



## POLICE COMMISSION

WALTON HONG, CHAIR  
LAURIE YOSHIDA, VICE CHAIR

MERRILEE "MIA" AKO, MEMBER  
JOHN CALMA, MEMBER  
MARY K. HERTOG, MEMBER  
LISA KNUTSON, MEMBER  
VACANT, MEMBER

25 AUG 14 P1:01

**Meetings of the Police Commission will be conducted as follows until further notice:**

- Meetings will be publicly noticed pursuant to HRS Chapter 92.
- Minutes of the meeting will be completed pursuant to HRS Chapter 92 and posted to the Commission's website upon completion and approval.

### **Public Comments and Testimony:**

- **Written testimony** will be accepted for any agenda item herein.
  - Written testimony indicating your 1) name or pseudonym, and if applicable, your position/title and organization you are representing, 2) the agenda item that you are providing comment on, and 3) contact information (telephone number and email address), may be submitted to [mromo@kauai.gov](mailto:mromo@kauai.gov) or mailed to the Police Commission, c/o Office of Boards and Commission, 4444 Rice Street, Suite 300, Lihue, Hawaii 96766.
  - Written testimony received by the Police Commission at least 24 hours prior to the meeting will be distributed to all Police Commissioners prior to the meeting.
- **Oral testimony** will be taken during the public testimony portion of the meeting in-person at the public meeting.
  - It is recommended that anyone interested in providing oral testimony register at least 24 hours prior to the meeting by emailing [mromo@kauai.gov](mailto:mromo@kauai.gov) or calling (808) 241-4920. Any request to register shall include your 1) name or pseudonym, and if applicable, your position/title and organization you are representing, and 2) the agenda item that you are providing comment on, and 3) contact information (telephone number and email address).
  - Per the Police Commission and Chair's practice, there is a three-minute time limit per testifier per agenda item.
  - Individuals who have not registered to provide testimony will be given an opportunity to speak on an agenda item following speakers who have registered.

### **SPECIAL ASSISTANCE**

IF YOU NEED AN AUXILIARY AID/SERVICE, OTHER ACCOMODATION DUE TO A DISABILITY, OR AN INTERPRETER FOR NON-ENGLISH-SPEAKING PERSONS PLEASE CONTACT THE OFFICE OF BOARDS AND COMMISSIONS AT (808) 241-4920 OR [MROMO@KAUAI.GOV](mailto:MROMO@KAUAI.GOV) AS SOON AS POSSIBLE. REQUESTS MADE AS EARLY AS POSSIBLE WILL ALLOW ADEQUATE TIME TO FULFILL YOUR REQUEST. UPON REQUEST, THIS NOTICE IS AVAILABLE IN ALTERNATIVE FORMATS SUCH AS LARGE PRINT, BRAILLE, OR ELECTRONIC COPY.

**REGULAR MONTHLY POLICE COMMISSION MEETING NOTICE AND AGENDA**

Friday, August 22, 2025

9:00 a.m. or shortly after

4444 Rice Street, Moikeha Conference Room 2A/2B, Līhu'e, Hawai'i 96766

25 AUG 14 P1:01

**MEETING CALLED TO ORDER**

**ROLL CALL TO ASCERTAIN QUORUM**

**APPROVAL OF THE AGENDA**

**CHAIR'S ANNOUNCEMENTS**

- The next Regular Monthly Meeting is set for **September 26, 2025, at 9:00 a.m.** It will take place in the Moikeha Meeting Room 2A/2B, followed by an Executive Session. Please note that this is subject to change.

**PUBLIC TESTIMONY ON ANY AGENDA ITEMS**

Individuals may testify on any agenda item or wait for the item to come up.

**KAUAI POLICE DEPARTMENT EMPLOYEE OF THE MONTH AND POLICE COMMENDATION**

**MEDAL RECIPIENT**

Officer Arnold Cayabyab - KPD's August 2025 Employee of the Month

Officer Matthew VanAken – Honorary Recipient of the Police Commendation Medal

**APPROVAL OF THE OPEN SESSION MINUTES**

July 25, 2025, Meeting

**CHIEF'S MONTHLY REPORTS FOR JULY 2025**

- **Office of the Chief** – Notable Highlights, Special Projects, Community Engagement, Significant Meetings, Public Information Officer.
- **Support Services Bureau, Criminal Investigations Division, and Field Operations Division** – Budget Summary Estimate, Personnel Status, Recruitment Status, DARE Classes, KPAL Programs, Training Provided by Outside Agency: Off-Island, Training Provided by Kaua'i Police Department, Training Provided by Outside Agency: On-Island, Firearms Registered, Handgun Applications, Long Gun Applications, Licenses to Carry Applications, Crime Scene and Laboratory Section - Biometric Identification Facial and Ten Print, Crime Scene and Laboratory Section - Call Out Lab Request, YTD Death Statistics, Person Crimes Section Statistics, Person Crimes Section Enforcement, Property Crimes Section Statistics, Property Crimes Section Enforcement, Property Crimes Section Types, and Vice Section Statistics.

- **Preliminary Point & Time Data** – Crime Summary and Activity Summary
- **Agency Statistics** – Calls for Service/Incident Summary, Citation Summary, Arrest Summary, Legal Services, Warrant Type – All Divisions, and Warrant Tracking – All Divisions.

## **BUSINESS**

### **KPC 2025-20:**

Discussion and possible action on a Memorandum dated June 17, 2025, from Interim Police Chief Elliott Kalani Ke and Deputy Police Chief Mark Ozaki to Walton Hong, Chair, Kauai Police Commission, regarding the Kauai Police Department's Turnover Report for 2023 and 2024 for Sworn and Non-Sworn Employees.

### **KPC 2025-29:**

Discussion and possible action on the report and recommendations of the Permitted Interaction Group (PIG) established on May 9, 2025, in KPC 2025-20, as presented to the Commission on August 14, 2025. The PIG's report included the essay questions score results and recommendations on which applicants should be invited to the interview phase of the Chief of Police hiring process.

## **EXECUTIVE SESSION CLOSED TO THE PUBLIC**

Under Hawai'i Revised Statutes §§ 92-4, 92-5 (a) (2) and (4) the purpose of this executive session is for the Commission to review and discuss charges brought against an officer in the Kauai Police Department, where consideration of matters affecting privacy will be involved, provided that if the individual requests an open meeting, an open meeting shall be held; and to consult with its attorney on issues related to the Commission's powers, duties, privileges, immunities, and liabilities as they may relate to these items:

### **ES KPC 2025-1:**

Regular Monthly updates by Interim Police Chief Elliott Ke or his designated representative related to the Office of Professional Standards Monthly Report on the status and/or disposition of formal notarized citizen complaints that were filed with the Kauai Police Commission and referred to the Office of the Chief for disposition and/or report back to the Police Commission. **(Nothing to Report)**

### **ES KPC 2025-2:**

Regular Monthly updates by Interim Police Chief Elliott Ke or his designated representative of any significant adverse incidents/events involving personnel in the Kauai Police Department that could potentially impact the County, the Police Commission, and the Kauai Police Department. **(Nothing to Report)**

**ES KPC 2025-15:**

Formal notarized citizen complaint numbered KPC 2025-004, has been filed against the Kauai Police Department. The complaint alleges that the Kauai Police Department refused to properly investigate fraud and public corruption because it involved four Kauai Judges/Per diem Judges.

**ES KPC 2025-16:**

Pursuant to HRS § 92-4 and HRS § 92-5(a)(4), the purpose of this executive session is to consult with the Commission's legal counsel on issues related to the Commission's powers, duties, privileges, immunities, and liabilities as they may relate to the hiring and interview process of the new Chief of Police.

**ES KPC 2025-17:**

Under Hawai'i Revised Statutes §§ 92-4, 92-5(a)(2), (a)(4), and 92-9(b), the purpose of this executive session is for the Commission to approve or amend the executive session minutes of July 25, 2025, meeting as publication of the executive meeting minutes would defeat the lawful purpose of the executive meetings they reflect, including the purposes in HRS §§ 92-5(a)(2) and (a)(4).

**RETURN TO OPEN SESSION TO RATIFY THE ACTIONS TAKEN IN EXECUTIVE SESSION**

- Executive Session Report by Deputy County Attorney Tyler Saito pursuant to HRS § 92-4(b).

**EXECUTIVE SESSION:** Under HRS § 92-7(a), the Commission may, when deemed necessary, hold an executive session on any agenda item without a written public notice if the executive session was not anticipated in advance. Any such executive session shall be held pursuant to HRS § 92-4 and shall be limited to those items described in HRS § 92-5(a).

**ADJOURNMENT**

cc: Deputy County Attorney Tyler Saito  
Interim Chief of Police Elliott Kalani Ke  
Deputy Chief of Police Mark Ozaki

**OPEN SESSION MEETING MINUTES**

<b>Board or Commission</b>		<b>Kauai Police Commission</b>	<b>Meeting Date</b>	<b>July 25, 2025</b>
<b>Location</b>	Moikeha Conference Room 4444 Rice Street, Meeting Room 2A/2B, Līhu'e, Hawai'i 96766		<b>Start of Meeting:</b> 9:00 a.m.	<b>End of Meeting:</b> 11:52 a.m.
<b>Present</b>	Chair Walton Hong; Commissioners Mia Ako, John Calma, Mary K. Hertog, and Lisa Knutson. Also, present Boards and Commissions Support Staff: Administrator Ellen Ching, First Deputy County Attorney Tyler Saito, and Support Clerk Mercedes Omo. Also present: Office of the Chief: Interim Chief of Police Elliott Kalani Ke; Deputy Chief of Police Mark Ozaki; David Carmichael, Executive Operations Manager, Kim Tamaoka, Private Secretary. Public Information Section: Tiana Victorino, Public Information Officer. Support Services Bureau: Makana Rivera, Assistant Chief. Technical Services Division: Stacy Perriera, Captain. Person Crimes Section: Anthony A.J. Morita, Lieutenant and Jason Matsuoka, Detective. Property Crimes Section: Detectives Brian Silva and Bobby Thompson, and other rank and file officers in the Kauai Police Department. KPD's Employees of the Month June 2025: Lieutenant Aaron Lester and Sergeant Colin Nesbitt. KPD's Employee of the Month July 2025: Detective Eric Caspillo. SHOPO Business Agent Roy Asher. Councilmember/Public Safety Committee Chair Felicia Cowden and Mr. Bruce Hart. Gallup Representatives:			
<b>Excused</b>	Vice Chair Laurie Yoshida			
<b>Absent</b>				

<b>SUBJECT</b>	<b>DISCUSSION</b>	<b>ACTION</b>
<b>Meeting Called to Order/Roll Call to ascertain quorum</b>	The meeting started when Chair Hong called the Police Commission July 25, 2025, meeting to order at 9:00 a.m.  Commissioner Mia Ako was present. Commissioner John Calma was present. Commissioner Mary K. Hertog was present. Commissioner Lisa Knutson was present. Chair Walton was present. A quorum was ascertained with 5 members present at Roll Call.	

