



POLICE COMMISSION

HOWARD LESLIE, CHAIR
WALTON HONG, VICE CHAIR

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

25 FEB 21 P1:23

Meetings of the Police Commission will be conducted as follows:

- Meetings will be publicly noticed under Chapter 92, Hawai'i Revised Statutes (HRS).
- Minutes of meetings will be completed under Chapter 92, HRS and posted to the Police Commission's website.

Public Comments and Testimony:

- **Written testimony** will be accepted for any agenda item herein.
 - Written testimony indicating your 1) name, 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 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 two business days before the meeting will be distributed and available as part of the Commission's packet and written testimony submitted thereafter will be distributed at the meeting.
 - Any written testimony received after this time and up to the start of the meeting will be summarized by the Clerk of the Commission during the meeting and will be provided to the members and added to the record thereafter.
 - Any written testimony received during the meeting and before the decision-making on the corresponding agenda item will be distributed to the members before such decision-making.
- **Oral testimony** will be accepted for any agenda item herein.
 - It is recommended that anyone interested in providing oral testimony register at least 24 hours before the meeting by emailing mromo@kauai.gov or calling (808) 241-4920. Any request to register may include your 1) name, and if applicable, your position/title and organization you are representing, 2) the agenda item you are providing comment on, and 3) contact information (telephone number and email address).
 - Per the Police Commission's Oral Testimony Policy there is a three-minute time limit per testifier for each agenda item.
 - Individuals who have not registered to provide testimony will be allowed to speak on an agenda item following the registered speakers.

SPECIAL ASSISTANCE

If you need an auxiliary aid/service or other accommodation due to a disability, or an interpreter for non-English speaking persons, contact Anela Davis at (808) 241-4917 or adavis@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 alternate formats such as large print, Braille, or electronic copy.

RECEIVED

REGULAR MONTHLY POLICE COMMISSION MEETING NOTICE AND AGENDA

Friday, February 28, 2025

9:00 a.m. or shortly after

4444 Rice Street, Moikeha Conference Room 2A/2B, Lihue, Hawaii 96766 **25 FEB 26 P1:23**

MEETING CALLED TO ORDER

ROLL CALL TO ASCERTAIN QUORUM

APPROVAL OF THE AGENDA

CHAIR'S ANNOUNCEMENTS

- The next Regular Monthly Meeting is Friday, March 28, 2025, at 9:00 a.m., at the Moikeha Meeting Room 2A/2B. Executive Session to follow. 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 EMPLOYEES OF THE MONTH FEBRUARY 2025

- Detective Lucas Hamberg
- Officer Myles Mendoza

APPROVAL OF THE OPEN SESSION MINUTES

January 24, 2025, Meeting

CHIEF'S MONTHLY REPORTS FOR JANUARY 2025

- **Support Services Bureau** – Updates on the budget, staffing, overtime, recruitment, registered firearms, license-to-carry permit applications, bench warrants, legal services, community engagements (school resource officers), and pieces of training.
- **Field Operations Division** – Death Reports, Assault 2nd, felony abuse, missing person, unattended death, cruelty to animals, terrorist threatening, escape/traffic collision, robbery, community activities and involvement, pieces of training, traffic grant enforcement, patrol services traffic enforcement summary, arrest summary, and calls for services and incident summary.
- **Criminal Investigation Division** - Major incidents/notable highlights, assault in the 2nd degree, other assault cases, unattended deaths, death within 24 hours, escape in the 2nd degree, missing person, robbery, runaway juvenile, sexual assault, terroristic threatening, year to date death statistics, natural deaths involving autopsy results,

accidental deaths, undetermined pending toxicology results, drug overdoses, suicide, murder, projects/enforcement, special focus section- criminal property damage, UEMV, UCPV, burglary, theft, enforcement projects, community activities involvement, vice section – seizures, asset forfeiture, notable highlights.

BUSINESS

KPC 2025-3:

Discussion and decision-making on topics to address during the Police Commissions roundtable discussion at the State of Hawaii Police Commissioners' Conference in June 2025.

KPC 2025-4:

General update from the Office of the Chief of Police on the Police Department's action(s) to address the results of the Gallup Survey.

KPC 2025-5:

Discussion on Commissioner Laurie Yoshida's report regarding her appearance before the Salary Commission.

