing that grant at this point.

Councilmember Kualii: So the grant required us to create new positions?

Mr. Contrades: Yes.

Councilmember Kualii: But they are standard Police Service Officers, PO5 positions?

Mr. Contrades: Yes. Part of the grant was to create a new beat. So with that 6 additional police officers, we are creating a new beat in the Kawaihau District.

Councilmember Kualii: Thank you. One other thing. On the report we got from Human Resources on new hires from March 24<sup>th</sup>, there were 3 positions that had a "T" in front of them. T-476, T-477, T-478. They are also P05, Police Service Officers and in your justification it says "Section 24 position." What are those? They just started January 1, 2015.

Mr. Contrades: Those are our temporary positions.

Councilmember Kualii: And so they are Police Service Officers but they are temporary? Is that because it is tied to the grant or something?

Mr. Contrades: No. They are like temporary holding from my understanding. As we do our promotions and open up the other positions, then we will be able to move them into the so called "permanent."

Councilmember Kualii: So new hires that are sitting in a temporary position with all these vacant regular positions, I do not understand. Why would they be in a temporary holding position when we have vacancies?

Mr. Contrades: Some of the vacant, they cannot be put into the COPS grant position. My understanding is at the time of the hire, we did not have all of them. Right now, we are doing promotions and as you do promotions, those create vacancies in the lower levels. So eventually, that will create a vacancy at the officer level and when that is necessary, then those people will be moved into those officers' positions.

Councilmember Kualii: Thank you.

Committee Chair Kaneshiro: Councilmember Yukimura.

Councilmember Yukimura: Your report on cost saving efforts is awesome. I am just impressed by the creativity and resourcefulness in so many ways. I feel like you could write a book for other police departments. It is also an example for other departments within our County. So I really appreciate the extraordinary efforts and results. You talked about not having bordering jurisdictions with which you could do mutual aid agreements. Especially given the amount of enforcement we do on State lands, do you have mutual aid agreements with the State sheriff and DLNR Officers?

Mr. Contrades: No, we do not. We have been trying to work with them over the last 3 years to get them to do their part and for some instances it has been a little successful, but overall, it could use some work. They have come out with us with certain projects, but we would like them to take a little more responsibility on their own land and that would be tremendously helpful to us.

Councilmember Yukimura: Yes. Okay. Well, it is good for us to know that because if there is any way we can help move that along, it seems it would be appropriate. I think in your assets fund. What is it called? Your second source of funding.

Mr. Contrades: Criminal Assess Forfeiture Fund.

Councilmember Yukimura: You show that you are using some of those moneys to pay for salaries and given that it is not a recurring revenue source I am wondering why we would do that.

Mr. Contrades: That is to offset cost to the County. Because it is a new hire, we are able to use Forfeiture Funds for that. But once we use those funds, we can no longer use Asset Forfeiture to pay for those positions. So because it is brand new, we are using that as the part of the match for the grant.

Councilmember Yukimura: What is the grant called? Your COPS grant?

Mr. Contrades: Yes.

Councilmember Yukimura: But that just then creates a bigger bill at the end when we have to fund it all.

Mr. Contrades: That is the way the grant works yes. Eventually, the County will have to pick up the cost.

Councilmember Yukimura: My understanding is we were going to use our regular budget, General Fund moneys to pay our portion so that we would gradually...it is sort of like vehicle weight taxes. You pay if there is a successive increase over the years you. Like our bus fees they are going from \$25 to \$30 to \$35 or \$40 so we can all adjust and get used to it. But now if we are using non-recurring revenues for our share when we have to pay the whole thing, that is going to be a pretty big bill.

Mr. Contrades: The way it is set up now is to off-set cost so that this year and majority of the following year, the second year of the grant, the County will not have a big bill. So eventually, the County has to pay its share.

Councilmember Yukimura: When is that? The third year?

Mr. Contrades: The third year.

Councilmember Yukimura: So Fiscal Year 2017?

Mr. Contrades: Probably 2018.

Councilmember Yukimura: Fiscal Year 2018, what will our bill be? It will be a combination of what we are paying right now from the Assets Fund and...

Mr. Contrades: No. The Asset Fund is only the first year.

Councilmember Yukimura: Oh. Next year, we will pay how much? What are we taking out of the Asset Fund right now?

Mr. Contrades: I was not prepared to discuss the grants. So I do not have those numbers today. But if you want, I can get that to you.

Councilmember Yukimura: Yes. I would like to know what our General Fund bill will be next year for the COPS grant. I also want to know what the collective bargaining increases are going to be next year for everybody because that is going to be another pretty significant amount. What is the collective bargaining amount this year? It is about \$3,000,000?

Mr. Contrades: I thought it was with Units 12 and 13, I believe it was a little over \$2,000,000.

Councilmember Yukimura: And Unit 12 and 13 are Hawai'i Government Employees Association (HGEA)?

Mr. Contrades:  
and HGEA. That is what we are asking for. Yes. SHOPO

Councilmember Yukimura: Okay.

Mr. Perry: On January 1<sup>st</sup>, it goes up another 2%.

Councilmember Yukimura: January 1<sup>st</sup> of 2016?

Mr. Perry: And in July, it goes up again, 2.5%.

Councilmember Yukimura: 2016 January, is what percent, Chief?

Mr. Perry: 2%.

Councilmember Yukimura: Okay and then another...

Mr. Perry: July 1<sup>st</sup>, 2.5%.

Councilmember Yukimura: 2016?

Mr. Perry:  
up 3.3%. And the last one is on January 1, 2017. It goes

Councilmember Yukimura: And this is all on top of a growing base, right?

Mr. Perry: Yes.

Councilmember Yukimura: Can you provide that for us?

Mr. Contrades: This year you are asking for?

Councilmember Yukimura: Yes.

Mr. Contrades: So, in this year's budget request?

Councilmember Yukimura: Yes.

Mr. Contrades: It is 2,139,113.

Councilmember Yukimura: Million?

Mr. Contrades: Yes.

Committee Chair Kaneshiro: It is on page 3 of the presentation we just got.

Councilmember Yukimura: I am sorry. Thank you. That is for this year. For next year], which starts July 2016, we will be paying those collective bargaining increases and our share of the COPS grant?

Mr. Contrades: In 2016.

Councilmember Yukimura: Fiscal year...oh, wait this is Fiscal Year 2016. So Fiscal Year 2017.

Mr. Contrades: I believe the majority of that will come from the grant itself. I do not have the exact numbers, but in the way we set it up was for the next 2 years to offset a lot of the cost from the County so the County would not have to bear the burden during these 2 tight years.

Councilmember Yukimura: So it is going to be Fiscal Year 2018, which is January 2017 when we will have the 3% collective bargaining, and we will also have whatever our obligations are for full salaries for the officers?

Mr. Contrades: Like I said, I will get you the statistics for that and the breakdown.

Councilmember Yukimura: Okay. I mean, we are just trying to budget more than one year now. So just projecting what those figures will be. Okay. Thank you. I have other questions, but I would like others to have a chance.

Committee Chair Kaneshiro: Again, I think if on some of those questions may have been better in the Chief's Office. I know we have a Criminal Asset Forfeiture Fund section also which we could of... If you guys are okay I would like to move right into the Chief's Office section. Any questions regarding the Chief's Office section Councilmembers? Council Chair Rapozo.

Council Chair Rapozo: Thank you Chair, thank you Chief, and staff that is here today. I do not know where to start. As far as the sheriffs on Kaua'i, they do not participate in any law enforcement other than the judiciary security, correct?

Mr. Contrades: That is the bulk of their responsibility. We have been trying to work with them to assist on more issues. Recently, several of their deputies came with us to do a sweep of warrant services. But other than that, no.

Council Chair Rapozo: Maybe that is something we can help with a letter because all the other islands, they investigate, they make arrest, and they do the warrants. You guys do the warrants, right?

Mr. Contrades: The warrants responsibility is placed on us.

Council Chair Rapozo: Even the ones that the Judge orders?

Mr. Contrades: Oh, absolutely.