SUBJECT	DISCUSSION	ACTION
<b>Approval of Agenda</b>	Chair Hong called for a motion to approve the agenda.	A motion was made by Commissioner Hertog and seconded by Commissioner Knutson to approve the agenda as circulated. Hearing no objections, the agenda was approved.
<b>Chair's Announcement</b>	The next Regular Monthly Police Commission Meeting is set for <b>August 22, 2025, at 9:00 a.m.</b> The meeting will take place in the Moikeha Meeting Room 2A/2B, followed by an Executive Session. Please note that this is subject to change.	
<b>Public Testimony</b>	Chair Hong stated that individuals may testify on any agenda item now or wait for the item to come up on the agenda. There was no testimony.	
<b>Employees of the Month June &amp; July 2025</b>	<p>Reading the Commendation Report for Lieutenant Aaron Lester and Sergeant Colin Nesbitt, the KPD's Employees of the Month for June 2025, was Lieutenant/Acting Captain Philip Banquel.</p> <p>Lieutenant Lester and Sergeant Nesbitt were recognized for their contributions to the renovation of the Koloa Substation. Their efforts included installing new flooring and baseboard trim, repairing door trims, and performing a thorough deep cleaning of the facility.</p> <p>Additionally, they supported various upgrades to the substation, which encompassed the installation of a ceiling fan, an air conditioning unit, and security systems. Their dedication demonstrates a strong sense of pride and ownership in their workplace, which is essential for fostering a positive work environment and promoting employee engagement.</p>	

SUBJECT	DISCUSSION	ACTION
	<p>After Acting Captain Banquel read the Commendation Report, Interim Police Chief Elliott Ke took the opportunity to recognize both officers. He presented each of them with a certificate for exemplary and outstanding service, along with leis. The Commissioners also praised the officers for their exceptional work in renovating the Koloa Substation.</p> <p>Chair Hong allowed time for the officers to take pictures with their members of their family and friends when that was completed Chair Hong asked the officers if they wanted to say a few words.</p> <p>Lt. Lester thanked all the officers in the Waimea District, especially Sergeant Nesbitt, for being instrumental in the renovation of the Koloa Substation on his own time. He shared that his vision to renovate the substation wouldn't have been made possible without them, he also wanted to acknowledge KPD's leadership for procuring the funds for the project.</p> <p>Sergeant Nesbitt commended Lt. Lester for having the vision to enhance the working conditions at the substation and he would like him to know that the men and women that he (Nesbitt) oversees are very thankful and are appreciative of him for having the vision.</p> <p>Chair Hong opened the floor for the public to give testimony.</p>	

SUBJECT	DISCUSSION	ACTION
	<p>Mr. Bruce Hart stated the following:</p> <ul style="list-style-type: none"><li>• The Officers' efforts are an example of what teamwork looks like, not just within KPD but throughout the community.</li><li>• He suggested that if project like this happens again, to let the public know because some members of the public may want to come out to help.</li><li>• He congratulated Lt. Lester and Sergeant Nesbitt on a job well done.</li></ul> <p>Councilmember/Public Safety Chair Felicia Cowden stated the following:</p> <ul style="list-style-type: none"><li>• She thanked Lt. Lester and Sergeant Nesbitt on a job well done.</li><li>• She speaks on behalf of all the council members, expressing gratitude for the initiative and the work done, which has increased morale for everyone using the substation.</li></ul> <p>The Commissioners also congratulated the officers for a job well done.</p> <p>Reading the Commendation Report for Detective Eric Caspillo, KPD's Employee of the month for July 2025 was Assistant Chief Darren Rose.</p> <p>Detective Caspillo was nominated KPD's Employee of the Month for his exceptional handling of a complex and sensitive sexual assault investigation. For disclosure, AC Rose noted that the nomination was written by Lt. Kennison Nagahisa and is Detective Caspillo's direct supervisor.</p>	

SUBJECT	DISCUSSION	ACTION
	<p>On June 23rd, Detective Caspillo responded to a sexual assault case involving two female juveniles. With limited information and only a few leads, the case presented significant investigative challenges. In cases involving minors, time is critical. Lead Detective Caspillo demonstrated remarkable dedication, professionalism, and investigative skills, which led to the identification and apprehension of key suspects. As a result, the case was resolved, ensuring accountability and justice.</p> <p>Being that there isn't no set protocol, Chair Hong noted that he would call for public testimony first followed by comments by the Commissioners.</p> <p>Councilmember Felicia Cowden stated that following:</p> <ul style="list-style-type: none"><li>• There is nothing more important than the well-being of the community and having faith in the Police Department to make sure that young girls do not get hurt. But when situation like this happens there are met with swift and immediate consequences.</li><li>• She thanked Detective Caspillo for a job well done.</li></ul> <p>Mr. Bruce Hart stated the following:</p> <ul style="list-style-type: none"><li>• The nature of the crime was horrible, but the dedication of Detective Caspillo to bring swift justice is very noteworthy.</li><li>• Putting ourselves in the place of young juveniles' parents and everyone else involved including everyone sitting in the room, the</li></ul>	

SUBJECT	DISCUSSION	ACTION
	<p>confidence they have in KPD to keep everyone safe has significantly increased.</p> <ul style="list-style-type: none"><li>• He personally thanked Detective Caspillo.</li></ul> <p>Sergeant/SHOPO Vice Chair Brian Silva, stated the following:</p> <ul style="list-style-type: none"><li>• He congratulated all three officers.</li><li>• He worked with all three officers before and attests that they are dedicated to their job.</li><li>• He thanked the officers' families and expressed his appreciation for supporting the officers when they must work long hours.</li><li>• He thanked the Department, the Commission and the SHOPO membership for recognizing all three officers.</li></ul> <p>After public testimony was concluded, the Commissioners and Interim Chief Ke had the opportunity to express their appreciation for Detective Caspillo.</p> <p>Chair Hong asked Detective Caspillo if he wanted to make a few comments.</p> <p>Detective Caspillo stated the following:</p> <ul style="list-style-type: none"><li>• The case was a collaborative effort by members of community who came forward with tips.</li><li>• He thanked his fellow detectives and patrol officers for their unwavering support that led to the arrest of the two suspects.</li></ul>	

SUBJECT	DISCUSSION	ACTION
	<ul style="list-style-type: none"> <li>• He especially thanked Detective Jason Matsuoka who sat with him during the interviews and for help doing the write-ups and paperwork to charge the suspects.</li> <li>• He thanked KPD's leadership for the trust and support throughout the investigation.</li> </ul> <p>There being no further testimony, Chair Hong moved on to the approval of the minutes of June 27, 2025, meeting.</p>	
<b>Open Session Minutes of June 27, 2025, Meeting</b>	<p>Chair Hong called for a motion to amend or approve the minutes. Commissioner Hertog noted that she informed Ms. Omo earlier that a correction needed to be made on Page 1 of the open session minutes to remove Chair Alice Luck's name with Chair Walton Hong as present.</p>	<p>Commissioner Hertog moved to approve the minutes of June 27, 2025, Open Session Meeting as amended. Commissioner Knutson seconded the motion; the minutes were approved as amended.</p>
<p><b>Gallup's Power point Presentation entitled "The Voice of the Kauai Police Department" Survey Results May 2025</b></p> <p>Copy of the Gallup's presentation is on file with the Office of Boards and Commissions</p>	<p>Chair Hong welcomed Gallup's Executive team and kindly asked them to introduce themselves to the Commission and members of the audience.</p> <p>Gallup's Executive Team, led by Lead Consultant Ms. Skye Perrin and Regional Director Francis Cogens , introduced themselves to the Commissioners. Ms. Perrin took the opportunity to thank the Police Commission and the leadership staff in the Kauai Police Department.</p> <p>Ms. Perrin's PowerPoint presentation reflected data on the Engagement Survey Results for May 2025, covering KPD's progress from 2024; overall results for 2025; detailed analyses based on rank, job title, location, and tenure; as well as the recommended next steps.</p>	

SUBJECT	DISCUSSION	ACTION
	<p>Commissioner Hertog thanked Ms. Perrin for her presentation. She noted that when Gallup presented their findings last year, no one was surprised by some of the results. If she recalls correctly, Officer Lance Okasaki commented (paraphrasing), "Our scores are so bad, the only way we can go is up." Based on the 2025 stats, KPD is going up thanks to KPD's leadership and all sworn officers and non-sworn employees for making it happen and for investing in the Department to make it a better working environment. Her only two areas of concern are 1) if someone cares about me in the organization, and 2) development; is the leadership helping the officer develop to get them to the 5–10-year mark.</p> <p>Commissioner Knutson – excellent presentation. She's very familiar with Gallup. She asked for clarification on the response rate, which Ms. Perrin confirmed was 72%, noting that the rate was the same as in last year's survey.</p> <p>Commissioner Knutson – regarding the question related to an officer's well-being, and the 1-3 years turnover rate, she did a deep dive, and the results were consistent with Gallup. She pointed out that unless you are familiar with graphs and percentiles, it can be hard for someone to read and understand what the data means.</p> <p>Interim Chief Ke thanked Gallup for working with the executive team, captains, and the lieutenants. Employee engagement is key, and the enthusiasm of each employee from the bottom up speaks volumes; he truly appreciates every one of them. He noted that KPD will continue to work hard to move the Department forward in the process, and when the new chief is in, they will continue in that process.</p>	

SUBJECT	DISCUSSION	ACTION
	<p>Chair Hong asked for public testimony.</p> <p>Sergeant Brian Silva stated the following:</p> <ul style="list-style-type: none"><li>• He thanked Gallup, Interim Chief Ke, and KPD's command staff.</li><li>• Although the numbers don't show there is much improvement, they are dedicated, work long hours and have made changes.</li></ul> <p>Lieutenant Aaron Lester stated the following:</p> <ul style="list-style-type: none"><li>• Echo's Sergeant Silva's comments</li><li>• They've seen some progress.</li><li>• The survey was done in May. He wished that the survey was done later in the year when there would be much more progress made.</li><li>• Communication has improved throughout the entire Department. It started last year, when Gallup first came and did a workshop with the leadership.</li><li>• Communication between leadership, executive staff, captains, lieutenants, and sergeants has improved. There's a positive change throughout the entire Department.</li><li>• He thanked AC Ke</li><li>• He knows that the Police Commission is doing its due diligence to look for a new police chief.</li><li>• He thanked former Police Commissioner Kevin Mince for coming to the Department to speak with the employees.</li><li>• It was AC Ke's idea to have Mr. Mince speak to not only KPD's leadership team but to everyone.</li><li>• KPD is making a lot of progress. He's excited for 2026.</li></ul>	

SUBJECT	DISCUSSION	ACTION
	<p>Chair Hong commented that in the past year, there has been momentum in the right direction, and he would like that momentum to continue. He encouraged all sworn and non-sworn employees to work collaboratively to improve relationships in the Department.</p> <p>Commissioner Ako – when she first became a police commissioner, she had no idea of the lack of employee engagement in the Department. To KPD's leadership, she will say that having the right people in the correct positions will make things better.</p> <p>There being no further comments, Chair Hong moved to the Chief's Monthly Reports.</p>	
<p><b>Chief's Monthly Reports June 2025</b></p>	<ul style="list-style-type: none"> <li>○ <b>Office of the Chief</b> – Notable Highlights, Special Projects, Community Engagement, Significant Meetings, Public Information Officer.</li> <li>○ <b>Support Services Bureau, Criminal Investigations Division, and Field Operations Division</b> – Budget Summary Estimate, Personnel Status, Recruitment Status, DARE Classes, KPAL Programs, Training Provided by Outside Agency: Off-Island, Training Provided by Kaua'i Police Department, Training Provided by Outside Agency: On-Island, Firearms Registered, Handgun Applications, Long Gun Applications, Licenses to Carry Applications, Crime Scene and Laboratory Section - Biometric Identification Facial and Ten Print, Crime Scene and Laboratory Section - Call Out Lab Request, YTD Death Statistics, Person Crimes Section Statistics, Person Crimes Section Enforcement, Property Crimes Section Statistics, Property Crimes Section Enforcement, Property Crimes Section Types, and Vice Section Statistics.</li> </ul>	

SUBJECT	DISCUSSION	ACTION
	<ul style="list-style-type: none"> <li>○ <b>Preliminary Point &amp; Time Data</b> – Crime Summary and Activity Summary</li> <li>○ <b>Agency Statistics</b> – Calls for Service/Incident Summary, Citation Summary, Arrest Summary, Legal Services, Warrant Type – All Divisions, and Warrant Tracking – All Divisions.</li> </ul> <p>In addition to his Monthly Reports, Interim Chief Ke highlighted the 101st graduation class. Officers Russell Himongala and Alexander Lacson were recognized by MAD (Mothers Against Drunk Driving), the KPD's Junior Police Academy, led by the KPD's Support Services Bureau, and the KPD's School Resource Officers.</p> <p>Commissioner Ako complimented the makers of KPD's Recruit video for doing such a great job.</p> <p>Interim Chief Ke called on Assistant Chief Makana Rivera to provide input on KPD's recruitment process.</p> <p>AC Makana reported that in the first phase, they collaborated with the advertising company EPIC to develop the content for KPD's recruitment video. The second phase involved sharing the recruitment video on Google Search, Facebook, and other platforms.</p> <p>Interim Chief Ke credited KPD's Public Information Officer, Tiana Victorino, for helping to post the Ad on social media and for putting the information out on social media regarding KPD's current events.</p> <p>There being no further comments, Chair Hong moved on to item KPC 2025-23.</p>	

SUBJECT	DISCUSSION	ACTION
<b>BUSINESS KPC 2025-23</b>	<p><u>Discussion and possible action on Charter amendment proposals.</u></p> <p>Administrator Ellen Ching asked Chair Hong if he would allow Mr. Mince to brief the Commission on the Report of potential charter amendment proposals that he presented to the Commission at the last meeting, which now includes a charter amendment proposal for the Commission to consider.</p> <p>Mr. Mince reported that, based on the discussion at the last meeting, there are concerns regarding officers on the island who do not hold a degree but could be strong candidates for the position of police chief. According to the charter, the police chief must possess a bachelor's degree in a field related to the administration of justice, public administration, business administration, or a similar discipline. As the charter currently stands, it may exclude qualified candidates who have a bachelor's degree in unrelated fields.</p> <p>One of the options considered was to allow any bachelor's degree to qualify for the position of police chief, rather than restricting it to a specific field. Another option was to eliminate the bachelor's degree requirement entirely, replacing it with a requirement for a combination of education and experience. Alternatively, the existing bachelor's degree requirement could be retained but expanded to accept degrees from any field. Lastly, there was the possibility of removing the bachelor's degree requirement while increasing the amount of experience necessary before an individual can apply for the position.</p>	