KPC 2025-6:

Presentation by the Permitted Interaction Group on the process to hire an interim chief.

KPC 2025-7:

Presentation by the Permitted Interaction Group on the process to hire a new chief of police.

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 Police Chief Todd Raybuck 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 Department and 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 Police Chief Todd Raybuck or his designated representative on 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 2025-5:

New formal notarized citizen complaint numbered KPC 2025-001, has been filed against an officer in the Kauai Police Department. The complaint alleges that on February 3, 2025, an Officer in the Kauai Police Department closed a case but did not notify the mother of the whereabouts of her juvenile son and did not return her son to the custodial parent.

ES KPC 2025-6:

New formal notarized citizen complaint, numbered KPC 2025-002, has been filed against an officer in the Kauai Police Department. The complaint alleges that on October 11, 2023, a report was submitted regarding an unauthorized entry into a home, which led to the complainant son's urn appearing displaced. The complainant has expressed disappointment with the handling of the case, noting that it remains unresolved.

ES KPC 2025-7:

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 regular executive session minutes of January 24, 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
Chief of Police Todd G. Raybuck



Police Commission Meeting

Meeting Date: February 28, 2025
Meeting Type: Boards & Commissions Meeting



This notice is intended to satisfy the notice requirement of Hawaii Revised Statutes (HRS) Section 92-7.

Time

09:00 AM [Add to Calendar](#)

Location

Mo'ikeha Building Conference Room 2A2B, 4444 Rice Street, Lihue, Hawaii, 96766 [View Map](#)

Related Information

 [2025-02-28-APPROVED-PC-Agenda1_Lcs.pdf](#) PDF 177 KB

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OPEN SESSION MEETING MINUTES

Board/Commission		Kauai Police Commission	Meeting Date	January 24, 2025
Location	Moikeha Meeting Room 2A/2B 4444 Rice Street, Lihue, Hawaii 96766		Start of Meeting: 9:08 a.m.	End of Meeting: 10:58 a.m.
Present	Vice Chair Walton Hong; Commissioners: Mia Ako, John Calma, Mary K. Hertog, Lisa Knutson, and Laurie Yoshida (<i>left the meeting at 10:48 a.m.</i>) Also present: Boards and Commissions Staff: Administrator Ellen Ching, Support Clerk Mercedes Omo, and Deputy County Attorney Tyler Saito. Kauai Police Department: Police Chief Todd Raybuck; Administrative Division Acting Assistant Chief Makana Rivera; Technical Services Division Acting Captain Lance Okasaki Jr.; Public Information Unit; Public Information Officer Mystiana Victorino; Patrol Administrative Division Acting Captain Phillip Banquel; Field Operations Division Captain Rod Green; Criminal Investigations Division Captain Darren Rose; Person Crimes Section Lieutenant Anthony Morita; Property Crimes Section Lieutenant Kennison Nagahisa; Detectives Brian Silva, Bobby Thompson, and other officers in the Kauai Police Department.			
Excused	Chair Howard Leslie			
Absent				

SUBJECT	DISCUSSION	ACTION
Meeting Called to Order/Roll Call to ascertain quorum	<p>Vice Chair Walton Hong called the Police Commission Meeting to order at 9:8 a.m.</p> <p>Commission Support Clerk Mercedes Omo noted that Chair Howard Leslie had an excused absence, then verified attendance by roll call:</p> <p>Commissioner Mia Ako replied present.</p> <p>Commissioner John Calma replied present.</p> <p>Commissioner Mary K. Hertog replied present.</p> <p>Commissioner Lisa Knutson replied present.</p> <p>Commissioner Laurie Yoshida replied present.</p> <p>Vice Chair Walton Hong replied present.</p> <p>Quorum was established.</p>	