Council Chair Rapozo: It makes you wonder why we have sheriffs. I do not mean to pick on them, but I mean, your right. We are looking at cutting services, but they get to watch the courtroom. Chief one of the complaints...I would not say complaints. But one of the concerns I am hearing from both victims, officers, and detectives is the large amount of cases that are not being pursued. It is either being flat out declined or reduced to the point where officers, and this is just what I am hearing, they are feeling that they go out, work hard, and the case is not being prosecuted. Are you guys seeing an increase in cases that are being declined, in other words, the prosecution not being solved?

Mr. Perry: We have been keeping statistics on that from 2013, 2014, and 2015. 2013 and 2014, the number that we have is about 1,300 cases were declined involving 1,100 defendants. These are issues that we are working out with the Prosecutor's Office for various reasons, either they did not receive the report in time, they do not have enough information to prove the case beyond a reasonable doubt, or the victims refuse to cooperate. There are a variety of reasons. But we are looking into the cases that are declined. We are also having conferences with the Prosecutor about that. It is a concern.

Council Chair Rapozo: Well, I am hearing it from a few officers. So, I am concerned as well. The other thing is I know with the new County Attorney there was some restructuring and you lost...not so much lost, but the Deputy that was assigned to you was relocated back to the County Attorney's Office. Are you still getting the service, I am assuming, from the County Attorney's Office?

Mr. Perry: Yes. He is not available in-house. It was not so much a convenient but very important for us to have direct communication with the County Attorney. That was Nick. We could go into his office and say, "This is the situation we have." My understanding is the restructuring took place and Nick is no longer physically located with KPD. He is at the round building, but he is available to us. All we need to do is E-mail him or call him. But he is very busy with other issues. One of the reasons why we had asked and I believe you were a Councilmember at that time, we had received authorization to have Legal Analyst within the Police Department, which was subsequently removed from us and put in the County Attorney's Office. One of the arguments I had about that was if there was a conflict with the County Attorney's Office than the individual who is assigned to us from the County Attorney's Office cannot serve two masters. He cannot serve the Chief of Police and the organization if it is contrary to what the County Attorney says. So, we need somebody there with an open view and to looking at our organization, how it is run, the problems that we face, and be a voice for KPD. While Nick and others have been that voice, there has in the recent past, been conflicts that was not resolved and therefore has created more problems. If you are asking me do we need a Legal Analyst, I would say so yes. We would continue to need one. Other Departments throughout the State, Maui, HPD and Hawai'i, they have their own Legal Analyst. We are the only Department that is and law enforcement is very litigious that does not have a legal in-house analyst to assist us, not only on that aspect, but also towards the accreditation and the rest. More than you wanted to know.

Council Chair Rapozo: Well, I was going to ask you. I mean, because I vividly remember. I spent a lot of time putting that job description together and I thought the compromise was that you would not be allowed to get a position, but the County Attorney's Office would provide an in-house County Attorney. In speaking with the new County Attorney, I am actually very pleased with the restructuring. I have spoken with to a few of the attorneys, the Deputies, and they are all very excited. We, here on the Council, have not seen a single request for Special Counsel funds yet because of the new direction that much is going to be done in-house. But now it is back to where we were several years ago where I think that you need to have...we have two here in Council Services, Legal Analysts. It is for many reasons. What resurfaced it in my mind chief was the issue with the cases that are being declined or pled out. If there is an issue with training, if there is an issue with process and policy, then you need a resource person that can assist with that, that can actually find out what the issues are so with a Legal Analyst, develop that policy. We all understand that the County Attorney is the only legal advisor for your Department. So we cannot create a position for someone that going to give you opinions, but to do your day to day at the Police Department with the Department of your size and the issues that go through again, more specifically. We see those videos and it bothers me when victims are telling me, "How come he is out?" Then I make a phone call and find out that the case was declined. The case was not even taken to get a shot and this guy is out doing things like that. That troubles me. So, if there a way, and this is a question Chief, do you believe that would help in that respect, where you could have Legal Analyst that can come up with some kind of policy or training plan or what have you so we can address those issues so these things can be resolved?

Mr. Perry: It certainly would. We do not want to burn our bridges with the Prosecutor's Office. We want to make sure our relationship is actually enhanced and I believe a Legal Analyst will help us because they speak the same language, the legalize language, and they will be able to communicate better. If we have an Analyst, they will be able to express our needs based on his understanding of the organization and so, as I believe it will be a plus for everyone. It will be a plus not only for KPD, but also for the community as a whole.

Council Chair Rapozo: Okay. I think we still have that information, I would assume we still have it in our records. Deputy Chief of Police is, your intent to fill that? The reason I ask is that obviously if I can get support for a Legal Analyst position we would have to fund it somewhere. I am not sure that is an available source. The Fire Chief just told us basically this morning that he is in no real hurry to fill his Deputy position. He is looking for the right person. Same like you folks, because of the pay inversion, there is not too many Assistant Chiefs or even Captains that would want to take a pay cut for that promotion. So what is your plan on that position and if you do not have one right now that is fine too, Chief.

Mr. Perry: We are working on a plan right now.

Council Chair Rapozo: Okay. That is all I have for right now. Thanks.

Committee Chair Kaneshiro: Any questions from the other members?  
Councilmember Yukimura.

Councilmember Yukimura: The overtime you have, which I guess is quite significantly cut from last year. Last year when some Councilmembers were suggesting across the board cuts at the Council level after you folks had cut substantially, you distinguish between some overtime which you actually did not have any control over and some overtime where maybe you had some management discretion. So the regular overtime under the administration right now is \$2,100,000. I just wondered of that, how much is non-discretionary?

Mr. Contrades: Some of the discretionary that was cut, will not be doing the Citizens Police Academy next year. So that is funds that were removed and of course, Underage Activity Investigation was dollar funded as well. The only other thing that is left that is so called "discretionary" would be Kaua'i Police Activity League (KPAL) overtime.

Councilmember Yukimura: Okay.

Mr. Contrades: Everything else has to do with operational need and KPAL overtime would be your last so called "discretionary."

Councilmember Yukimura: So the operational need that you described is not holidays though because you have another holiday line? Sorry. You delineated a holiday line under it.

Mr. Contrades: Yes.

Councilmember Yukimura: But all the rest and training...so the \$1,300,000 is time that is really not subject to management discretion?

Mr. Contrades: Well, I would say under the \$1,300,000 we do not have under here a list if those things that I showed earlier: report writing, investigations, cancelled days off, and back fill. I mean, those are all the type of things that...

Councilmember Yukimura: They are all necessary.

Mr. Contrades: Yes. They would go under here.

Councilmember Yukimura: Okay. I do not think anybody would question your KPAL overtime and the value of that in terms of upstream prevention of all juvenile crimes. I wondered though, how many of your calls are related to juveniles?

Mr. Contrades: We could get that for you. I would not have the statistic like that off hand.

Councilmember Yukimura: Okay. That would be interesting. Do you have an estimate of how much KPD's work, in general, is related to juvenile activity? I am not talking about the KPAL prevention type of activity, but more of the enforcement.

Mr. Contrades: We do underage drinking investigations and we have School Resource Officers in the school that deal with that. This is their primary duty, is to deal with juveniles. I would not have the amount of hours or times that was spent doing that. We can come up with an estimate if you would like. We probably could put together all the cases that were juvenile related, but that would take some work to do.

Councilmember Yukimura: I know you have a Juvenile Counselor on your staff, right?

Mr. Contrades: Yes.

Councilmember Yukimura: And it used to be, as I recall long ago, a Juvenile Unit which I understand Maui has. I am just wondering in terms of deployment of resources, what is the most effective way to address the issues of juvenile delinquency and truancy. Those types. How much of that takes up your time, how much is addressed by School Resource Officers versus other officers, and what might be the most effective way to address the juvenile issues? Councilmember Chock and I are part of Keiki to Career and that is one of the issues we are looking at. So just wondering how that all fits into the overall community response. We will follow-up with a question. Thank you.

Committee Chair Kaneshiro: Councilmember Kualii.