SUBJECT	DISCUSSION	ACTION
	<p>Before going further, Chair Hong asked for public testimony.</p> <p>Mr. Bruce Hart stated the following:</p> <ul style="list-style-type: none"> <li>• Is it his understanding that the proposal will go forward, but the Commission would need to discuss the proposal.</li> <li>• He thinks that it is worthwhile having the discussion on the qualifications of police chief.</li> </ul> <p>Chair Hong stated that to meet the July 30<sup>th</sup> deadline any proposal must be decided at today's meeting.</p> <p>Councilmember/Committee Chair Public Safety Felicia Cowden stated the following:</p> <ul style="list-style-type: none"> <li>• The proposed charter amendment that was submitted by Chair Hong is excellent and she supports it.</li> </ul> <p>KPD's Executive Operations Manager Dave Carmichael stated that following:</p> <ul style="list-style-type: none"> <li>• Informed the Commission that he knows a couple candidates that are interested in applying for the police chief position who are not eligible.</li> <li>• The candidates are very successful former police chiefs in California with degrees but not in the specific field.</li> <li>• One of the candidates, who was a phenomenal police chief, has a master's degree in art, but he wasn't eligible.</li> <li>• He recommends that the Commission consider adjusting the current qualifications.</li> </ul>	

SUBJECT	DISCUSSION	ACTION
	<p>Assistant Police Chief Makana Rivera stated the following:</p> <ul style="list-style-type: none"><li>• He recognizes the importance of a degree and the importance of an education, but he believes in the importance of having experience.</li><li>• He has a hard time understanding how 4 years learning to do a job in a classroom setting is superior to 20 plus years of performing duties at a satisfactory level.</li><li>• He does not want to diminish the value of an education or a degree.</li><li>• He believes that the value of having on the job experience and numerous trainings throughout a person's law enforcement career whether as a captain or above that individual possesses the education and experience to carry out the duties of a police chief.</li></ul> <p>Assistant Chief Darren Rose stated the following:</p> <ul style="list-style-type: none"><li>• Thanked Kevin Mince for taking the time to come out to talk to them. It's awesome that someone is asking for input regarding the process.</li><li>• Echo's AC Rivera said about having great value in an education, but the cost of an education is skyrocketing.</li><li>• For him, a lot of people are taking blue collar jobs because they never thought about going to college, it wasn't an ambition to become an attorney or a doctor.</li><li>• A person can gain so much value on the job.</li></ul>	

SUBJECT	DISCUSSION	ACTION
	<ul style="list-style-type: none"><li>• He is not trying to discredit what an education can give, but when it comes to a particular field like law enforcement there is so much value.</li><li>• He hates to say it, but he's seen people who have an education but there's no way he would recommend them for chief.</li><li>• There are people in KPD who do not have an education degree but would be an incredible chief of police.</li><li>• He thinks it would close the pool of candidates.</li><li>• He understands it would take more work to process who would be the right candidate, he would like to have a broader aspect of a pool of people to choose from.</li></ul> <p>Captain Stacy Perreira stated the following:</p> <ul style="list-style-type: none"><li>• She wasn't present at the last meeting, but she heard about the discussion.</li><li>• She comes with a bachelor's degree in criminal justice and a master's degree in computer information technology.</li><li>• She absolutely values having an education but if you ask her what she learned in school versus what she learned on the job you cannot compare both.</li><li>• She can everyone what she has learned at work, and she can hardly remember what she learned in school.</li><li>• Education is excellent. Education has taken her far and got her to where she's today in terms of being able to be promoted more quickly.</li><li>• Education has its benefits, but it's not all being.</li></ul>	

SUBJECT	DISCUSSION	ACTION
	<ul style="list-style-type: none"><li>• She likes the idea of having a combination of both potentially having a degree in any field, but one must recognize experience as AC Rivera said earlier.</li><li>• Everyone who spoke before her even without a degree – you cannot compare both, it's almost not equalivent.</li><li>• When applying for this job you don't need a degree because everything you need to know will be learned on the job.</li><li>• To consider having on the job training versus having education, she thinks the Commission would miss out on a lot of potential candidates.</li></ul> <p>Mr. Roy Asher stated the following:</p> <ul style="list-style-type: none"><li>• He's a retired law enforcement officer.</li><li>• He has no desire to be a police chief.</li><li>• Served in the Kauai Police Department for 32 and a half years, of which 13 years as an assistant chief. Filled has as an interim chief throughout his 32 years. He has a degree but not in criminology.</li><li>• He finds it comical and disappointing that he is not eligible for the chief of police position because of how the charter is set up.</li><li>• By no means is he saying that he would be the best candidate, and again, he is not eligible after spending all that time in the Department.</li><li>• He's worked in various bureaus throughout his career.</li><li>• Advocates for not be so stringent in terms of the type of degree.</li><li>• Having a degree does help. It helped him with the writing aspect of the job, as you move up in rank, writing general orders etc.</li></ul>	

SUBJECT	DISCUSSION	ACTION
	<p>Chair Hong asked for more testimony, but none was offered.</p> <p>Chair Hong continued, stating that he wasn't present at the June meeting. However, he had read the minutes and reviewed the discussion, and, like the rest of the Commissioners, he had wrestled with this. As an attorney for half a century and a per diem judge for 18 years, he learned how to achieve everyone's satisfaction. As such, he came up with a charter amendment proposal, which he is presenting today. He believes that a degree is essential because a police chief must be able to communicate adequately both verbally and in writing. Someone with a degree, having gone through the process of acquiring that degree, would have learned those skills. However, he recognizes that the charter requires a degree in criminal justice or criminal administration, which narrows the field considerably. On the other hand, he appreciates entertaining a police chief with a bachelor's degree in basket weaving or art as totally irrelevant to the job. How does one reach a balance?</p> <p>Chair Hong stated that he has developed language that he hopes will suffice. He also noted that his proposal, if accepted by the Commission, would <i>not</i> apply to the current search for a new police chief; instead, it would apply to the next search for a police chief. He stated that laying proper groundwork prompted him to come up with language reflected in the memorandum dated July 17, 2025. He pointed out that the word "preferably" doesn't mean that the Commission would be bound by it, it's only a guide for the future Commission to use which he thinks will give the Commission leeway.</p>	

SUBJECT	DISCUSSION	ACTION
	<p>After listening to the testimony, Chair Hong noted that the question is whether work experience is more important or just as necessary as a degree. In his charter amendment proposal, an applicant would be allowed to substitute their work experience for a degree; however, the proposal would increase the required work experience by five (5) years. In other words, candidates with the necessary attributes who would make a good chief but lack a degree can still apply. However, they would need a higher level of work experience, with at least 15 years, and a minimum of 13 years in administration.</p> <p>Chair Hong asked the Commissioners to keep in mind that even if there is a candidate that doesn't have a degree in criminal justice but a degree in another field or if they don't have a degree but have the necessary required work experience it would still be within the purview and discretion of the Police Commission to say aye or nay to any candidate. The Police Commission would have to give up its discretionary power or authority under his proposal.</p> <p>Commissioner Hertog asked how he came up with the 12 and a half years, to which Chair Hong responded that, in speaking with Ms. Ching, they felt it would be better to round it off.</p> <p>Commissioner Hertog stated that she wants to get input from Commissioner Knutson who wasn't present at the last meeting and why the matter was tabled.</p> <p>Commissioner Knutson stated that, coming from a Human Resources perspective, she agrees with Chair Hong's proposal because it is common to allow substitutions; otherwise, it would limit the applicant pool. The</p>	

SUBJECT	DISCUSSION	ACTION
	<p>proposal does not compromise on anything but opens the Commission's options.</p> <p>Ms. Ching clarified that the charter states that a candidate must have 15 years of training and experience in law enforcement, of which ten shall be as a police officer in a full-service public-sector law enforcement agency, and at least 3 of those ten years in a performing management level. Regarding Chair Hong's proposal in lieu of a bachelor's degree, a minimum of 20 years is proposed, compared to the current charter's requirement of 15 years. Commissioner Hertog noted that it's also getting rid of the specificity of the degree.</p> <p>Commissioner Ako thanked Chair Hong for drafting the proposal. Following the last meeting, she felt compelled to address a dilemma. Despite believing a bachelor's degree was necessary, she came to realize that listening to KPD's rank and file members was equally important and his proposal gives the best of both worlds.</p> <p>Interim Chief Ke commented that by adding the substitutions it falls in line with the current practices used by the Department of Human Resources. Being consistent is a good thing, and education is a foundation but, on the job, training is when the learning and gaining experience really begins.</p> <p>Commissioner Calma asked for clarification if Chair Hong's proposal is to take out any degree requirement to which Commissioner Knutson responded no, Chair Hong's proposal will allow for substitutions.</p> <p>Commissioner Calma noted that at the last meeting, the Commission talked about allowing a degree in any field with the 15, 10 and 3. The point he's trying to make is that basically, the person that has 20 years of</p>	

SUBJECT	DISCUSSION	ACTION
	<p>experience doesn't need a degree to which Chair Hong responded that is correct.</p> <p>Ms. Ching clarified further that the charter amendment is about who can apply to be a police chief. As she understands, the amendment before the Commission would broaden the eligibility criteria to include anyone with a degree. Currently, the charter stipulates that applicants must hold a degree in administration of justice, business administration, public administration, or a similar field. The amendment before the Commission today requires a degree in a field, "preferably" relevant in police or public administration. So, it broadens the type of degree for the applicants. Additionally, the proposed charter amendment states that if an applicant doesn't have a degree would have to meet a higher standard of experience.</p> <p>Commissioner Hertog asked if someone has the correct wording minus the 12 and half years, if they could read it out loud. Chair Hong responded just remove the 12 and half years and replace it with 13 years.</p> <p>Commissioner Hertog noted that the proposal is also getting rid of the wording where it states the chief of police must have a minimum of 15 years to which Commissioner Knutson responded no, the language would remain in the charter, if the person has a degree they would only need 15 years, if they don't have a degree then they would need 20 of which 13 would be in...</p> <p>Commissioner Hertog thanked Commissioner Knutson for the clarification, noting that the way the proposal is written is very confusing.</p> <p>Commissioner Hertog noted that basically the charter will say "police</p>	

SUBJECT	DISCUSSION	ACTION
	<p>chief shall have a bachelor's degree preferably in an area relevant to police or public administration; however, in lieu of such a degree, the chief shall have a minimum of 20 years' experience in training in law enforcement of which 13 would have been as a police officer in a fulltime public sector law enforcement agency and at least 5 of those 13 years be in performing management level duties at the rank of lieutenant or above. She gets the gist of it, but she still thinks where it says 15 years up front of which 10 and another 10, then it starts talking about 20, it's all confusing to her and needs to be clarified if it's going to become an amendment.</p> <p>First Deputy County Attorney Tyler Saito stated that to clarify the process, the Commission is just discussing and possibly sending a proposal to amend the language in the charter to the Charter Review Commission. Therefore, the language may substantially change before it gets to the ballot, therefore he thinks that it might be prudent for the Commission to provide a framework for the Charter Review Commission, then to establish the language.</p> <p>Chair Hong noted that if there's no further discussion, he would like to entertain a motion if the Commission is inclined to do so to submit a proposal to the Charter Review Commission to amend the charter.</p> <p>Commissioner Hertog asked if it would be better to have two motions, the first motion is for the language and the second motion...</p> <p>First Deputy County Attorney Saito pointed out that a motion was already made at the Commission's last meeting to send a charter amendment proposal to the Charter Review Commission, so it was already decided on.</p>	

SUBJECT	DISCUSSION	ACTION
	<p>The motion (today) would be a motion to approve Chair Hong's proposal as amended and outlined in the memorandum dated July 23, 2025.</p> <p><b>Commissioner Ako moved to approve Chair Hong's charter amendment proposal dated July 17, 2025, and send the proposal to the Charter Review Commission.</b></p> <p>Ms. Ching asked Chair Hong to read out loud the correct language so that everyone is clear.</p> <p>Chair Hong read the following:</p> <p><i>"Preferably in an area relevant to police or public administration. In lieu of such a degree the chief shall have a minimum of 20 years of training and experience in law enforcement of which at least 13 years have been as a police officer in a full-service public-sector law enforcement agency and at least 5 of those 13 years have been performing management level duties at the rank of lieutenant or higher".</i></p> <p>He noted the proposal would eliminate administration of justice, business administration, public administration, similar administrative field.</p> <p>Chair Hong called for a second to the motion.</p> <p><b>Commissioner Hertog seconded the motion.</b></p> <p>Chair Hong called for more discussion.</p> <p><u>Discussion</u></p> <p>Commissioner Calma noted that at the last meeting, he thought that the Commission wanted a threshold of a degree in any field plus the 15, 10,</p>	