Kauai Police Commission Open Session Minutes
Of January 24, 2025, Meeting

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SUBJECT	DISCUSSION	ACTION
Approval of Agenda	Vice Chair Hong asked for a motion to approve the agenda.	Ms. Yoshida moved to approve the agenda as circulated. Ms. Hertog seconded the motion. Motion carried 6:0.
Chair's Announcements	The next Regular Monthly Meeting is Friday, February 28, 2025, at 9:00 a.m., at the Moikeha Meeting Room 2A/2B. Executive Session to follow. Subject to change.	
Public Testimony	Vice Chair Hong asked for public testimony on any of the agenda items, but there was no testimony at this time. He also noted that the public would be able to testify as the item comes up on the agenda.	
KPD's Officers of the Month January 2025	<p>Detective Michael Nii and Officer Nicolas Kam.</p> <p>Police Chief Todd Raybuck called on Police Captain Rod Green to read the Commendation Report for Officers of the Month Sergeant Michael Nii and Patrol Services Officer Nicolas Kam.</p> <p>Captain Rod Green reported that on December 12, 2024, Sergeant Mike Nii and Officer Nicolas Kam demonstrated exceptional professionalism, composure, and lifesaving skills during a medical emergency involving a motorist who was unconscious in the driver seat of his pickup truck in the vicinity of Kapule Highway.</p> <p>Upon arriving at the scene, Sergeant Nii observed a good Samaritan performing CPR on an unresponsive driver. Without hesitation, he (Nii) took over and applied the latest CPR techniques to assist the unresponsive driver. Shortly after, Officer Kam arrived at the scene with his KPD-issued automatic defibrillator. After briefly pausing chest</p>	

Kauai Police Commission Open Session Minutes
Of January 24, 2025, Meeting

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SUBJECT	DISCUSSION	ACTION
	<p>compressions to check the driver's pulse and to apply the AED pads, Officer Kam delivered a lifesaving shock. Sergeant Nii then resumed CPR until fire and medical personnel arrived to take over emergency care. Captain Green mentioned that because Sergeant Nii and Officer Kam are both humble people, he would never have known about their life-saving actions had he not been approached by two individuals (who were at the scene), on how they used life-saving techniques that saved the life of the driver.</p> <p>Police Chief Raybuck stated that he agrees with Captain Green that Officers Nii and Kam are humble people who would rather forego being recognized for doing something that's part of their job at any given moment and do what it takes to perform it. He stated that one of law enforcement officers' greatest gifts is to protect life and positively impact on someone's life. On that day, those officers, without hesitation, used their training and the tools provided to do what they did on that day. He's glad their families witnessed their recognition and would like to thank them for a well-done job.</p> <p>The Commissioners individually expressed their appreciation for Sergeant Nii and Officer Kam for their heroic actions in saving the driver's life. Their demonstration of exceptional professionalism showed how healthcare is the stability of the entire community, not just doctors and nurses.</p> <p>Councilmember/Committee Chair Public Safety Felicia Cowden stated that she's sure she speaks on behalf of her fellow councilmembers regarding the good work those officers did and can only imagine that incidents like what happened in December do occur, but the public doesn't hear about them. She thanked the Officers for the job well done.</p>	

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Of January 24, 2025, Meeting

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SUBJECT	DISCUSSION	ACTION
	<p>Mr. Bruce Hart expressed that he enjoyed this part of the meeting. He is familiar with both officers present. Sergeant Nii has visited his home multiple times, allowing for personal interaction. During a particularly traumatic incident when someone threw a bomb into his carport, Sgt. Nii demonstrated both professionalism and compassion. He took the time to speak with Mr. Hart and address his questions, which helped him cope with the situation, and Hart is grateful for that. He noted that it is challenging for law enforcement officers to maintain personal connections while remaining professional.</p> <p>SHOPO Chapter Chair Kauai District Detective Bobby Thompson expressed his appreciation for Sgt. Nii and Officer Kam. He noted that he had the opportunity to work closely with both, especially with Officer Kam when he served as his FTO Sergeant. During their time training recruits, Officer Kam demonstrated patience and humility, providing valuable guidance. Although he is a man of few words, when Officer Kam speaks, his words carry significant weight. Similarly, Sgt. Nii worked alongside him as a detective and is actively engaged in the community. He is a strong, respected family man, and his humbleness is very prominent.</p> <p>With no further testimony, at 9:28 a.m., Vice Chair Hong called for a brief recess to give the families and fellow officers time to present them with flower leis, and to take pictures. At 9:30 a.m., the meeting was called back to order.</p>	

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Of January 24, 2025, Meeting