Mr. Contrades: I am sorry.

Councilmember Yukimura: Yes.

Mr. Contrades: I was just going to say if I had the answers to the questions you asked earlier, if you wanted that at home point regarding the COPSGRANT.

Councilmember Yukimura: Oh yes. We will follow-up with those questions too. Oh you have the answers now?

Mr. Contrades: Yes.

Committee Chair Kaneshiro: You can get it after or are you going to have more questions on the grants?

Councilmember Yukimura: I think it would be important for everybody to know what the projected cost would be over time.

Committee Chair Kaneshiro: That was in the Criminal Asset Forfeiture Fund?

Mr. Contrades: Yes.

Councilmember Yukimura: You want to do it then?

Committee Chair Kaneshiro: Will hold off on it until then.

Councilmember Yukimura: Okay. Sure.

Committee Chair Kaneshiro: If we start to go into any subjects you think might fit in like ATB, ISB, or Patrol, just let us know and then we will hold off on the questions just so we can get through each section. Councilmember Kualii.

Councilmember Kualii: In looking a little bit deeper at the recent Quarterly Report from HR on positions, there are 2 different positions where I see they are reallocations. You had mentioned in your presentation about creating new positions with existing positions. So, one position is 532 and the old position was Clerk and the new position is Accountant Trainee. That salary is going from \$27,000 to \$38,000. So its \$11,000 more. So it is kind of significant as far as the salary goes. The other position is 312 which is Supervising Emergency Services Dispatcher to Police Sergeant. So it is going from SRS-26 to PO-11, \$39,000 and \$67,000. Both of them say "pending classification review." Both of them, I guess, were positions that may have been vacant for a little while. My question is obviously you are making the changes based on your operational needs. I want to know if some of these operational needs are a result Human Resources changing things around so now you do not have the staff in-house to help with accounting of hours, timesheets, and functions that you need to do for Human Resources to support that function.

Mr. Contrades: In both cases, no, It has nothing to do with Human Resources reorganization. This is us looking within our Department to see where the needs are. In terms of the Accountant Trainee, there are new things that are occurring. For example, the false alarm bill. Right now, no one is tracking that. So there are revenue streams that could be coming into the County through fines and what not that is not happening. So that would be part of the Accountant Trainee's duties. The other thing is of course looking at our vehicle mileage, charting our gasoline usage, and that kind of stuff to try and alleviate and improve our services. So alleviate some of the burden on our current fiscal staff as well as improve our auditing in ability to make sure what we are doing is correct.

Councilmember Kualii: Okay.

Committee Chair Kaneshiro: Any further questions for the Chief's Office?

Councilmember Yukimura: This may be a traffic question. I noticed that one of the Chief's goals is traffic violations Chief?

Mr. Perry: Yes.

Councilmember Yukimura: Reduce traffic fatalities by 5 % as compared to 2013 by increasing enforcements, speeding, driving under the influence, reckless. It is a very good goal. I just wondered if you were aware of our Multi-Modal Land Transportation Plan because it addresses traffic fatalities and it is not one you would commonly think would be in it. But there is an increasing attention and Representative Chris Lee and the Legislature pointed it out to me too. There is an increased attention to traffic fatalities and injuries that Transportation Planners are looking at. So in the executive summary of the Multi-Modal Plan it shows that if we implement this plan, there will be a 15% drop in fatalities over a 20 year period. It is partly because of what they call "mode shift" that you will be getting some cars off the road and people will either be walking, biking, or in public transportation. I guess in Copenhagen, where 40% of the trips are bicycles, there traffic fatalities have dropped tremendously so there might be some non-police ways which we should cooperate and work with you to help you achieve your goal on that.

Mr. Perry: I remember back when they reduced the speed limits in the Mainland from 70 to 50 miles an hour or 55 and the traffic fatality rates went way down. I have always asked this question to our legislators. If our speed limit here is the maximum at 60 miles an hour, why do we have vehicles that can go 120 or 140 miles an hour? Why is this speed limit not within the cars regulated so that cars cannot go that fast? Nobody has ever answered that question because if at 60 mph and you give someone a car that can go 120, somebody is going 120 and kill themselves or others. That has never been answered except for somebody that said that it is an economic situation where manufacturers build cars to go fast.

Councilmember Yukimura: Yes.

Mr. Perry: But a simple solution. If you bring a car into the State, it can only go 60 miles an hour maximum.

Councilmember Yukimura: Interesting. I know that the drop in the speed limit between Līhu'e and Kapa'a, and I think Chair Rapozo noticed it once before recently, has seem to really make a difference in terms of fatalities.

Mr. Perry: Yes. As long as we make sure our officers are out there enforcing and because eventually as you know, the speeds will go up, and up, and up. If there is not a presence there to make sure they are within the speed limit. It has helped. I was skeptical about that but it has helped a great deal.

Councilmember Yukimura: Thank you.

Committee Chair Kaneshiro: Council Chair Rapozo.

Council Chair Rapozo: I am not sure who can answer this but your Fiscal Officer and Department Personnel Assistant, what do they do? What is their function?

Mr. Contrades: Probably the best thing to do is bring that person up to explain that.

Council Chair Rapozo: Oh.

Mr. Contrades: She was waiting all day for that.

Council Chair Rapozo: There is a Fiscal Officer and a Personnel Assistant?

Mr. Contrades: The Personnel Assistant is supervised by Daurice.

Council Chair Rapozo: And this is the Fiscal Officer?

Mr. Contrades: Yes.

DAURICE ARRUDA, Fiscal Officer I: For the record, Daurice Arruda, Fiscal Officer. Let us start with the Personnel Assistant. We have two Account Clerks. One handles all of the payables, the Pcard payments and all of our monthly bills and the other one handles the payroll entry. The Personnel Assistant oversees and kind of balances out the payroll. So that is every two weeks during payroll, she will take care of the worksheets and reconcile it before payroll closes. She also works hand in hand with HR as far as assisting with departmental position descriptions anytime we have payroll certifications that type of thing. All of the transactions going back and forth. She is also the person who works with the employees with benefits. She directs them to HR. But basically, she kind of the contact person for all of the police officers with their shifts and what not. So she is kind of the liaison with HR as well. As far as for me, I kind of handle the budget side, the grants. So all of the grants with Department of Transportation (DOT), the traffic grants, Vice Unit have grants and just maintaining the accounting side, the current budget, appropriations, and that type of thing.

Council Chair Rapozo: And that Personnel Assistant, was that always there?

Ms. Arruda: Yes.

Council Chair Rapozo: When HR started did you not lose a position?

Ms. Arruda: We did, but they actually took the position that helped with the recruitment side of HR. So they left the transactions, but they took the position that we had that helped with the recruitment.

Council Chair Rapozo: Okay. So you guys do not participate in the recruitment anymore?

Ms. Arruda: Well our...

Mr. Contrades: No, we still do. We still do.

Council Chair Rapozo: To what extent?

Mr. Contrades: Probably, Rob, if you want to come and answer.

Council Chair Rapozo: I mean, has it decreased? Is your work the same?

Mr. Contrades: The Assistant Chief of that bureau who is directly involved in that.

ROBERT GAUSEPOHL, Acting Assistant Chief: Rob Gausepohl for the record. I am sorry, Mel, what was your question again?

Council Chair Rapozo: How much involvement does the Department have in the recruiting?

Mr. Gausepohl: As soon as the names are referred to us then we take it from there. So basically, Personnel accepts the applications screens the applications for being acceptable, conducts a written test, and then we take it from there. We do everything else.

Council Chair Rapozo: You do everything?

Mr. Gausepohl: Everything else other than that once the names are referred. I am sorry. Except for the drug testing. I believe that is supervised by HR. All the duties that were being done, I would say 99% of them we just absorb which is another source of overtime.

Council Chair Rapozo: You see, that is the frustration I get. I almost just want to shut my mouth because the passion is going to overtake my common sense. 99% you absorb. 99% we have to pay with overtime. Again, the selling point for HR was we were going to take everybody from the departments. We are going to have one place. We going do everything. I will take it up later. It is not your fault. It is not your guys fault. I can honestly feel the hair on the back of my neck stand up right now.