SUBJECT	DISCUSSION	ACTION
	<p>and 3. But Chair Hong's proposal says if you don't have a degree, in lieu of a degree, you need 20 years 15, 13, and 3. In his mind, he thinks that as a base line, an applicant must have at least a degree, in any field.</p> <p>Commissioner Ako reiterated that after listening to the rank and file, she's in favor of adding in lieu of.</p> <p>Commissioner Hertog agreed, however, after hearing Captain Perreria's testimony it really swayed her. Besides, the next search for a police chief, the Commission would still have an option; it's not one way or the other. The Commission will have the option to make a 4-year degree in lieu of.</p> <p>Commissioner Calma stated that he appreciated everyone's testimony/opinions, but that is anecdotal; all he wants is to get a baseline. As the Chair stated before, an education would help a person to be able to write and communicate; in this case, the Commission is talking about hiring a police chief who oversees the entire Police Department. In his mind, the Commission should have at least a minimum threshold. The fact that there are another 5 years – 15 versus 20-is a distinct difference to him.</p> <p>Chair Hong responded that the fact remains that the entertainment of applicants for police chief is within and will remain within the discretion and purview of the Police Commission. What his proposal does is open the field for people who may be well qualified, but lack a degree; however, it's still up to the Commission to say yes or no.</p>	

SUBJECT	DISCUSSION	ACTION
	<p>At 10:41 a.m., Commissioner Lisa Knutson left the meeting due to work obligations. A quorum of four (4) was present to conduct business.</p> <p>There being no further discussion, Chair Hong called for a roll call vote. Commissioner Mia Ako – Aye Commissioner John Calma – Nay Commissioner Mary K. Hertog – Aye <del>Commissioner Lisa Knutson – Aye</del> Chair Hong – Aye</p> <p>(the vote was 3:1, motion failed, needed a unanimous vote to pass)</p> <p>Commissioner Hertog asked if a motion could be made to defer the item to the next meeting when all six (6) Commissioners are present.</p> <p>Chair Hong noted that the problem with that is a decision that needs to be made today to meet the Charter Review Commission deadline July 30th.</p> <p>Ms. Ching suggested that perhaps the Commission could entertain a floor amendment and take out “in lieu of”.</p> <p>Chair Hong noted that his proposal is not concrete. He’s in favor of opening the field for more candidates but if Commissioner’s Calma concerns are to remove the “in lieu of” his question for him is would he be in favor of instead of requiring a degree in criminal justice it could say “preferably a degree in criminal justice.”</p> <p>Commissioner Calma responded that at the last meeting, everyone agreed to a degree, 15 years of experience of which 10 years in actual police performance, and 3 years in administration management level. By taking</p>	

SUBJECT	DISCUSSION	ACTION
	<p>out the in lieu of, he would be happy to propose something about what was discussed at the last meeting.</p> <p>Commissioner Ako stated that after listening to the rank and file she will not change her vote, and feels that the matter should be tabled, to keep as 4 years, the vote is going to stay the same and the discussion will continue to go in circles. Therefore, she would like to recommend revisiting the matter later, which could be in two years.</p> <p>Commissioner Hertog stated that she would like to see a change in the charter to open it up and make it less restrictive in terms of degrees and concur with the in lieu of but keep the years the same and delete the requirement of specificity of the major.</p> <p>Commissioner Calma clarified that it's the Police Commission's recommendation; it would be up to the Charter Review Commission, to which Commissioner Hertog replied, yes, and if they take forward it would be up to the voters to decide, so it's a long a way out.</p> <p>Mr. Mince stated that due to the Commission's time frame issue, it must submit something to the Charter Review Commission, whether a 4-year degree or relevant experience, within the next week. If the Commission cannot agree on experience versus a degree, perhaps the Commission could address the type of degree and broaden that field; at least the Commission would have a charter amendment to submit to the Charter Review Commission.</p> <p>To address Commissioner Calma's concerns, relative to the Traits Matrix he interviewed executive staff lieutenants, captains, including SHOPO and one of the things they talked about was that they could not move up in</p>	

SUBJECT	DISCUSSION	ACTION
	<p>the Department if they did not have a degree. So, that might be something for him to think about. Also, he feels that Chair Hong's proposal is a good thing and that the averages of the candidates they looked at and may be considered have over 27 years of experience. In his opinion, he would go with Chair Hong's recommendation to have it as either or.</p> <p>Commissioner Ako added that if the Commission is going to focus on MQs for the police chief, the Commission needs to look at it – she cannot see changing the type of BA because it would be limiting. If the Commission amends Chair Hong's proposal, it wouldn't have to make another amendment in two years. However, she believes the Commission should wait until it can create a proposal for the CRC before submitting Chair Hong's proposal. She feels that the Commission failed to ask members of the rank and file. Communication is key, and she thinks that the Commission didn't communicate with the rank and file.</p> <p>Chair Hong stated that the Commission spent a lot on the matter and not going anywhere .</p> <p>Councilmember Cowden asked Chair Hong if she could share something. Chair Hong said that's fine.</p> <p>Councilmember Cowden stated that in her engineering degree, the communication requirement was less vigorous than in high school by a significant factor. Many of her classmates barely had command of the English language. She disagrees that a degree makes a person a better communicator. She suggests that if the Commission needs more time to refine the proposal, it could submit it to her for review and then to the</p>	

SUBJECT	DISCUSSION	ACTION
	<p>Council.</p> <p>At Ms. Ching's request, Chair Hong called for a restroom break.</p> <p>Chair Hong called the meeting back to order and asked for motion to table the matter being that the discussion is going nowhere.</p> <p><b>Commissioner Hertog moved to table the matter until further notice. Commissioner Ako seconded the motion, hearing no objections, the motion carried 4:0.</b></p>	
KPC 2025-24	<p><u>Discussion and possible action on the results of the Department of Human Resources' initial screening of job applications for the Chief of Police position.</u></p> <p>Mr. Mince commended and thanked the staff in HR for screening the applications, especially Reina Kurisu for setting up all the advisements for police chief, collecting the applicants and for handling the inquiries. As for his report he highlighted the Commission on the following:</p> <ul style="list-style-type: none"> <li>• Open period for application for police chief was from May 26<sup>th</sup> through July 7<sup>th</sup>.</li> <li>• 51 applications were received.</li> <li>• The advertised in every county newspaper in the State of Hawaii. One venue was with Maui News.</li> <li>• 2 weeks after open period closed, they discovered that 8 people filed their applications for police chief with Maui News, and as a result they haven't seen those applications.</li> </ul>	

SUBJECT	DISCUSSION	ACTION
	<ul style="list-style-type: none"> <li>• Of the 43 applications received, HR is recommending forwarding 13 applicants to the next round of written essays.</li> <li>• Those 13 applicants would receive five (5) written questions, and they have time to respond to those questions.</li> <li>• 25% of applicants were brought into the 2<sup>nd</sup> round.</li> </ul> <p>There was no testimony on this item.</p> <p><b>Commissioner Hertog made a motion to forward the 13 applicants to the written question phase and have HR send those applicants the written question. Commissioner Ako seconded the motion. Hearing no objections, the motion carried 4:0.</b></p>	
KPC 2025-25	<p><u>Discussion and possible action on the Traits Matrix Reports</u></p> <p>After Mr. Mince finished briefing the Commission on the Traits Matrix which gathered 277 responses, Chair Hong called for public testimony.</p> <p>Mr. Bruce Hart stated the following:</p> <ul style="list-style-type: none"> <li>• He thanked Ms. Ching, and everyone who was instrumental in opening the Traits Matrix to the public.</li> <li>• He hopes that the new chief will stay for a while, and that he hopes that the public and stakeholders will be included in the next search for a police chief.</li> </ul> <p>With no further testimony, Chair Hong called for a motion to accept Mr. Mince Traits Matrix Report.</p>	

SUBJECT	DISCUSSION	ACTION
	<p><b>Commissioner Ako made a motion to accept the Traits Matrix Report as submitted. Commissioner Calma seconded the motion. Hearing no objections, the motion carried 4:0.</b></p>	
<p><b>KPC 2025-26</b></p>	<p><u>Update on the hiring of a new Chief of Police from the Office of Boards and Commissions and/or the Department of Human Resources.</u></p> <p>Mr. Mince briefed the Commission on the following:</p> <ul style="list-style-type: none"> <li>• Polling dates from the Commissioners to do interviews</li> <li>• If the written questions go out today, the responses will be due on August 4<sup>th</sup>.</li> <li>• The PIG members consisting of Commissioners Hertog, Knutson and Yoshida would have to quickly review the written scores and review the resumes of each candidate and select the top candidates for recommendation to the Commission to move to the interview phase.</li> <li>• A special meeting will be held on Thursday, August 14<sup>th</sup></li> <li>• At that meeting, the PIG would present its recommendations to the Commission as to which candidates to move forward to the interview phase.</li> <li>• If the Commission approves PIG's recommendations, he will go ahead and set up the interviews dates and give the candidates enough time to make their travel arrangements.</li> <li>• After that phase is completed, the Commission will select a candidate to make a conditional job offer to.</li> <li>• Once the person accepts the conditional job offer, it takes the Commission into the background phase of the hiring process,</li> </ul>	

SUBJECT	DISCUSSION	ACTION
	<p>working with B&amp;C and the Police Department and doing the background in-house, which would take 45 days to complete.</p> <ul style="list-style-type: none"> <li>• Sometime after 45 days, the Commission would meet and vote to extend a permanent job offer and negotiate a date for the new chief to start.</li> </ul>	
<p><b>KPC 2025-27</b></p>	<p><u>Discussion and possible action on determining salary for Interim Police Chief Elliott Ke pursuant to Salary Resolution 2025-1.</u></p> <p>Chair Hong asked for public testimony, but none was offered.</p> <p>After Ms. Ching finished briefing the Commissioners on the duties and responsibilities of the Salary Commission, including the Salary Resolution (this was provided to the Commissioners) effective July 1, 2025, that reflects the maximum salary caps of certain department heads that fall under the purview of the mayor and boards and commissions, and a table reflecting salaries of department heads across the state as well as a brief explanation on what the Commission needed to do.</p> <p>Chair Hong called for a motion.</p> <p><b>Commissioner Hertog moved to grant Interim Police Chief Elliott Ke the maximum salary cap in the amount of \$181,800.00 effective July 1, 2025. Commissioner Calma seconded the motion, hearing no objections, the motion carried 4:0.</b></p>	

SUBJECT	DISCUSSION	ACTION
<b>KPC 2025-28</b>	<p><u>Discussion and possible action on selecting three (3) Commissioners and alternates to attend the 69<sup>TH</sup> Annual Hawaii State Law Enforcement Officials Association (HSLEOA) Conference hosted by the Honolulu Police Department. September 3-5, 2025, at the Waikiki Beach Marriott Resort &amp; Spa.</u></p> <p>After the brief discussion, it was decided to send Commissioners Walton Hong, John Calma, and Mia Ako to attend the conference and designate Commissioners Yoshida and Knutson as alternates in case one of the Commissioners pulls out.</p> <p>Commissioner Hertog moved to designate Commissioners Walton Hong, John Calma and Mia Ako to attend the 2025 HSLEOA Conference, and designate Commissioners Yoshida and Knutson as alternates.</p> <p>Commissioner Calma seconded the motion, hearing no objections, the motion carried 4:0.</p>	
<b>Executive Session</b>	<p>Under Hawai'i Revised Statutes § 92-4, §92-5 (a) (2) and (4) the purpose of this executive session is for the Commission to review and discuss charges brought against an officer in the Kauai Police Department, where consideration of matters affecting privacy will be involved, provided that if the individual requests an open meeting, an open meeting shall be held; and to consult with its attorney on issues related to the Commission's powers, duties, privileges, immunities, and liabilities as they may relate to these items:</p>	<p>At 11:41 a.m., First Deputy County Attorney Tyler Saito read the Hawaii Revised Statutes to take the meeting into Executive Session.</p>