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SUBJECT	DISCUSSION	ACTION
Approval of Minutes December 20, 2024, Meeting	Vice Chair Hong called for a motion to approve or amend the minutes as amended. Ms. Hertog noted that she emailed Ms. Omo to correct non-significant typos before the meeting and that the minutes before the Commission are the corrected version.	Ms. Hertog moved to approve the Open Session minutes of December 20, 2024, meeting as amended. Ms. Yoshida seconded the motion. The motion carried 6:0.
Correspondence from Ms. Victoria Korda	Ms. Hertog asked if the correspondence came in as one page to which Ms. Omo replied yes. Ms. Yoshida asked for clarification on what is means to receive versus accepting a document. Boards and Commissions Administrator Ellen Ching asked Vice Chair Hong to ask for a motion to receive the correspondence for the record. Vice Chair asked for a motion to receive the correspondence from Ms. Korda for the record.	Ms. Yoshida moved to receive the correspondence from Ms. Victoria R. Korda for the record. Ms. Knutson seconded the motion. The motion carried 6:0.
Chief's Monthly Reports for December 2024	<ul style="list-style-type: none"> ○ Support Services Bureau – Updates on the budget, staffing, overtime, recruitment, registered firearms, license-to-carry permit applications, bench warrants, legal services, community engagements (school resource officers), and pieces of training. ○ Field Operations Division – Death Reports, Assault 2nd, felony abuse, missing person, unattended death, cruelty to animals, terrorist threatening, escape/traffic collision, robbery, community activities and involvement, pieces of training, traffic grant enforcement, patrol services traffic enforcement summary, arrest summary, and calls for services and incident summary. ○ Criminal Investigation Division - Major incidents/notable highlights, assault in the 2nd degree, other assault cases, unattended deaths, death within 24 hours, escape in the 2nd degree, missing person, robbery, runaway juvenile, sexual assault, terrorist threatening, year to date death statistics, natural deaths involving autopsy results, accidental deaths, undetermined 	

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Of January 24, 2025, Meeting

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SUBJECT	DISCUSSION	ACTION
	<p>pending toxicology results, drug overdoses, suicide, murder, projects/enforcement, special focus section- criminal property damage, UEMV, UCPV, burglary, theft, enforcement projects, community activities involvement, vice section – seizures, asset forfeiture, notable highlights.</p> <p>Chief Raybuck stated that the Reports were submitted to the Commission in advance and asked if the Commissioners had any questions or comments on data reflected in the Monthly Reports.</p> <p>Vice Chair Hong asked the Commissioners if they had any questions or comments on the Chief's Monthly Reports. None was offered. He then called for public testimony, but none was offered.</p>	
Business KPC 2025-1	<p><u>Discussion and decision-making on establishing a permitted interaction group and to define the scope of each member's authority as it relates to hosting the 2025 State of Hawaii Police Commissioners' Conference on Kauai in June 2025.</u></p> <p>Deputy County Attorney Tyler Saito stated that the Commission is aware that a permitted interaction group takes time and given that the Commission's conference will be in June 2025 its not a lot of time for the PIG to conduct its investigation and task so, the recommendation is to (he believes) is to delegate authority to the Office of Boards and Commissions to plan and to take any necessary actions to put on the conference.</p> <p>Vice Chair Hong stated that being that the conference came up so fast, if the Commissioner were to form a PIG the event would have passed by</p>	<p>Ms. Knutson moved to delegate authority to the Office of Boards and Commissions to plan and to take any necessary actions to put on the conference. Ms. Ako seconded the motion.</p>

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Of January 24, 2025, Meeting

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SUBJECT	DISCUSSION	ACTION
	<p>time the Commission gets to it therefore, he would like to entertain a motion to delegate the Office of Boards and Commissions to plan and take any necessary steps to accomplish what needs to be done to host the 2025 State of Hawaii Police Commissioners' Conference in June 2025.</p> <p><u>Discussion</u></p> <p>Ms. Hertog wanted to know what kind of assistance Boards and Commissions need from the Commission for the conference rather than having them do all the work.</p> <p>Boards and Commissions Administrator Ellen Ching stated that they will contact the individual Commissioners for input and assistance to which Ms. Hertog thanked her.</p> <p>There being no further discussion, Vice Chair Hong called for the vote.</p>	
KPC 2025-2	<p><u>Discussion and decision-making on selecting a representative from the Police Commission to appear before the Salary Commission.</u></p> <p>Administrator Ellen Ching stated that the Salary Commission is in the process of promulgating a salary resolution to transmit to the mayor and the county council and that the Salary Commission is aware that the Police Commission as well as the Liquor Commission is on the process of doing an executive search and would like to hear from the Chair or any designated member the Police Commission authorize to appear before the Salary Commission regarding the chief of police salary and how it may impact the Commission's executive search.</p>	<p>The motion carried 6:0.</p>