Mr. Gausepohl: My personal opinion is that it is an excellent plan and we are just in the process of executing it.

Council Chair Rapozo: Well, the plan has been in place for several years now.

Mr. Gausepohl: Yes, sir.

Council Chair Rapozo: And 99% of the duties you absorb within your organization and we pay overtime for.

Mr. Gausepohl: Well, that is not a lot of overtime. Like the Assistant Chief said, we have some very dedicated people that work very hard to try to make it work.

Council Chair Rapozo: I understand Rob, and I understand we are in an environment here where we have everybody in the room and nobody wants to say the wrong thing. But I am just going to say it like it is. I am frustrated because I believe...that is all I will say. Thank you.

Mr. Gausepohl: I hope we get there soon.

Council Chair Rapozo: They have enough man power/women power.

Mr. Gausepohl: They do offer to help and there is certain things that it is so inefficient to try to transfer that duty over to them.

Council Chair Rapozo: That is what I was trying to say years ago, Rob. That is why I am so frustrated because I was told "No. We got it. We going save money." Thank you.

Committee Chair Kaneshiro: Follow up question. Councilmember Yukimura.

Councilmember Yukimura: So are you saying that the plan transfer is still happening or do you thing you found the equilibrium in terms of what is the appropriate role for HR and what is the appropriate role is for KPD.

Mr. Gausepohl: I think we are still working on it. I think HR is trying very hard. I thing people over there work hard and they are trying to accommodate us. They have bent over backwards to help us in many different ways. It is just what duties can we give them that they can accomplish efficiently? We have been under a lot of pressure. We have been hiring people at a pace that we never had before.

Councilmember Yukimura: Yes.

Mr. Gausepohl: So at what point does it become counterproductive to train somebody from another Department to do the work that we are doing in half the time? Everybody knows that it takes way longer to teach somebody how to do it then do it themselves.

Councilmember Yukimura: Right.

Mr. Gausepohl: So at this point were not in a position where we can just hand that over and say, "This is how you do it" or "This is how we demand that you do it."

Councilmember Yukimura: Could it be too that you are actually discovering what is best with KPD and what is best with HR and maybe some of the originally planned handoff may not work as well as just keeping it?

Mr. Gausepohl: Yes, because I think it has been an evolving process. We are getting better as we go which everybody tries to do. But we are doing it at such a rate that it is difficult. We all brainstorm. Darla is involved. We get all the background investigators. We have to look at a lot of different laws, regulations, and what our requirements are. At no point are we going to lower our standards. It is a difficult process that we are trying to get better and better and better and better at. Maybe we will reach a point someday once we are completely full, where we can start really getting them involved. But at this point, it really is just not efficient to do that.

Councilmember Yukimura: Every Department is going through this transition, but you are doing it at a pace that probably exceeds the other Departments because your higher rate. Your recruiting has been so accelerated and I think we all really appreciate it. I mean, given where we were three years ago, it looks like a miracle.

Mr. Gausepohl: If you count the class before 2012, it is about 52 officers which is one-third (1/3) of our work force, basically.

Councilmember Yukimura: That is extraordinary.

Mr. Gausepohl: So it is tough. The Chief and Deputy's mandate was "go take care of this."

Councilmember Yukimura: Right.

Mr. Gausepohl: And so collectively, this Department has really moved forward.

Mr. Contrades: I mean, the reality is that we could not have done it without collaborating with HR.

Councilmember Yukimura: Right.

Mr. Contrades: They have been helpful in that aspect to try and get this process moving.

Councilmember Yukimura: Excellent. Thank you very much.

Committee Chair Kaneshiro: Follow up question. Councilmember Kualii. Oh new question. Councilmember Kualii.

Councilmember Kualii: So two final position questions and it is pretty specific. Part of my frustration is I am using a document from HR which is March 24<sup>th</sup>. So that is only two weeks ago and then when I am talking with the Fire, they are like oh it is not current and they are giving me more current information. HR's information is outdated. Now, I want to know if your information is outdated because HR says that position 520, which is a Police Officer I, is vacant as of 03-24-2015 and is currently

recruiting. But in your report and I am really glad you did this because nobody else provided us with a breakdown of the vacant positions. You do not include position 520. So is position 520, Police Officer I in HR, they have it as a PO7 but in your budget, you have it as a PO9. The PO7 is \$75,000 and PO9 is \$81,000. It has to be one number or the other. It cannot be both I do not think, it has got to be either just now vacant and recruiting or not. So either HR or you have it wrong. Which one is it?

Mr. Contrades: 520 was a position that was a recent termination.

Councilmember Kualii: Recent termination. So it is currently vacant?

Mr. Contrades: Yes.

Councilmember Kualii: I mean, is the position changing from 9 to 7 or 7 to 9?

Mr. Contrades: It goes back down to a 5.

Councilmember Kualii: So it is being recruited at 5?

Mr. Contrades: Yes. So what happens is it goes back down to a 5 so that we can hire a new officer.

Councilmember Kualii: So why would the budgeted amount not be at the amount that you are going to hire at? Why would it be higher? Do you go at the top level?

Mr. Contrades: I believe once that submission was made, that is afterwards is when that happens so we did not have an opportunity to change it.

Councilmember Kualii: Something that need to be corrected.

Mr. Contrades: Yes.

Councilmember Kualii: Okay. The last one, I cannot for the life of me, understand because it is three positions but you changed the bureaus and I am not sure if one of them is vacant or maybe it is because Deputy Chief of Police moved back down into one of the Police Captain positions. I do not know. There is 3 Police Captain positions. The numbers are 350, 403, and 433. In the Human Resources report of transfers, they list the position and then in parenthesis they put the old position. Well they list Police Captains 433, changing in bureau and in parenthesis they have 403, and they also list Police Captain 350 and parenthesis they have 403. So I do not think two different Captains could trade with another Captain. But what happen with those three Police Captains? Is there any vacancies because on their report is shows that 350 was vacant?

Mr. Contrades: We have one Captain vacancy.

Councilmember Kualii: So one of the three is vacant?

Mr. Contrades: Yes.

Councilmember Kualii: And that is 350?

Mr. Contrades: And the reason for those movements was my movement from Deputy Chief return to Captain and then, of course, promotion to Assistant Chief.

Councilmember Kualii: And the vacant position is currently being recruited?

Mr. Contrades: Yes, sir.

Councilmember Kualii: Position 350?

Mr. Contrades: Yes.

Councilmember Kualii: Thank you.

Committee Chair Kaneshiro: Councilmember Yukimura.

Councilmember Yukimura: On the automobiles, is that what you talked about in your PowerPoint, the eight unmarked...

Mr. Contrades: Our request. Yes.

Councilmember Yukimura: And then in your cost saving efforts on reorganization, which is \$500,000 per year, that is your slide 26. You renamed or recreated positions, but this Professional Standards Lieutenant is a salary of \$130,000?

Mr. Contrades: That is with the fringe benefits.

Councilmember Yukimura: Oh, it is with the fringe.

Mr. Contrades: Yes.

Councilmember Yukimura: Okay. I thought it was just a base salary.

Mr. Contrades: I would be upset too. Just kidding.

Councilmember Yukimura: I was just going, "Oh my God. Inversion." That is a lot. Okay that explains it. Thank you very much.

Committee Chair Kaneshiro: Any further questions for the Chief's Office? Okay we will move on to Administrative and Technical Bureau. Did you want to say

anything or we can just open it up for questions? Any questions from the Councilmembers?  
Councilmember Kualii'i.

Councilmember Kualii'i: The line item that is Other Services, last year it was \$88,000 and this year it is \$128,000. So \$35,000-\$40,000 increase is pretty significant. There is one \$60,000 for mandatory physicals. How many physicals does that represent?

Mr. Contrades: We are required by collective bargaining agreement to provide physicals for all our police officers.

Councilmember Kualii'i: So how many is that?