SUBJECT	DISCUSSION	ACTION
ES KPC 2025-1	<u>Regular Monthly updates by Interim Police Chief Elliott Ke or his designated representative related to the Office of Professional Standards Monthly Report on the status and/or disposition of formal notarized citizen complaints that were filed with the Kauai Police Commission and referred to the Office of the Chief for disposition and/or report back to the Police Commission. (Nothing to Report)</u>	
ES KPC 2025-2	<p><u>Regular Monthly updates by Interim Police Chief Elliott Ke or his designated representative of any significant adverse incidents/events involving personnel in the Kauai Police Department that could potentially have an impact on the County, the Police Commission, and the Kauai Police Department. (Nothing to Report)</u></p> <p><b><u>Public Testimony</u></b> Mr. Bruce Hart commented on the following:</p> <ul style="list-style-type: none"> <li>• He believed that there was an event that occurred after the deadline of the agenda.</li> <li>• He thinks that the event is significant.</li> <li>• Referred to a July 18, 2025, article in the Honolulu Civil Beat regarding Hawaii state workers taking a girl from her mother.</li> <li>• He believes that he has standings to talk about it is that there is a Kauai Police Department employee domestic violence action coordinator. The employee in which he filed a complaint against brought him to the Police Commission three years ago.</li> <li>• He wanted to make the Commission aware that it may come up in this Executive Session and he believes that it will come up in this Executive Session.</li> </ul>	

SUBJECT	DISCUSSION	ACTION
	<ul style="list-style-type: none"> <li>• He just wanted to make the Commissioners aware of it and if they read the article they will understand a lot more. This is still an active case.</li> </ul> <p>First Deputy County Attorney reminded the Commissioners that their agenda does not include any Report on the item, and there should not be any discussion on an item that is not on the agenda.</p>	
<b>ES KPC 2025-13</b>	<p><u>Under Hawaii Revised Statutes §92-4 (a) and §§92-5(a)(2), (a)(4), the purpose of this executive session is for the Commission to discuss the results of the Department of Human Resources' initial screening of job applications for the Chief of Police position, where consideration of matters affecting privacy will be involved, as it may relate to Open Session Item KPC 2025-24, and to consult with its attorney on questions and issues pertaining to the Commission's powers, duties, privileges, immunities, and liabilities as it may relate to Open Session Item KPC 2025-24.</u></p>	
<b>ES KPC 2025-14</b>	<p><u>Under Hawai'i Revised Statutes § 92-4, §92-5(a)(2), (a)(4), and 92-9(b), the purpose of this executive session is for the Commission to approve or amend the executive session minutes of June 27, 2025, meeting as publication of the executive meeting minutes would defeat the lawful purpose of the executive meetings they reflect, including the purposes in HRS § 92-5(a)(2) and (a)(4).</u></p>	<p>Chair Hong asked for a motion to enter the Executive Session. A motion was made by Commissioner Hertog and seconded by Commissioner Calma to enter the Executive Session. At 11:46 a.m., the Commission entered the Executive Session.</p>
<b>Return to Open Session to Ratify the Actions Taken in the Executive Session</b>	<p>At 11:51 a.m., the Commissioners reconvened in the Open Session. Chair Hong called on First Deputy County Attorney Tyler Saito to read the Executive Session Report pursuant to §HRS 92-4 (b).</p>	

SUBJECT	DISCUSSION	ACTION
	<p>Deputy County Attorney Saito stated that the Commissioners have concluded their Executive Session on the items listed on the agenda.</p> <p><b><u>ES KPC 2025-1:</u></b> There was no report. No discussion and no action were taken.</p> <p><b><u>ES KPC 2025-2:</u></b> There was no report. No discussion and no action were taken.</p> <p><b><u>ES KPC 2025-13:</u></b> There was no Report. No discussion and no action were taken.</p> <p><b><u>ES KPC 2025-14:</u></b> The Commission voted to approve the minutes of June 27, 2025, Executive Session meeting. The discussion is not subject to disclosure as disclosure would defeat the purpose of the Executive Session under HRS 92-5 (a) (2) (4) and 92-9 (b).</p> <p>Chair Hong asked for a motion to ratify the actions taken in the Executive Session.</p>	<p>A motion was made by Commissioner Calma to ratify the action taken by the Commission in the Executive Session. Commissioner Hertog seconded the motion, the motion carried 4:0.</p>
Adjournment	<p>There being no further business, Chair Hong asked for a motion to adjourn the meeting.</p>	<p>A motion was made by Commissioner Hertog and seconded by Commissioner Ako to adjourn the meeting, at 11:52 a.m., the meeting was adjourned.</p>

Submitted by: \_\_\_\_\_

Reviewed and Approved by: \_\_\_\_\_

Kauai Police Commission Open Session Minutes  
Of July 25, 2025, Meeting

Page 35

Mercedes Omo, Staff Support Clerk

Walton Hong, Chair

- ( ) Approved as circulated on
- ( ) Approved as amended. See minutes of \_\_\_\_\_ meeting.



# KAUA'I POLICE DEPARTMENT

## POLICE COMMISSION MONTHLY REPORT

OFFICE OF THE CHIEF OF POLICE

REPORTING  
PERIOD  
July 2025

### Notable Highlights

DATE	EVENT DESCRIPTION/LOCATION	BUREAU
1 July	Five (5) College Summer Interns working at KPD. 4 – Forensic / Criminal Justice Majors and 1 – I.T. Major. Part of ongoing recruitment efforts.	SSB
2 07/05/25	Responded to a report of an adult male photographing a juvenile female at Polihale State Park. The phone was recovered and CID was notified.	POB
3 07/06/25	Responded to multiple vehicle entries in Wailua, where several unlocked vehicles were entered without forced entry. Neighbors confirmed additional incidents in the area. KPD detectives were notified, and the investigation is ongoing.	POB
4 07/08/25	Responded to Kaua'i Athletic Club for a female yelling at employees. The suspect attacked and bit an employee. During the arrest, the suspect resisted arrest, causing minor injuries to a KPD Sergeant's hand.	POB
5 07/11/25	Responded to an assault report in the Kalapaki area, where a male victim was chased by a group of youth, assaulted, and nearly drowned. The victim sustained multiple injuries. Investigation ongoing.	POB
6 07/12/25	Investigated a missing person report after a domestic occurred. The investigation revealed the subject had left the island and was okay.	
7 07/13/25	Responded to a fully engulfed structure fire in Anahola, where a male resident escaped and was transported to Wilcox ER. The fire reportedly started when he smoked a cigarette while mixing cleaning chemicals. Kaua'i Fire Department extinguished the fire, no other occupants were found, and the structure was destroyed; KFD is investigating.	POB
8 07/15/25	Responded to an attempted burglary at a store in the Waimea District. Estimated damages are around \$2,000.	POB
9 07/16/25	Responded to a reported grenade near the Wailua Golf Course parking lot. Bomb Squad technicians arrived, confirmed it was a grenade and contained in a frag bag. Investigation identified the grenade had a large hole indicating it posed no explosive threat. The grenade appeared to have been in the ocean for a long time.	POB
10 07/19/25	Investigated a robbery of two individuals. The suspect was identified. A bolo was issued and the investigation remains ongoing.	POB
11 07/19/25	Responded to an apparent drowning of a juvenile at Hanamā'ulu beach. The juvenile was transported to O'ahu for treatment and later passed away. No foul play was discovered.	POB
12 07/20/25	Highway 560 was closed due to rising Hanalei River levels, flooding the area north of Hanalei Bridge from the Substation to the Dolphin restaurant. Closures were later extended to MM 2.5. The highway reopened after a few hours.	POB
13 07/20/25	A traffic collision at Kūhiō Highway near MM 23 blocked both lanes, prompting KPD to close the highway from 0740 to 1120 hours for safe extraction and transport of four injured individuals to Wilcox Hospital. Traffic units arrived at 0910 hours to begin their investigation, and both vehicles were recovered as evidence. The highway reopened around 1120 hours, with the investigation ongoing.	POB
14 07/22/25	Responded to a report of an injured, dehydrated male tourist on a North Shore hiking trail. An officer located the subject about a mile up the trail and carried him on his back, down to waiting KFD personnel. The subject refused medical aid but planned to seek medical follow up at a later time.	POB
15 07/25/25	Responded to a building alarm at a Smoke Shop in Kōloa and discovered a break-in. Investigation ongoing.	POB
16 07/29/25	Investigated an assault with a dangerous instrument involving two houseless males. The victim was treated at the hospital and the suspect was located and held on a bail.	POB
17 07/29/25	Tsunami warning issued for Kaua'i, prompting coastal evacuations and shutting down traffic throughout the island. The all clear was issued at 2300 hours, with no reported damage or injuries.	POB

## Community Engagement

	DATE	EVENT DESCRIPTION/LOCATION	HOURS	PERSONNEL COUNT	BUREAU	AUDIENCE COUNT
1	July	K-PAL Pickleball Practice started	12	29	SSB	78
2	July	Jiu Jitsu coach for children at the K.T.I.	8	1	POB	6
3	07/01/25	Hanapēpē Neighborhood Center Summer Fun Presentation	2	6	SSB	15
4	07/12/25-07/19/25	Final Weeks of K-PAL Flag Football Skills Challenge/Games	20	112	SSB/POB	2,000+
5	07/14/25	King Kaumuali'i Elementary School Station Tour	1			
6	07/14/25	Participated in a multi-agency (KEMA, KFD and Mayor's Office) community outreach project "Ready Set Go" Evacuation Guidelines at Kaumakani Camp	1	5	POB	
7	07/15/25	Worked with the NASA EIS public forum at the Veteran's Center to ensure event remained peaceful	2	2	POB	
8	07/16/25	Hale Halewai Hanalei Summer Fun Presentation	1	5	SSB	25
9	07/17/25	Līhu'e Neighborhood Center Summer Fun presentation	2	10	SSB	60
10	07/18/25	Hāloalaunuiākea Preschool Summer Fun presentation	1	7	SSB	30
11	07/26/25	K-PAL Wrestling Clinic Philippine Cultural Center	2	25+	SSB/POB	1000+
12	07/29/25	Assisted DHHL in ensuring safety during removal of unauthorized individuals and debris at Anahola Beach Park	4	7	POB	
		<b>Total</b>	<b>56</b>	<b>209+</b>		<b>3,214+</b>

## Significant Meetings

	DATE	EVENT DESCRIPTION/LOCATION	BUREAU	# OF ATTENDEES
1	07/02/25	Met with COK County Roads Division Department Heads to plan a response to citizen complaints about Hanamā'ulu Beach and Hehi Road	POB	1
2	07/08/25	Met with Martin Antonio of KEO to address abandoned vehicles and suspicious activity near the shelter	POB	1
3	07/08/25	Multi-disciplinary Team Meeting consisting of Peer Reviews and Child Sex Trafficking	POB	4
4	07/08/25-07/29/25	Weekly Online Crime Scene Lab Accreditation Meeting	SSB	2
5	07/11/25	Attended After-Action Meeting for the July 3, 2025 Freedom Fest at PMRF	POB	2
6	07/14/25	Met with COK Parks and Recs Department Heads about homeless individuals in the Lydgate/Leho Drive area	POB	1
7	07/15/25	FBI Behavior Analysis Unit Violent Criminal Apprehension Program	POB	8
8	07/25/25	Monthly Police Commission Meeting	FOD	15+

## Special Projects

	DATE	EVENT DESCRIPTION/LOCATION	HOURS	PERSONNEL COUNT	BUREAU
1	07/02/25-07/03/25	Assisted DHHL in notifying homeless individuals along Leho Drive about upcoming fire break work and the need to vacate the area. All individuals were compliant.	2	5	POB
2	07/01/25-07/03/25	USMS and Detectives did a Sex Offender Noncompliance Operation. 15 subjects; 2 arrests.	24	2	POB
3	07/03/25	Participated in a multi-agency project for the America's Most West Freedom Fest 2025 Fireworks at PMRF, attended by about 6,000 people. Coordinated traffic control and contra-flow with State Highways and KPD, resulting in no major traffic delays or incidents.	7.5	10	POB
4	07/24/25-07/31/25	Lihu'e Night Watch Sergeants reported issues in the Kalapakī/Nāwiliwili area on Cruise Ship Nights and requested extra manpower from 2200–0400 hours. An operational plan was created to increase police presence, deter underage drinking and assaults, and reduce late-night noise complaints. The effort included support from Traffic Safety, Vice, Liquor Commission, and DLNR.	12	17	POB

## Public Information Officer (PIO)

ACTIVITY	COMPLETED	COMMENT
Press Releases	8	
Media Inquiries	21	
Special Projects	3	Monthly Newsletter, Year in Review, various K-PAL events



# KAUA'I POLICE DEPARTMENT

## POLICE COMMISSION MONTHLY REPORT

SUPPORT SERVICES BUREAU · CRIMINAL INVESTIGATIONS DIVISION · FIELD OPERATIONS DIVISION

REPORTING  
PERIOD  
July 2025

### Budget Summary Estimate: Period of July 2025

BUREAU/DIVISION	BUDGET	EXPENDITURES TO DATE	ENCUMBRANCES TO DATE	BALANCE 7/31/25	% OF BUDGET
Chief's Office	\$46,474,407.00	45,353.84	2,996,839.27	\$43,432,213.89	7%
Support Services Bureau	\$3,499,781.00	170,408.37	1,002,004.50	\$2,327,368.13	33%
Criminal Investigations Division	\$595,975.00	10,493.77	278,796.34	\$306,684.89	49%
Police Operations Bureau	\$547,728.00	13,731.64	336,472.89	\$197,523.47	64%
Total General Fund	<u>\$51,117,891.00</u>	<u>239,987.62</u>	<u>4,614,113.00</u>	<u>\$46,263,790.38</u>	9%
Asset Forfeiture Funds	<u>\$100,008.00</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$100,008.00</u>	0%