Mr. Contrades: If we were full, 161.

Councilmember Kualii'i: If full, 161.

Mr. Contrades: Yes.

Councilmember Kualii'i: So you are budgeting \$60,000 divided by 161, that would be about approximately what each physical cost. Is your physical as thorough or as involved as the Fire's physical?

Mr. Contrades: I am not sure what their physical involves. As we presented earlier, we really looked at what we are providing and we felt we were providing things that were above what we needed to. To satisfy those that may need it, there is extra moneys in there in the invent we need to provide a treadmill for someone who has been identified with an issue that needs to be looked at a little closer. We try to reduce that as much as possible, but there is some extra funds in there in the event we have to provide the treadmill services. I believe electrocardiogram (EKG) if I am not mistaken.

Councilmember Kualii'i: For new hires too. Thank you.

Committee Chair Kaneshiro: Any further questions from the members?  
Councilmember Yukimura.

Councilmember Yukimura: I feel like I should know it, but what are transcription services?

Mr. Contrades: Transcription services is when we have long tape conversations, we have a service that we send the tape conversation out to and it comes back to us transcribed. We have both in-house as well as a company we work with.

Councilmember Yukimura: In house you mean?

Mr. Contrades: We have Clerical staff that does it.

Councilmember Yukimura: Clerical staff that can do the shorter jobs?

Mr. Contrades: Right.

Councilmember Yukimura: And you showed some savings in that too or there was some discussion in your PowerPoint?

Mr. Contrades: Yes. The turnaround is rather quick and when you really need it, you could have like 24 hour turnaround.

Councilmember Yukimura: Yes, I can understand that. Thank you.

Committee Chair Kaneshiro: Any further question members? We can move on. We can move on to ISB. Any questions on ISB? I had a question on public safety. We have \$49,000? Investigative Service Bureau. Public safety, I think, is the very last line item.

Mr. Contrades: That is for our Self-Contained Breathing Apparatus (SCBAs). The SCBAs require replacement. They are old and we want to be more in line with what Fire has as well for interchangeability when we are working together. So it is time to replace the ones that we have. Those are the tanks with the facemasks. I cannot think of the acronym offhand. Sorry.

Council Chair Rapozo: Self-Contained Breathing Apparatus.

Mr. Contrades: Thank you, sir.

Council Chair Rapozo: Like scuba without the underwater.

Committee Chair Kaneshiro: Got it. Any other questions Councilmembers? While Councilmember Yukimura is checking her notes, Patrol is next. Do you have any questions for Patrol? Are you ready? Okay Councilmember Yukimura.

Councilmember Yukimura: One of those is disrupt and dismantle at least two or more major drug trafficking organizations and you say that staffing continues to be a concern because of increased proliferation. You do not have enough man power in this or human power?

Mr. Contrades: Are you talking about our narcotics division?

Councilmember Yukimura: Yes.

Mr. Contrades: Yes. We are doing our best to fill those vacancies. But like anything else, they are overworked as well and so their major goal is to disrupt drug trafficking organizations. Over the years, they have been very successful in doing so. Several years ago, two major drug trafficking organizations were dismantled, one which dealt methamphetamine on the island and the methamphetamine was tracked all the way back to Mexico via Philippines via Las Vegas, California. So that is their constant

goal is to work on those major types of organizations to stem the illicit drugs from coming into our island.

Councilmember Yukimura: And that sounds like a major success story, I think, for which we are very glad because of the overall concern about how drugs disrupt families and lives.

Mr. Contrades: Absolutely.

Councilmember Yukimura: Are you proposing new positions there? Is that one of the solutions?

Mr. Contrades: At this year, no. This fiscal year, no.

Councilmember Yukimura: Your priority is with patrol at this point?

Mr. Contrades: At this point, our priority is to fill all positions so that eventually we can fill those. Patrol is a priority in terms of saving overtime. That is where we have concerns. Whenever there is not enough officers in the Patrol Division, that is where the bulk of overtime comes from. So we try our best to keep the patrol services is full. Please know that our patrol officers are very cognizant and capable and have done some amazing cases in terms of dealing with drug traffickers as well. So it is not just the narcotics unit alone. It is our patrol officers who are very experienced and knowledgeable in that area too.

Councilmember Yukimura: Yes, and it is important, I think, that it be a cross sector team effort.

Mr. Contrades: Absolutely.

Councilmember Yukimura: Within the Police Department.

Mr. Contrades: Some of our best cases were initiated at the patrol level.

Councilmember Yukimura: Excellent. Thank you.

Committee Chair Kaneshiro: Any further questions for Investigative Services Bureau. Councilmember Kualii.

Councilmember Kualii: On the line item that is Other Services \$192,000. I see that the bulk of it is for coroner's expenses at \$177,000. Is that the realistic amount of what we have budgeted and expended over the last three or four years?

Mr. Contrades: We just discussed this yesterday. My understanding is it is very close to what the actual is. Of course, when we return money in that particular area, it is a good thing. That means that we did not have to use those

services. But I am told that these past few years, we are on par. We are very close to what we have budgeted for.

Councilmember Kualii: Thank you.

Committee Chair Kaneshiro: Any further questions?

Council Chair Rapozo: I have a follow-up to that.

Committee Chair Kaneshiro: Council Chair Rapozo.

Council Chair Rapozo: The year to date is \$243,000 on that Other Services. Now, I am not sure how it is split up with the items on there. The coroner's expense is just a part of it. But it looks like already you are at \$243,000. \$192,000 is the...

Mr. Contrades: I am not sure if I am looking at the right one. Do you know what number...

Council Chair Rapozo: I think we jumped to Patrol. I am sorry. Kipukai, you sent me down the wrong road.

Councilmember Yukimura: That is where we are going right now.

Committee Chair Kaneshiro: Any other questions for Investigative Services Bureau? Okay we will move on to Patrol. So in Patrol Other Services.

Council Chair Rapozo: The line item is 1005-551.30. So year-to-date is \$243,000 and the budgeted request is \$192,000. So if we are on par...

Ms. Arruda: So the reason for that is the autopsy contract goes over to the next fiscal year. So that contract carries over. When you look at the adjusted budget, it is actually \$258,000 and that is the other portion of the autopsy contract that carries over. So we are going to encumber for this year's contract for the \$160,000 and it will take us to half of next year.

Council Chair Rapozo: Okay.

Ms. Arruda: But when we closed out the contract there was not a lot returned.

Council Chair Rapozo: So the \$192,000 should be sufficient?

Ms. Arruda: Yes.

Council Chair Rapozo: Okay. Thank you.

Committee Chair Kaneshiro: Okay, we are on Patrol. Any further questions for Patrol? I have a question and it was mention a little earlier. Patrol verses overtime. Was there ever an analysis done, and it may be a simple yes. But is it more cost effective to hire a new body then to spend on overtime?

Mr. Contrades: I think that was looked at last year.

Mr. Perry: Yes, it was looked at last year. But we found with the fringed benefits and the like, it would be more expensive to hire a new body. The problem that arises is that officers get burnt out because they work too much overtime, they spend time away from their families, and then their sick leave begins to rise. We are trying to find a nice balance between that. But it is actually a cost savings for the County with respect to using overtime as opposed to hiring a new body.

Committee Chair Kaneshiro: I know throughout the presentation it was always mentioned all we can do is increase overtime, or increase personnel, or decrease services and I think that is the difficult spot we are in here. For us, it is like we can increase overtime, increase personnel, or decrease services but then we are going have to increase real property taxes. We are going need to get the money somewhere. So it is a difficult balance and I do not know if the collective bargaining process, and I hate to say can we say try and slow down the increases or something. You figure we have, I think, 6% increase in the next couple years. Even if the thing was 1% and you allocate it though out everyone's salary I am sure we could probably hire a few more people. We could get a few more bodies and not have to spend more. But I know collective bargaining, we are where we are. I think that is why we get into a difficult situation of should we hire more bodies, do we still work overtime, and how do we work the whole system.

Mr. Contrades: If I may, one thing to consider is that with the raises, we are able to hire more people. There was a certain point in our history where people did not want to be police officers and the pay was much less. To some who may have wanted to do it, they might have thought it is not worth the risk for the type of pay that they are giving. What our officers receive today is good. Nowhere near compared to what some places pay on the Mainland. We are able to fill our vacancies partially because of the fact that it is more enticing now. But we fully understand. Those are the things that we are looking at internally to figure out what can we do stay within budget, and can we be team players in this budget crisis that we have. That is how we came to the conclusions of all these different things that we have tried to do. Essentially, it comes down to we may have to decrease services in order to remain within budget and that is just something we need people to understand that if it needs to be done, it needs to be done. The only other things we can see is either the officers need to work more or we just need to hire more people to do the job. We do not foresee a slowdown in crime unfortunately.

Committee Chair Kaneshiro: I think the number that stood out in your presentation is 92% of your budget is salary. That is a huge number. Any questions for Patrol? Councilmember Yukimura.

Councilmember Yukimura: You mention a slowdown in crime. What indicators are we using to measure crime rates?

Mr. Contrades: We have our yearly statistics that we look at. But again, as I showed earlier, over the last 25 years there has been a 92% increase in the calls for service that we have. 92%, yet only 11% increase in staffing. That work had to go somewhere.

Councilmember Yukimura: You are assuming that the 92% of calls is number one, it all represents increase in crime or work. It may be some calls that could be prevented by other non-police work or other...

Mr. Contrades: Yes, I am not making an assumption on what is crime and what is not. What I am saying is that the Police Department is getting busier and busier. We are being asked to do more things. If you want to talk strictly crime alone, I mean, we can resource the statistics for you to show crime rates in 25 years ago as opposed to today. But an easy number for us to come up with is calls for service. Basically, calls for service encompasses everything the Police Department is responsible to do. If your child does not want to go to school today, that is not a crime *per se*. It is a status offense but yet, we still go there and we help deal with that situation. Traffic collision is not necessarily a crime. Minor traffic collisions are not criminal in nature generally and yet we still respond to those things.

Councilmember Yukimura: Right, and I think I have sighted examples of a Police Department in California address some of those non-status crimes.

Mr. Contrades: Status offense.

Councilmember Yukimura: Status offense and other in way that actually was partnerships with Social Services and approach. That is why I have been asking for an analysis of the calls. I think many Police Departments are doing much more data related work and so I guess I am raising questions about the solidness of numbers of calls as the best indicator for the need for police work. I mean, you can solve my doubts by breaking down the calls and showing which ones...there are two things. One is are they really police related calls and do they address the core of your work, and the other question is, is our response the best most collective cost effective way to address those response given the technology we have now and et cetera. This thing about work smarter not more and doing it smarter. Some of your cost reductions have shown that kind of thinking to do work smarter. I really commend you for that but I am not sure that just raw number of call is the best indicator of work load.

Mr. Contrades: What I tried to explain in the presentation is that up until this point, we have been a full service Police Department. So if you call, we respond generally most of the time depending on what it is. We are looking at changing that to stay and be fiscally responsible. But the reality of it is that majority of the calls that come in require some type of response and some of that leads to overtime and some of that

leads to different investigations. So that is why the call of service are an important factor to look at. But again, one factor.

Councilmember Yukimura: So crime rates are, I think, an important factor you know nationally and even worldwide. That is the measure. Then you can go beyond that to solved crime as another indicator and I think we need to have a series of key indicators to look at as we evaluate what the need is and what the work load is.

Committee Chair Kaneshiro: Follow-up question. Councilmember Hooser.

Councilmember Hooser: Yeah just a follow-up on what Councilmember Yukimura. I think it is similar to what I was asking earlier in terms of statistics and that kind of thing. I understand the raw number of calls coming in cover a wide range and it would be helpful to have a breakdown of that so many are domestics, some many car break-in or what you are saying right now, which ones are crime related, which ones are not. If we have that, I think that would help us understand a lot more about the work load in general.

Mr. Contrades: Not a problem.

Mr. Perry Too muddy the water a little bit more, the victimization studies has indicated that about half of the crimes are not reported. So the statistics that we can provide for you only gives you a tip of the iceberg as to what is really going on in society today. For example, domestic violence. Normally, a case will not be reported until the third or fourth time. The prior incidents are not recorded, yet they do occur.

Councilmember Yukimura: Yes, but were measuring response and in order to have a response, you have to have a call first. I agree that we may not be addressing everything and you may want to create a pilot project to see if we can get to that level of unreported crime. But the other thing I just wanted to add is I commend you looking at what services we can cut because I think all the Departments are looking in that and I think we all want to cut what we can cut or address differently and not cut what the core mission is and that is the discernment or the things that you have to weigh and we have to weigh. We appreciate how you have laid it out so we can make some of those tough choices wisely.

Committee Chair Kaneshiro: I think we got to a great spot. We will take a ten minute caption break. Any remaining questions on Patrol we will take and then if there are not any questions, we will move right on to Criminal Asset Forfeiture Fund. So ten minute caption break.

There being no objections, Committee recessed at 2:57 p.m.

The Committee reconvened at 3:12 p.m., and proceeded as follows:

Committee Chair Kaneshiro: Welcome back. To carry on where we left off, we are on Patrol. Councilmember Kualii.

Councilmember Kualii: I just wanted to ask or comment about the discussion about the data and seeing it broken down. I think that would be really useful to know what we are responding to. Like with Fire, we were interested in, especially like with the helicopter responses, who are we actually serving as far as visitors or people not from Kaua'i. So, how we are associating those different costs and how we are taking it all on. I mean, the response has to happen. We agree on that. Clearly, you can distinguish between crimes against property versus crimes against individuals. But I would ask at least too, even when you are looking at DLNR and DHHL and the possibility of breaking that out for trying to get the sheriffs or the State to assume some of the *kuleana* that we still do full service in a sense as far as it goes with crimes against people because anybody on this island at the time to me, is our *kuleana* and you will continue to see it that way, correct?

Mr. Contrades: Yes.

Councilmember Kualii: Then the only other question I have, and it is more general, is there were comments being made about needing raises so that more people would be willing to apply. I just wanted to ask if you are working closely with Human Resources to make sure that we are promoting each position and all of the benefits and values that come with those positions because the entry-level position I am going ask, is the Police Services Officer the entry level position?

Mr. Contrades: Yes, sir.

Councilmember Kualii: PO5.

Mr. Contrades: Yes.

Councilmember Kualii: And the salary is showing at \$56,604.

Mr. Contrades: Yes.

Councilmember Kualii: So, that calculates to \$27.21 an hour and clearly, it is an entry-level position. So, you can get trained and work your way through the ranks over the year, you are getting raises based on training and experience. In addition to that, one other directly paid benefit is premium pay, correct?

Mr. Contrades: Yes.

Councilmember Kualii: We have a line item of \$1,600,000, basically. It is increasing \$360,000 this year. Just to break it down to the dollar figure for the people interested in applying, that adds another \$3.60. So, an entry level Police Services Officer can make \$30.81 an hour, just to get started and not even talking about health and all of the benefits that come with it. So, come on people, apply. Thank you.

Mr. Contrades: Thank you.

Committee Chair Kaneshiro: Council Chair Rapozo.

Council Chair Rapozo: Well, now since we are recruiting, I do not know if you touched on the premium pay. Was that the Standard of Conduct? Is that the one that you were talking about?

Councilmember Kualii: Yes.

Council Chair Rapozo: Yes, okay. The \$7,048.

Councilmember Kualii: What is it called? Standard of Conduct.