### Salary, Overtime & Fringe Benefits Breakdown Summary

Salary & Wages	\$21,975,345.00	\$0.00		\$21,975,345.00	0%
Overtime	\$2,538,207.00	\$0.00		\$2,538,207.00	0%
Fringe Benefits	<u>\$18,633,794.00</u>	<u>\$0.00</u>		<u>\$18,633,794.00</u>	0%
Total Salary, OT, Fringe	<u>\$43,147,346.00</u>	<u>\$0.00</u>		<u>\$43,147,346.00</u>	0%
Payroll % of Budget	93%	0%		100%	

### Personnel Status as of July 31, 2025

	AUTHORIZED	ACTUAL	VACANT
<b>Appointed</b>	<b>2</b>	<b>2</b>	<b>0</b>
	1-Chief 1-Deputy Chief		
<b>Sworn</b>	<b>164</b>	<b>127</b>	<b>37</b>
	2-Assistant Chief 5-Captain 12-Lieutenant 37-Sergeant 108-Officer		2-Captain [Pos 350, 403] 4-Police Lieutenant [Pos 373, 394, 399, 416] 3-Detective [Pos. 450, 504, 579] 4-Police Sergeant [Pos 457, 470, 567, 580] 24-Police Officer [Pos 367, 381, 382, 383, <b>407 (John)</b> , 447, 449, 453, 503, 505, <b>509 (Ale)</b> , <b>516 (Dean)</b> , <b>517 (David)</b> , 521, 533, 534, <b>540 (Paddy)</b> , 543, 547, 551, 552, <b>587 (Ken)</b> , 599, 1318]
<b>Non-Sworn</b> <i>*3 - Dispatchers Grant funded</i>	<b>69</b>	<b>43</b>	<b>26</b>
	5-Accountant 3-Admin Asst. 1-Business Administrator 1-Contracts Specialist 4-Criminalist 1-DV/AV Coord. 1-DVIC 20-Emergency Services Dispatcher 3-Evidence Custodian 1-Fiscal Officer II 1-Fleet Coord. 1-IT Prog. Coord. 1-Secretary	2-Parking Enforcement Worker 2-Police Inv. Ops. Asst. 1-Police Records Supervisor 5-Police Records Technician 4-Prog. Support Asst. 2-Public Information Officer 9-Public Safety Worker 1-Weapons Clerk	9-Emergency Services Dispatcher [Pos 311, 314, 315, 353, 473, 536, <b>537 (Don)</b> , T565, T566] 5-Public Safety Worker I [Pos 378, 379, 380, 1315, 1947] 1-Accounting Technician [Pos 306] 2-Police Evidence Custodian I [Pos <b>491 (Ray)</b> , 1316] 2-Parking Enforcement Worker [Pos 339, 384] 1-Fiscal Officer II [Pos 564] 1-Information & Education Specialist [Pos 561] 2-Crime Scene Specialist Trainee [Pos 392, 492] 1-Police Investigative Operations Assistant [Pos. 300] 1-Administrative Assistant II [Pos. 1314] 1-Police Records Technician [Pos. 588]
<b>Total</b>	<b>235</b>	<b>172</b>	<b>63</b>
<b>Hourly Positions</b> <i>*Does not factor into vacancy totals</i> <i>*Off-Duty Clerk not County funded</i>	<b>9</b>	<b>7</b>	<b>2</b> <i>*Does not factor into vacancy totals</i>
	2-Background Investigator 6-Sex Assault Forensic Nurse Examiner 1-Clerk (Off-Duty)		1-Background Investigator [Pos 1309] 1-Clerk (Off-Duty) [Pos T475]
<b>Total — Including Hourly Positions</b> <i>that do not factor into vacancy totals</i>	<b>244</b>	<b>179</b>	<b>65</b>

## Recruitment Status as of July 31, 2025

POSITION	VACANCIES	COMMENTS
Police Services Officer (102 <sup>nd</sup> Recruit Classes)	24	<u>Posted: December 1, 2024 – December 31, 2025</u> 07/30/2025 Written Exam: 9 scheduled, 2 took exam, 1 passed & referred  Referred – 40 Disqualified – 25 Withdrew – 2 Background Investigation Phase – 5  Hired 101 <sup>st</sup> Recruit Class 01/01/2024 – 3 Hired Lateral from HPD (March 2025) – 1 Hired 102 <sup>nd</sup> Recruit Class 08/01/2025 – 4
Captain	2	Pending Promotional Announcement
Police Lieutenant	4	<u>Posted: August 6-15, 2025</u>
Detective/Sergeant	7	<u>Posted: August 6-15, 2025</u>
Emergency Services Dispatcher I	9	<u>Posted: July 14, 2025 – Continuous</u> Background Investigation Phase – 1
Public Safety Worker I	5	<u>Posted: July 3, 2023 – Continuous</u> Background Investigation Phase – 4
Accounting Technician	1	<u>Posted: July 9-14, 2025</u> Background Investigation Phase (Pending Interview) – 3
Police Evidence Custodian I	2	<u>Posted: Continuous</u> Referred – 1 Background Investigation Phase – 1
Police Evidence Clerk		Referred – 15 Disqualified – 7 Withdrew – 4 Background Investigation Phase – 4
Parking Enforcement Worker	2	<u>Posted: July 14, 2025 – Continuous</u> Background Investigation Phase – 1
Fiscal Officer II	1	<u>Posted: July 21-30, 2025</u>
Information & Education Specialist	1	<u>Posted: July 21, 2025 – Continuous</u>
Crime Scene Specialist Trainee	2	Conditional Job Offer – 2
Police Investigative Op Ass	1	Pending redescription
Administrative Assistant II	1	<u>Posted: July 14-23, 2025</u>
Police Records Technician	1	Pending recruitment announcement

## KPAL Programs

PROGRAMS	LOCATION	#CLASSES	#REGISTERED	#PERSONNEL
Jiu Jitsu	Hanapēpē	8	78	1
Boxing	Hanapēpē	12	77	1
Boxing	Līhu'e	12	95	4
Flag Football	Island Wide	Various	840	100+
Pickleball	Līhu'e	7	25	5
Wrestling	Līhu'e	1	25	5

### Training Provided by Outside Agency: Off-Island

	ORDER NO:	START:	END:	TRAINING DESCRIPTION:	PERSONNEL TRAINED:	COURSE HOURS PER TRAINING:
1		06/19/25	07/10/25	Online Forensic Digital Training - Cellebrite Certified Operator	1	40+
2	25-25068	07/07/25	07/18/25	D.A.R.E. Officer Training (DOT)	1	80
3	25-25070	07/14/25	07/18/25	CNOA Basic Narcotics Course	2	40
4	25-25072	07/06/25	07/11/25	NASRO SRO Basic & Supervisor Training	2	40
5	25-25073	07/29/25	07/30/25	Law Enforcement Against Drugs (LEAD) Training	2	8
6	25-25079	07/24/25	07/24/25	Starvation and Torture of Children Round Table	4	6.5
7	25-25083	07/21/25	07/25/25	FBI Regional Crisis Negotiation Course	4	40
8	25-25094	07/21/25	07/25/25	ICPC – The International Conference of Police Chaplains	1	30
9	25-25096	07/02/25	07/02/25	Too good for drugs	4	7
10	25-25101	07/27/25	07/30/25	APCO 2025 Annual Conference & Expo	3	32
11	25-25105	07/30/25	08/01/25	Statewide Law Enforcement Traffic Safety Training	1	8
Total					25	331.5

### Training Provided by Kaua'i Police Department

	ORDER NO:	START:	END:	TRAINING DESCRIPTION:	PERSONNEL TRAINED:	COURSE HOURS PER TRAINING:
1	24-24124	06/01/25	06/30/25	SRT Training	22	16
2	24-24125	06/01/25	06/30/25	HIBS Training	2	32
3	25-25062	06/01/25	06/30/25	CAST Training	12	8
4	25-25063	06/01/25	06/30/25	CNT Training	6	8
5	25-25091	07/01/25	07/17/25	TASER 10 Operator Certification Course	33	8
6	25-25092	07/01/25	07/17/25	TASER 10 Operator Certification Course	24	8
7	25-25103	07/21/25	07/24/25	93rd CST WMD Training	36	24
8	25-25104	07/15/25	07/16/25	Tactical Chemistry for Emergency Responders	14	8
9	25-25107	07/24/25	07/25/25	GALLUP Workshop	16	14
10		07/30/25	07/30/25	TFO Qualification	5	8
Total					165	126

### Training Provided by Outside Agency: On-Island

	ORDER NO:	START:	END:	TRAINING DESCRIPTION:	PERSONNEL TRAINED:	COURSE HOURS PER TRAINING:
1	25-25085	07/02/25	07/29/25	APCO Public Safety Telecommunicator Course	2	40
2	25-25093	07/22/25	07/22/25	Hit and Run: Who was driving?	2	8
3	25-25078	07/21/25	07/22/25	ATF Crime Gun Intelligence (CGI) program training	35	12.5
Total					39	60.5

### Firearms Registered

DOMESTIC HANDGUNS	58	DOMESTIC RIFLES	132	DOMESTIC SHOTGUNS	15	DOMESTIC TOTAL	205
YTD 2025	633		990		178		1,801
IMPORTED HANDGUNS	28	IMPORTED RIFLES	58	IMPORTED SHOTGUNS	4	IMPORTED TOTAL	90
YTD 2025	345		506		98		949

### Handgun Applications

APPLICATIONS RECEIVED	53	PERMIT TO ACQUIRE ISSUED	43	PERMIT TO ACQUIRE REJECTED	0	PERMIT TO ACQUIRE VOIDED	0
YTD 2025	322		292		1		0

### Long Gun Applications

APPLICATIONS RECEIVED	29	PERMIT TO ACQUIRE ISSUED	34	PERMIT TO ACQUIRE REJECTED	0	PERMIT TO ACQUIRE VOIDED	1
YTD 2025	336		322		1		3

### Licenses to Carry Applications

PERMIT TO CARRY APPLICATIONS	12	PERMIT TO CARRY APPLICANTS	10	SECURITY LICENSE ISSUED	0	SECURITY LICENSE DENIED	0	CITIZEN LICENSE ISSUED	2	CITIZEN LICENSE DENIED	0
YTD 2025	95		76		5		0		83		0

### Crime Scene and Laboratory Section - Biometric Identification Facial and Ten Print

LATENT PRINT DEVELOPMENT	FACIAL RECOGNITION PROCESSING	TEN PRINT QUALITY CONTROL	TEN PRINT EXAMINATION
0	173	173	62

### Crime Scene and Laboratory Section - Call Out, Lab Request

AUTOPSY	DIGITAL EXAM	SEX ASSAULT KITS	FORENSIC TEST RESULTS INTERPRETATION	KPD WARRANTS	FORENSIC CONSULTATION	CALL OUT TOTAL	TOTAL NEW CASES
1	10	2	3	0	6	6	8

### Vice Section Statistics

	COCAINE	FENTANYL	METH	HEROIN	MARIJUANA	VEHICLES	CURRENCY	FIREARMS	SEARCH WARRANT	ARREST
MAY	0g	0g	15.1g	0	0	0	\$350.00	0	0	0
YTD	123.1g	154.5g	1,609.2g	0	298g	16	\$25,396.00	4	32	36

## YTD Death Statistics

DEATH TYPES	RESIDENT	UNHOUSED RESIDENT	VISITOR
Natural Death Involving Autopsy	30	0	2
Accidental Deaths	7	0	4
Undetermined-Pending Toxicology Results	10	3	1
Drug Overdoses	8	0	0
Suicide	5	0	1
Homicide	0	0	0

## Person Crimes Section Statistics

	ASSIGNMENT				CASE DISPOSITION							
(5) DETECTIVES	Carry Over Last Month	Cases Assigned/ Follow Up	Total Offenses	Total Case	Unfound	RTP	Record Only	Arrest Self	Arrest Other	Cases Closed/%	PFD	Carry Over Next Month
<b>TOTAL</b>	43	28	80	71	1	8	5	3	0	22.54%	2	56