Council Chair Rapozo: Yes, right here. This one here is for the patrol, the entry level. I am basically trying to put the word out there to the millions of people that watch this thing, that it is a good opportunity. There was a time there was a much better deal do work hotel security because of the medical package and the hourly rate, but it is obvious today. Keep in mind though, and again, the work is a lot different than the hotel security. It is a lot different than working real estate or any other opportunities, even the Fire Department. It is a tough job. I think people have to appreciate that. I asked Scott to put up a slide just because that is the problem right there. You got the right slide? That is the problem right there. I know you were asked the question, what is cheaper, hire a new body or pay overtime? If you are looking at a snapshot in time, I think, yes, you are right. But looking long-range or you are looking long-term, that when you hold a Senior Officer, a PO9, back at the salaries that they have and you pay that person overtime and you do that over and over and over again because we do not have enough people to cover the beats, you have people staying over 3 hours or 4 hours because they have a late call and that guy has 20 years in Department, we are paying him or her a lot of money. It happens often because we just want the coverage. If years ago, we had the foresight like we do with every other Department that grows and grows and grows, except the Police for some reason. We may have had 20 beats today. I tell you, I am not really good in math, but I will tell if you paid 20 beat officers straight time, no overtime because everybody is covered, we would save money. Rather than paying 10 beat officers mega bucks in overtime because they are putting in a lot of hours. These people are working 60, 70, 80 hours. You do the math. Then you also have to take in account the retirement benefit afterwards. We keep on paying that. I think when you look long-term, we best start filling up these beats and putting more beats. But for some reason, there is never that interest and I will just say there is never an interest. I am not saying by you Chief, because you folks are told "cut." You cannot come up here and say, "We need 5 more beats," but there has never been the serious interest in making that happen. Every year, it is hard. But if we do not start doing that really, 10 officers, 10 beats on this islands? 10 officers. I mean, people see all the police cars and think we are littered with police officers, but we only have 10 beats and people have to understand that. As we start can you tell us cutting, there is nothing else to do but reduce services. That is a hint again, to the Administration that we have to start somewhere. I know the Chief has a great plan that he spoke of. But for whatever reason, the economic forces...

Mr. Perry: About 4 years ago, we put together a team that made a projection on how many beats we need in the next 20 years and we plotted it out, and worked with Planning and the rest. We found out the projection, the population growth, and the like would be. We actually designated 20 beats and it was supposed to be implemented within a period of time. Right now, in the last 4 years and it was in the last 20 plus years, we just added 1 beat and that was because the COPS grant. If we did not have that, then we would not have had a new beat. So, yes, we have a long ways to go and hopefully we can start soon.

Committee Chair Kaneshiro: Councilmember Yukimura.

Councilmember Yukimura: Do you have a follow-up?

Councilmember Chock: Yes, I have a follow-up question.

Councilmember Yukimura: Okay.

Committee Chair Kaneshiro: Councilmember Chock.

Councilmember Chock: Thank you. I want to actually appreciate you folks for the presentation. I think the approach of cost-savings upfront puts it into perspective, but also something that should be acknowledged I think in terms of us reaching our goal. The question is about the discussion about crime rates and the needs. We had a presentation from Fire earlier about the focus on EMS. I just wanted to get a sense. I know that we do not typically respond to EMS calls in the Police Department; however, there is a response. We are trained in BLS services and first responder. I just wanted to know what triggers a response to EMS and how much of that in perspective to the other calls that we take on are EMS related?

Mr. Contrades: The Police Department responding to EMS related calls, generally we do not.

Councilmember Chock: Yet, we do have police officers at scenes where there is medical needs. I have seen police officers at scenes even when there is someone in need. Basically, we respond to anything. We dispatch Fire and the ambulance, but there has many times where I see the Police Department there as well. Is there something that does trigger it? Is it because they are in the area?

Mr. Contrades: Yes. They are the closest person in the area or they were responding to something else that turned in a medical call or if there was perhaps a use of force incident that required medical treatment or any other type of call that somebody had a medical episode, the officer would be there to assist as best as possible. But for general medical responses, we rely on Fire and EMS to deal with that.

Councilmember Chock: We do not track that at all? It is just basically if it is related, it occurs, and we provide the service?

Mr. Contrades: There are many things that we are not tracking *per se* and that might be one of them. But I will check on that for you.

Councilmember Chock: Thank you.

Mr. Perry: There is a terminal nexus, obviously we will respond. In cases, for example, unattended deaths and the like that somebody passes way in a facility or drowning, we will respond. But in calls for my husband is having a hard time breathing, we will not respond to those. We will let Fire or EMS take care of them.

Councilmember Chock: Thank you.

Committee Chair Kaneshiro: Councilmember Yukimura.

Councilmember Yukimura: So, if those calls that you have shown up on the screen, they exclude EMS calls?

Mr. Contrades: Yes. My understanding is that that has to do with KPD responding to calls for service.

Councilmember Yukimura: Okay. So, the statistics that you are using are non-EMS calls?

Mr. Contrades: Yes, for KPD.

Councilmember Yukimura: Okay.

Mr. Contrades: It might include something that we went to for whatever reason, but that has to do with the Kaua'i Police Department.

Councilmember Yukimura: Okay. There is some nexus or relationship to police. Just as a follow-up to Chief on your story or the history about the 4 years ago and your plan for 20 beats. What is the unspoken limitation is how much it costs in real property tax increases and we just went through a year of huge controversy that way. When you submit the 20 beats, you have to show us what it will cost and what it will take to increase real property taxes.

Mr. Perry: Yes. I think you are absolutely right. There is a disconnect here because my mission is different from your mission although I am on board with you. But my mission is to keep the community safe and what it takes to do that. So coming up with a 20 year strategic plan to meet the needs of the community, that is what I am charged to do.

Councilmember Yukimura: Right.

Mr. Perry: You are charged to come up with the bucks. You are coming up with the money and that is my *kuleana*, too. But it is my responsibility to bring you the information, to bring you the facts, and say, "This is where we are going." You can say, "Well we cannot afford it. So, deal with it," and that is what we have been doing for the past 20 plus years.

Councilmember Yukimura: Well, I think what we are also asking is given the changing times, are there different ways to do policing that might achieve your goal without the 20 beats because the 20 beats are based on sort of a conventional model of policing. Just like Fire Chief Westerman came in and told us, the Fire Department started to fight fires. But now the ems calls are...what is it? 70% or 80% of their response requirements. So, he is looking at different models, which is now named a Fire-Based EMS and he is going off to look at some of those models. I have been reading, too, about some of the larger cities and not all those models are applicable, but they are not going the regular patrols driving cars around the whole district. They are using statistics to see where the hotspots are. The question, because it is your expertise and not ours, is are there those ways that we might look at that might leverage our resources better and achieve the goal, your goal, and our goal, too, of a safe community but not necessarily with 20 beats, which is pretty much an impossibility?

Mr. Perry: Yes, I realize that. In the video, New York tried that and it did not work. They had to hire new officers because they cutback and the crime rates skyrocketed. I am not going say it is happening here, but like the frog in the boiling water, if you keep...

Councilmember Yukimura: No, and I am not saying that is the solution. I am saying there must be rural area solutions. I am also saying that is why we would like to track crime rates though. That is one of the conventional indicators that we should really have in your report every year as to how we are doing.

Mr. Perry: Sure.

Councilmember Yukimura: Thank you.

Committee Chair Kaneshiro: Council Chair Rapozo.

Council Chair Rapozo: It is very difficult to do anything without manpower. There was a time where KPD even when they had 8 beats and then 9 beats, there was a time when there was enough downtime where officers could get out of their cars and they could walk down the street. They were encouraged. In fact, they were required to turn in those...and I do not know if you remember this, the field interrogation cards. They were required to make personal contact with the neighborhood. They were required. That was a quota. You cannot do that anymore because you do not have the people. So, I do not know what more innovative ways. You do not have the people. Software is not going to solve the problem. It is not. Again, going back to the chart, we are so far behind the 8-ball with manpower and beats that I do not know what you are going to do. You just got to do what you got to do and it is very difficult to expect anything different. The Fire Chief is in a

wholly different situation because he has a ton of people, a ton of stations, a ton of trucks, and a ton of resources. So he can do pilots. I do not know where you get the people to do a pilot project. I do not know how you do that. You cannot squeeze any more out of people that we have working on the street. I know that. That is why it is tough for me to sit here. Poor things. The criticisms are always out had for the police, but really, 10 people to handle the workload? Think about that. There are more people go to McDonalds than there is on the street on any given time as far as patrol is concerned. Does that make sense? That is why you get your Big Mac so fast. You have to wait so long for policeman. What is the priority? That is all. I am sorry, Mr. Kaneshiro, you have never seen me in budget when it comes to Police. But that is how I am. Everybody wants the police to be here to do this and do that, but there is no money. It is not impossible. It is not impossible. Yes, 20 beats this year is. But if we started when we suggested it. It is hard, Chief, for you to come up here after you get that direction or your marching orders is no new positions, cut 6% or 8% or whatever it is. I am not dissing the Mayor. It is just we have to do that because we do not have any money. But do not expect any improvements in the service if we cannot even give you folks the basic necessary tools. That is just the way it is. Thanks, Chair. That is all I will say.