## Person Crimes Section Enforcement

Felony Arrest	MD Arrest	Vio Arrest	Total Arrest	Search Warrant	Special Projects	Arrest Warrant	Grand Jury	Surveillance	Follow Ups	Info Charging
3	0	0	3	6	1	0	0	1	1	0

## Property Crimes Section Statistics

	ASSIGNMENT				CASE DISPOSITION							
(6) DETECTIVES	Carry Over Last Month	Cases Assigned/ Follow Up	Total Offenses	Total Case	Unfound	RTP	Record Only	Arrest Self	Arrest Other	Cases Closed/%	PFD	Carry Over Next Month
<b>TOTAL</b>	50	96	212	146	3	17	7	11	0	46.58%	49	59

## Property Crimes Section Enforcement

Felony Arrest	MD Arrest	Vio Arrest	Total Arrest	Search Warrant	Special Projects	Arrest Warrant	Grand Jury	Surveillance	Follow Ups	Info Charging
3	0	0	3	10	0	1	0	0	40	0

## Property Crimes Section Types

	CASES	ADULT ARREST	JUVENILE ARREST	REFER TO PROSECUTORS	PENDING FURTHER DEVELOPMENTS	UNFOUNDED
Criminal Property Damage (CPD)	4	1	0	0	3	0
Unauthorized Entry into a Motor Vehicle (UEMV)	42	3	0	2	36	1
Unauthorized Control of a Propelled Vehicle (UCPV)	12	3	0	0	7	2
Burglary	15	1	0	0	14	0
Theft	24	1	0	3	20	0



**Kauai Police Department**  
**Crime Summary - Preliminary Point & Time Data**  
for dates between 07/01/2025 & 07/31/2025

**Crimes**

Crime Category	YTD 2025	YTD 2024	Percent Change	07/01/2025 TO 07/31/2025	06/01/2025 TO 06/30/2025	Percent Change
<b>Violent Crimes</b>						
<b>Murder</b>	----	----	----	----	----	----
Completed	0	1	-100.0%	0	0	0.0%
<b>Murder Total</b>	0	1	-100.0%	0	0	0.0%
<b>Rape</b>	-----	-----	-----	-----	-----	-----
Family	12	13	-7.7%	1	3	-66.7%
Known to Victim	13	27	-51.9%	4	0	400.0%
Stranger	0	5	-500.0%	0	0	0.0%
Undetermined	13	3	333.3%	4	1	300.0%
<b>Rape Total</b>	37	48	-22.9%	9	4	125.0%
<b>Robbery Total</b>	5	8	-37.5%	1	1	0.0%
<b>Aggravated Assault</b>	-----	-----	-----	-----	-----	-----
04A - Firearms	0	3	-300.0%	0	0	0.0%
04B - Knife or Cutting Instrument	7	8	-12.5%	1	0	100.0%
04C - Other Dangerous Weapon	8	21	-61.9%	4	1	300.0%
04D - Hands, Fist, Feet, Etc	32	31	3.2%	6	6	0.0%
Other - Unknown	15	16	-6.3%	2	4	-50.0%
<b>Aggravated Assault Total</b>	62	78	-20.5%	13	11	18.2%
<b>Total Violent Crimes</b>	<b>104</b>	<b>135</b>	<b>-23.0%</b>	<b>23</b>	<b>16</b>	<b>43.8%</b>
<b>Property Crimes</b>						
<b>Burglary Total</b>	115	97	18.6%	15	12	25.0%
<b>Larceny Theft Total</b>	661	778	-15.0%	102	88	15.9%
<b>Motor Vehicle Theft Total</b>	75	79	-5.1%	14	9	55.6%
<b>Total Property Crimes</b>	<b>851</b>	<b>954</b>	<b>-10.8%</b>	<b>131</b>	<b>109</b>	<b>20.2%</b>
<b>Total Crime</b>	<b>955</b>	<b>1,089</b>	<b>-12.3%</b>	<b>154</b>	<b>125</b>	<b>23.2%</b>

**Arrests**

<b>Violent Crimes</b>						
<b>Murder Total</b>	1	0	100.0%	0	0	0.0%
<b>Rape Total</b>	10	1	900.0%	1	5	-80.0%
<b>Robbery Total</b>	2	3	-33.3%	0	0	0.0%
<b>Aggravated Assault Total</b>	34	47	-27.7%	4	6	-33.3%
<b>Total Violent Crimes</b>	<b>47</b>	<b>51</b>	<b>-7.8%</b>	<b>5</b>	<b>11</b>	<b>-54.5%</b>
<b>Property Crimes</b>						
<b>Burglary Total</b>	30	21	42.9%	6	3	100.0%
<b>Larceny Theft Total</b>	159	167	-4.8%	21	20	5.0%
<b>Motor Vehicle Theft Total</b>	28	16	75.0%	5	2	150.0%
<b>Total Property Crimes</b>	<b>217</b>	<b>204</b>	<b>6.4%</b>	<b>32</b>	<b>25</b>	<b>28.0%</b>
<b>Total Arrests</b>	<b>264</b>	<b>255</b>	<b>3.5%</b>	<b>37</b>	<b>36</b>	<b>2.8%</b>



**Kauai Police Department**  
**Activity Summary - Preliminary Point & Time Data**  
 for dates between 07/01/2025 & 07/31/2025

**Call Statistics**

	YTD 2025	YTD 2024	Percent Change	07/01/2025 TO 07/31/2025	06/01/2025 TO 06/30/2025	Percent Change
<b>Calls for Service</b>						
Law Total	27,664	29,765	-7.1%	4,270	4,037	5.8%
Fire Total	4,831	4,951	-2.4%	712	636	11.9%
EMS Total	4,342	4,365	-0.5%	618	582	6.2%
<b>Total Calls for Service</b>	<b>36,837</b>	<b>39,081</b>	<b>-5.7%</b>	<b>5,600</b>	<b>5,255</b>	<b>6.6%</b>

**Officer Initiated**

<b>Total Traffic Stops</b>	<b>3,756</b>	<b>5,343</b>	<b>-29.7%</b>	<b>562</b>	<b>592</b>	<b>-5.1%</b>
<b>Total Citations</b>	<b>8,810</b>	<b>12,350</b>	<b>-28.7%</b>	<b>1,202</b>	<b>1,352</b>	<b>-11.1%</b>
<b>Total Warnings</b>	<b>1,597</b>	<b>1,499</b>	<b>6.5%</b>	<b>178</b>	<b>311</b>	<b>-42.8%</b>
<b>Total FI's</b>	<b>306</b>	<b>414</b>	<b>-26.1%</b>	<b>30</b>	<b>71</b>	<b>-57.7%</b>

**Incidents by District**

<b>Lihue</b>	<b>3,512</b>	<b>3,623</b>	<b>-3.1%</b>	<b>515</b>	<b>519</b>	<b>-0.8%</b>
<b>Waimea</b>	<b>1,298</b>	<b>1,200</b>	<b>8.2%</b>	<b>152</b>	<b>153</b>	<b>-0.7%</b>
<b>Koloa</b>	<b>1,281</b>	<b>1,454</b>	<b>-11.9%</b>	<b>190</b>	<b>205</b>	<b>-7.3%</b>
<b>Kawaihau</b>	<b>2,583</b>	<b>2,593</b>	<b>-0.4%</b>	<b>439</b>	<b>350</b>	<b>25.4%</b>
<b>Hanalei</b>	<b>1,173</b>	<b>1,094</b>	<b>7.2%</b>	<b>173</b>	<b>142</b>	<b>21.8%</b>
<b>Not Specified</b>	<b>3</b>	<b>2</b>	<b>50.0%</b>	<b>0</b>	<b>0</b>	<b>0.0%</b>
<b>KPD</b>	<b>6</b>	<b>5</b>	<b>20.0%</b>	<b>0</b>	<b>2</b>	<b>-200.0%</b>
<b>Total Incidents</b>	<b>9,856</b>	<b>9,971</b>	<b>-1.2%</b>	<b>1,469</b>	<b>1,371</b>	<b>7.1%</b>

**Crash Statistics**

<b>Tc Major</b>	<b>289</b>	<b>277</b>	<b>4.3%</b>	<b>45</b>	<b>41</b>	<b>9.8%</b>
<b>Tc Minor</b>	<b>319</b>	<b>270</b>	<b>18.1%</b>	<b>46</b>	<b>41</b>	<b>12.2%</b>
<b>Total Fatalities</b>	<b>5.00</b>	<b>5.00</b>	<b>0.0%</b>	<b>1.00</b>	<b>0.00</b>	<b>100.0%</b>
<b>Total Crashes</b>	<b>608</b>	<b>547</b>	<b>11.2%</b>	<b>91</b>	<b>82</b>	<b>11.0%</b>



# Kauai Police Department Agency Statistics For dates between 07/01/25 00:00 & 07/31/25 23:59

## CALLS FOR SERVICE / INCIDENT SUMMARY

Total Calls for Service: 4,869

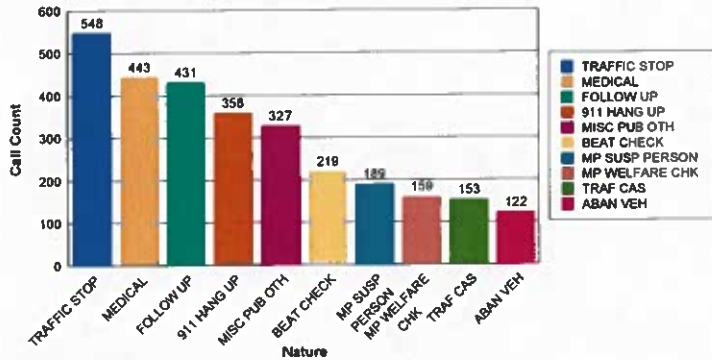
Total Law Calls for Service: 4,270

Total Incidents: 1,468

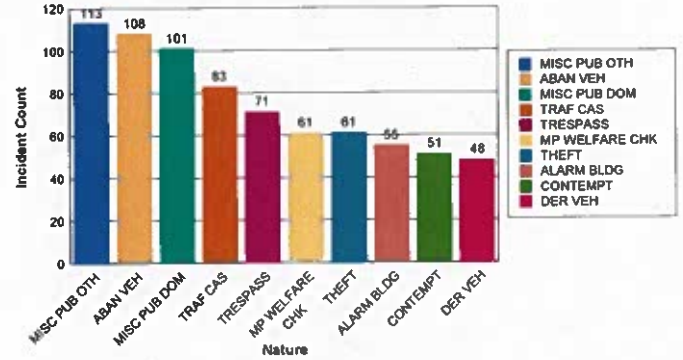
All Units: 5,968

Primary on Incidents: 1,468      Charges Initiated: 1,556

**Top 10 Calls for Service**



**Top 10 Incident Natures**



## CITATION SUMMARY

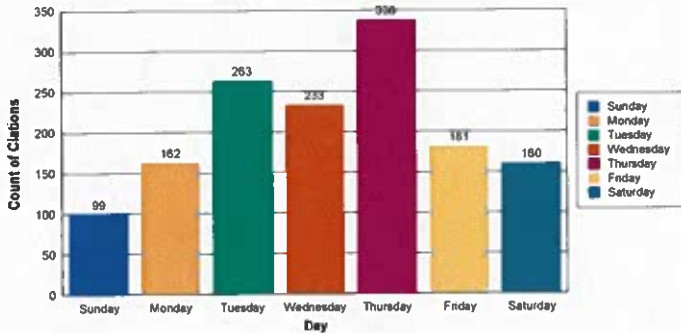
Total Traffic Stops: 562

Total Traffic Warning Issued: 170

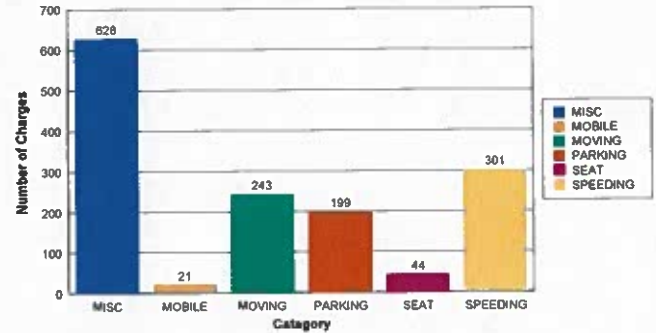
Total FI's: 30

Misc	Mobile	Moving	Parking	Seat	Speed	Covid	Totals	Viol	Non
582	17	231	199	35	127	0	1,191	449	217

**Citations by Day of the Week**



**Charges By Category**





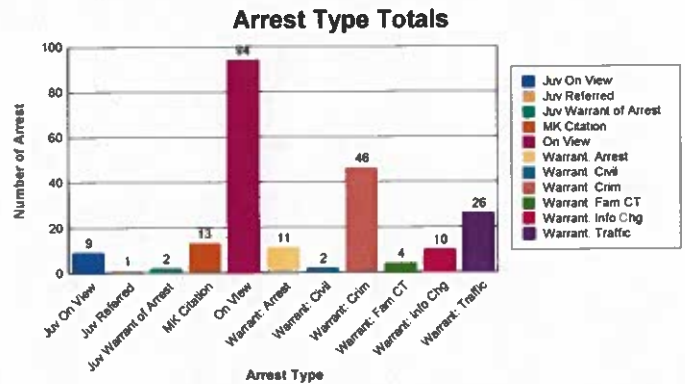
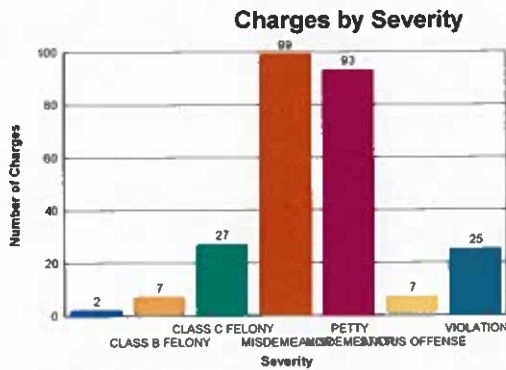
# Kauai Police Department Agency Statistics For dates between 07/01/25 00:00 & 07/31/25 23:59

## ARREST SUMMARY

Total Arrests: 218 - Juvenile: 12 - Adult: 206

Total Charges: 256 - Felonies: 33 - Total Misdemeanors: 98 - Total Petty Misdemeanors: 93 - Total Others: 32

Total OVUII Arrest Charges: 17



## LEGAL SERVICES

Summons / Other	TRO Family   Civil		Protective Orders Family   Civil		Subpoena	Total
10	0	18	0	6	76	110

## WARRANT TYPE All Divisions

Arrest Warrants	Bench Warrants	eBW Traffic	eBW Criminal	Juvenile Warrants
17	3	71	78	1

## WARRANT TRACKING All Divisions

Warrant Intake	Served	Recalled	Outstanding
20	143	93	1,977

# KAUA'I POLICE DEPARTMENT

ELLIOTT K. KE, CHIEF OF POLICE

MARK T. OZAKI, DEPUTY CHIEF OF POLICE



DEREK S.K. KAWAKAMI, MAYOR  
REIKO MATSUYAMA, MANAGING DIRECTOR

## MEMORANDUM

TO: Walton Hong, Chair  
And Members of the Police Commission

FROM: Mark T. Ozaki, Deputy Chief of Police *Mark T. Ozaki*

VIA: Elliott K. Ke, Chief of Police *Elliott K. Ke*

DATE: June 17, 2025

RE: **KAUA'I POLICE DEPARTMENT TURNOVER REPORT 2023-2024 FOR SWORN AND NON-SWORN EMPLOYEES**

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In response to Commissioner Lisa Knutson's request for information on the Department's turnover report for the past two years, we are submitting the attached report which details the Department's hire-separation data for the years 2023 and 2024.

Should you have any questions, please contact Deputy Chief Mark Ozaki at (808) 241-1600 or [mozaki@kauai.gov](mailto:mozaki@kauai.gov).

**HIRES**

<i>Position</i>	<i>Date</i>	<i>Hire</i>
Police Services Officer	1/1/2023	Re-hire
Police Services Officer	1/1/2023	New hire; selected from referred list
Police Services Officer	1/1/2023	Transfer from Parks and Recreation
Police Services Officer	1/1/2023	Internal Transfer from KPD
Police Services Officer	7/1/2023	New hire; selected from referred list
Police Services Officer	7/1/2023	New hire; selected from referred list
Police Services Officer	7/1/2023	New hire; selected from referred list
Police Services Officer	7/1/2023	New hire; selected from referred list
Police Services Officer	7/1/2023	New hire; selected from referred list
Police Services Officer	7/1/2023	New hire; selected from referred list
Police Officer I	9/1/2023	New hire; Returning employee
<b>Sworn Hire 2023</b>		<b>11</b>

Police Records Unit Supervisor	1/1/2023	Re-hire
Accountant II	2/16/2023	Transfer from Water
Public Information Officer	5/16/2023	New hire; selected from referred list
Police Evidence Custodian I	7/16/2023	New hire; selected from referred list
Police Evidence Custodian I	7/16/2022	New hire; selected from referred list
Emergency Services Dispatcher I	8/1/2023	New hire; selected from referred list
<b>Civilian Hire 2023</b>		<b>6</b>

**TOTAL HIRE 2023 17**

<i>Position</i>	<i>Date</i>	<i>Hire</i>
Police Services Officer	1/1/2024	New hire; selected from referred list
Police Services Officer	1/1/2024	New hire; selected from referred list
Police Services Officer	1/1/2024	New hire; selected from referred list
Police Services Officer	1/1/2024	New hire; selected from referred list
Police Services Officer	1/1/2024	New hire; selected from referred list
Police Services Officer	1/1/2024	New hire; selected from referred list
Police Services Officer	1/1/2024	New hire; selected from referred list
Police Services Officer	1/1/2024	New hire; selected from referred list
<b>Sworn Hire 2024</b>		<b>8</b>

Public Safety Worker I	1/1/2024	New hire; selected from referred list
Public Safety Worker I	1/1/2024	New hire; selected from referred list
Criminalist I	1/1/2024	New hire; selected from referred list
Public Information Officer	1/1/2024	New hire; selected from referred list
Emergency Services Dispatcher I	8/1/2024	New hire; selected from referred list
Public Safety Worker I	8/1/2023	New hire; selected from referred list
Administrative Assistant II	8/16/2024	New hire; selected from referred list
Accountant Trainee	9/1/2024	Transfer from Finance
Public Safety Worker I	12/1/2024	Re-hire
<b>Civilian Hire 2024</b>		<b>9</b>

**TOTAL HIRE 2024 17**

**EMPLOYMENT SEPARATION**

<i>Position</i>	<i>c.o.b.</i>	<i>Separation:</i>	<i>Date of Hire</i>	<i>Age</i>	<i>Years</i>	<i>Months</i>	<i>Days</i>
Police Services Officer	1/18/2023	Resignation	1/1/2023		-	0	17
Police Services Officer	2/14/2023	Resignation	7/1/2022		-	7	13
Police Sergeant	2/28/2023	Resignation	4/19/2010		12	10	9
Police Sergeant	3/31/2023	Retirement	4/13/1998		24	11	18
Police Sergeant	4/30/2023	Retirement	10/1/1989		33	6	29
Assistant Chief	4/30/2023	Retirement	4/13/1998		25	0	17
Police Lieutenant	4/30/2023	Retirement	4/13/1998		25	0	17
Police Lieutenant	4/30/2023	Retirement	4/13/1998		25	0	17
Police Officer I	6/23/2023	Resignation	7/1/2017		5	11	22
Police Officer I	7/31/2023	Resignation	1/9/2017		6	6	22
Police Services Officer	11/7/2023	Resignation	7/1/2023		-	4	6
Police Officer I	11/11/2023	Resignation	12/31/2012		10	10	11
Police Officer II	11/30/2023	Resignation	8/3/2015		8	3	27
Police Sergeant	12/30/2023	Retirement	2/18/1997		26	10	12
Police Officer I	12/30/2023	Retirement	12/16/1994		29	0	14
<b>Sworn Separation 2023</b>		<b>15</b>					
Police Evidence Custodian I	1/27/2023	Resignation	8/16/2022		-	5	11
Criminalist I	2/2/2023	Resignation	10/16/2022		-	3	17
Emergency Services Dispatcher II	5/26/2023	Resignation	5/1/2021		2	0	25
Emergency Services Dispatcher II	6/23/2023	Resignation	4/1/2019		4	2	22
Public Information Officer	7/14/2023	Resignation	5/16/2023		-	1	28
Emergency Services Dispatcher II	12/30/2023	Retirement	9/16/1999		24	3	14
<b>Civilian Separation 2023</b>		<b>6</b>					
<b>TOTAL SEPARATION 2023</b>		<b>21</b>					

# **EMPLOYMENT SEPARATION**

<i>Position</i>	<i>c.o.b.</i>	<i>Separation:</i>	<i>Date of Hire</i>	<i>Age</i>	<i>Years</i>	<i>Months</i>	<i>Days</i>
Police Officer I	1/24/2024	Resignation	7/6/2020		3	6	18
Police Services Officer	3/8/2024	Resignation	7/1/2023		-	8	7
Police Officer I	3/28/2024	Resignation	1/1/2023		1	2	27
Police Officer I	4/13/2024	Resignation	1/16/2021		3	2	28
Police Officer II	4/15/2024	Resignation	6/1/2018		5	10	14
Police Officer I	4/19/2024	Resignation	8/3/2015		8	8	16
Police Captain	5/31/2024	Retirement	10/9/2000		23	7	22
Detective	5/31/2024	Employment Separation	7/2/2001		22	10	29
Police Services Officer	5/31/2024	Resignation	1/1/2024		-	4	30
Police Sergeant	6/22/2024	Resignation	6/24/2013		10	11	29
Police Officer I	6/28/2024	Resignation	2/16/2020		4	4	12
Police Services Officer	7/31/2024	Resignation	1/1/2024		-	6	30
Police Officer I	8/15/2024	Resignation	7/6/2020		4	1	9
Police Services Officer	11/4/2024	Resignation	1/1/2024		-	10	3
Police Lieutenant	12/30/2024	Retirement	12/13/1999		25	0	17
Police Officer I	12/30/2024	Retirement	4/16/2004		20	8	14
<b>Sworn Separation 2024</b>		<b>16</b>					
Emergency Services Dispatcher I	1/12/2024	Resignation	8/1/2023		-	5	11
Accounting Technician	2/15/2024	Transfer to Water	2/1/2012		12	0	14
Public Safety Worker I	2/20/2024	Resignation	1/1/2024		-	1	19
Public Safety Worker I	2/23/2024	Resignation	10/16/2022		1	4	7
Public Safety Worker I	3/21/2024	Resignation	1/1/2024		-	2	20
Police Evidence Custodian I	3/29/2024	Resignation	7/16/2023		-	8	13
Criminalist I	8/15/2024	Resignation	1/1/2024		-	7	14
Public Information Specialist II	8/29/2024	Employment Separation	7/16/2020		4	1	13
Emergency Services Dispatcher I	11/4/2024	Resignation	8/1/2024		-	3	3
Police Evidence Custodian I	12/24/2024	Resignation	7/16/2023		1	5	8
Police Investigations Operations Assistant	12/30/2024	Retirement	5/20/1991		33	7	10
Public Safety Services Secretary	12/30/2024	Retirement	9/1/1993		31	3	29
Departmental Staff Assistant II	12/30/2024	Retirement	12/16/1993		31	0	14
<b>Civilian Separation 2024</b>		<b>13</b>					
<b>TOTAL SEPARATION 2024</b>		<b>29</b>					



## POLICE COMMISSION

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WALTON HONG, CHAIR  
LAURIE YOSHIDA, VICE CHAIR

MERRILEE "MIA" AKO, MEMBER  
JOHN CALMA, MEMBER  
MARY K. HERTO, MEMBER  
LISA KNUTSON, MEMBER  
VACANT, MEMBER

### MEMORANDUM

TO: Walton Hong, Chair and  
Members of the Police Commission

FROM: Permitted Interaction Group Members  
Commissioners Hertog, Knutson and Yoshida

VIA: Kevin Mince, Boards and Commission Support Clerk

DATE: August 13, 2025

RE: Report on the Review and Scoring of Essays

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KPC 2025-29

### Background

On May 9, 2025, the Commission formed a Permitted Interaction Group (PIG) to score the essays received from the applicants for the Chief of Police. The members selected were Commissioners Hertog, Knutson and Yoshida.

The Commission requested Human Resources (HR) to review all applications received. Of the 51 applications received, HR recommended that 13 of the applicants be moved forward. On July 25, 2025, the Commission approved HR's recommendation. Five essay questions were sent to 13 applicants. Candidates were given until August 4, 2025, to respond. Twelve (12) candidates responded, one withdrew without explanation.

### Review Process

Members were provided with the written responses of the candidates and previously approved guidelines for reviewing and rating the candidate essays. Names of candidates were redacted from their responses. Following their review of the candidate's essays, PIG members were provided with the candidate's resumes. Independently, PIG members selected the most qualified for an interview based on their responses to the essay questions, law enforcement experience, years of management experience, diversity of experience, and overall suitability to become the new KPD Chief. PIG members met on August 12<sup>th</sup> and collectively agreed that five (5) candidates should be moved to the interview portion of the selection process.

### Recommendation:

1. The PIG recommends the Commission approve the top five candidates selected to move into the interview process.