Committee Chair Kaneshiro: Any further questions? We are on Patrol. No more questions? We will move on to the Asset Forfeiture. Any questions for Asset Forfeiture? Councilmember Yukimura.

Councilmember Yukimura: I am looking your graph on page 11 of your budget presentation, and it is the huge red line for "operations" showing that this year compared to previous years, we are spending most of the forfeiture moneys that we are spending on operations. I am just a little concerned because we are using non-recurring money for recurring costs and you have explained, Assistant Chief, that it is a deliberate plan to minimize the cost for the next two years, and then cover it with General Fund moneys, right?

Mr. Contrades: Yes. This Fiscal Year 2016, the grant would pay \$600,000 and the Forfeiture Funds would cover the \$91,357 to take care of this fiscal year. Fiscal Year 2017, the grant pays \$150,000 and County funds would be \$614,847. The after that, the County would pick up rest of the money.

Councilmember Yukimura: Which is a pretty big hit in the 2017.

Mr. Contrades: 2018.

Councilmember Yukimura: 2018. Okay. I do not know what your timetable is for the new beat and also collective bargaining. I do not know what the projected bill will be.

Mr. Contrades: Yes. We are committed to the grant and I do not think we can push it back any further. We could ask for an extension, but we are in a position right now to hire those 6 COPS grant officers.

Councilmember Yukimura: Yes.

Mr. Contrades: We are striving to do that hopefully by September or October.

Councilmember Yukimura: I am not asking you to not go ahead with the grant. I am just trying to project our needs in three years so that we can somehow prepare for that. I have been lobbying very hard for the excise tax for the transportation, but that will free up \$3,000,000 or \$4,000,000 in General Fund knowing that we have all of these needs that we need to address. But I just wanted to point that out because unless we have a plan, it is sort of dangerous to do this non-recurring revenue. But I hear your plan and I presume our Finance Department is trying to develop a long range 3 year plan for how we are going to juggle all of these needs. Thank you.

Committee Chair Chock: Councilmember Chock.

Councilmember Chock: Thank you, Chair. I just had a question on the \$50,000 in training. You might have talked about it. Can you share what you are covering on that?

Mr. Contrades: We plan ahead for certain things that require training. As an example, when our self-defense instructors need to be re-certified, we kind of know when that is so we can plan ahead for that. Same thing with our armors and our firearms instructors. We can more or less plan ahead to put it in budget for their training. Training opportunities come up throughout the year though, and if we are not budgeted for it, it is difficult trying to get approvals and get acceptance for that or get funding for it essentially. We need to move thing around in order to prioritize our training. Utilizing the forfeiture funds will give us that ability to use moneys there, not touch the County coffers, and give us the ability to participate in that training that we feel is necessary. There are a lot of opportunities throughout the year that we cannot anticipate and we cannot budget for.

Councilmember Chock: We have not had it in previous years. We expect \$50,000 will be a line item moving forward in future budgets?

Mr. Contrades: Yes. I mean, that is something that we would like to see, yes.

Councilmember Chock: Okay.

Mr. Contrades: Again, it depends upon the availability of the funds as well. It is not reoccurring.

Councilmember Chock: Right.

Mr. Contrades: We do various cases, but what comes out of that is not a guarantee. So forfeiture funds is not a steady stream.

Councilmember Chock: Thank you.

Committee Chair Kaneshiro: Councilmember Kualii.

Councilmember Kualii: Can you describe a little further what the line item "Small Equipment \$168,000" would cover? "Other Small Equipment \$248,000 total," but the "Small Equipment" is the detailed \$167,963.

Mr. Contrades: Those are funds that we are setting aside for the body cameras.

Councilmember Kualii: What is the line above that says "Body Camera Equipment Match?" There is a grant?

Mr. Contrades: That is in the hopes that the legislature is able to pass the Bill that would provide funds to the various County Police Departments in order to start a body camera program.

Councilmember Kualii: So if not, then we still have funds available?

Mr. Contrades: Yes.

Councilmember Kualii: That is going to be for how many?

Mr. Contrades: I believe 105 if I am not mistaken.

Councilmember Kualii: Okay. Thank you.

Committee Chair Kaneshiro: Councilmember Yukimura.

Councilmember Yukimura: So that is to me, a perfect use of your Asset Forfeiture Fund, a pilot project and a new innovation. That is great, and a match for bigger moneys it will leverage. I know when we had the discussion last on body cameras, I think you brought in one of the experts, a woman.

Mr. Contrades: Stacey.

Councilmember Yukimura: Yes, Stacey.

Mr. Contrades: Stacey Perreira.

Councilmember Yukimura: Yes. She mentioned there were a lot of issues that had to be worked out. Is that happening in terms of body cameras?

Mr. Contrades: We believe we have worked out a majority of the issues. We had an original policy that we met with SHOPO to do the pilot project itself and

based on the data that we have collected and the continued research that we have done, we will be altering that policy. We are also looking at what the national standards are and then we will be go back to SHOPO to discuss the changes in that policy.

Councilmember Yukimura: Is this happening statewide given this statewide grant possibility or are you doing it mainly between KPD and SHOPO?

Mr. Contrades: KPD is, I guess, leading the way in a sense with the body cameras. The other islands of course are looking at it. It is a hot topic at this point in law enforcement. I think they are kind of waiting to see how things go with us and kind of let us work the bugs out first *per se*.

Councilmember Yukimura: Good for you that you are pioneering this. It is not an easy role, but that is what leadership is about. Thank you.

Committee Chair Kaneshiro: Any further questions for the Criminal Asset Forfeiture? Councilmember Hooser.

Councilmember Hooser: I had a question, not about Criminal Asset. Staff was kind enough to get me a copy of the annual reports for Maui and Hawai'i County. Does the Kaua'i County do an annual report?

Mr. Contrades: Yes. I was reminded our statistics are actually in our annual report as well as on our website, the crime statistics.

Councilmember Hooser: Good because they have everything, rates per thousand, murder rate, violent crime rate, juvenile rate, robbery rate, and all of that. So, we have similar information?

Mr. Contrades: Yes.

Councilmember Hooser: Okay.

Mr. Contrades: I was reminded that we do have that annual report.

Councilmember Hooser: Okay. Great. We will get that.

Councilmember Yukimura: I have it.

Councilmember Hooser: Okay. Thank you.

Committee Chair Kaneshiro: Less homework for you folks.

Mr. Contrades: Yes.

Committee Chair Kaneshiro: Any other questions before we end the day? Again, I just want to thank you for folks coming out. You folks had a great presentation. We appreciate all of the cost-cutting you have been doing. When I mentioned salaries are 92% of your budget, it shows that it is all manpower. I mean, there is really no more cutting and from what we hear, we are already short staffed. I appreciate all that you have done as far as trying to keep the budget tight. I think as Council Chair Rapozo said, we have got to keep our police officers safe, too. If our crime rate is going up and we have you folks running all over the place, we cannot have you short-staffed because I know you guys are put in difficult situations. I appreciate everything that you do and thanks for coming and spending the day with us. With that, I would like to recess the Departmental Budget Reviews. We will reconvene 9:00 a.m. on Thursday where we will have a discussion on revenues, charges, and fees.

There being no objections, the Committee recessed at 3:35 p.m.