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Of January 24, 2025, Meeting

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SUBJECT	DISCUSSION	ACTION
	<p>Ms. Hertog stated that she would like to nominate Ms. Yoshida to appear before the Salary Commission because of her extensive experience being on the Salary Commission. Mr. Calama said that he would like to second the motion. Vice Chair Hong called for the motion.</p> <p>Vice Chair Hong noted that before the Commission goes into Executive Session, he would like to ask if anyone would like to give testimony on any of the items listed on the agenda related to any matters in the executive session portion of the meeting. But none was offered.</p>	<p>Ms. Hertog moved to designate Ms. Yoshida to appear before the Salary Commission on behalf of the Police Commission. Mr. Calma seconded the motion. The motion carried 6:0.</p>
Executive Session	<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 9:33 a.m., Vice Chair Hong called on Deputy County Attorney Tyler Saito to read the Hawaii Revised Statutes to take the into Executive Session.</p>
ES KPC 2025-1	<p>Regular Monthly updates by Police Chief Todd Raybuck or his designated Representative related to the Office of Professional Standards Monthly Report on the status and/or disposition of formal notarized citizens complaints that were filed with the Kauai Police Department and filed with the Kauai Police Commission and referred to the Office of the Chief for disposition and/or report back to the Police Commission.</p> <ul style="list-style-type: none"> • Nothing to Report 	

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SUBJECT	DISCUSSION	ACTION
ES KPC 2025-2	Regular Monthly updates by Police Chief Todd Raybuck 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. <ul style="list-style-type: none"> Nothing to Report 	
ES KPC 2025-3	Under Hawaii Revised Statutes § 92-4 (a), § 92-5 (a) (3), the purpose of this Executive Session is for the Commission to consult with the board's attorney on questions and issues pertaining to the board's powers, duties, privileges, immunities, and liabilities as it relates to Police Chief Todd Raybuck's salary increase.	
ES KPC 2025-4	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 regular executive session minutes of December 20, 2024, 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).	Vice Chair Hong asked for a motion to enter Executive Session. Ms. Yoshida moved to enter the Executive Session. Ms. Knutson seconded the motion. At 9:38 a.m., the Commission entered the Executive Session.
Return to Open Session	At 10:28 a.m., Vice Chair Hong called the Open Session Meeting to back to order, then immediately called for a short recess. At 10:33 a.m., Vice Chair Hong called the meeting back to order.	
Ratify the actions taken in Executive Session	Vice Chair Hong called on Deputy County Attorney Tyler Saito to read about the actions that were taken in the Executive Session. Deputy County Attorney Tyler stated that the Commission has concluded its Executive Session on the items listed on the agenda as the actions taken are as follows:	

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SUBJECT	DISCUSSION	ACTION
	<p>ES KPC 2025-1: There was no Report from the Office of Professional Standards; however, the Commissioners received a briefing and discussed OIP (Office of Information Practices) opinion letter no. F25-1 as it relates to executive session agenda items, and discussed the Commission's charter authority to receive, consider, investigate charges brought by the public. The Commission consulted with its attorney on its powers, duties, privileges, immunities and liabilities as it related to those topics. The discussion is not subject to disclosure as disclosure would defeat the purpose of the executive session under HRS 92-5 (a) (4), the Commission took no action on the item.</p> <p>ES KPC 2025-2: There was nothing to Report from the Chief however, the Commissioners received a briefing and discussed OIP (Office of Information Practices) opinion letter no. F25-1 as it relates to the executive session agenda item. The Commission consulted with its attorney on its powers, duties, privileges, immunities and liabilities as it related to the OIP opinion. The discussion is not subject to disclosure as disclosure would defeat the purpose of the executive session under HRS 92-5 (a) (4), the Commission took no action on the item.</p> <p>ES KPC 2025-3: The Commission consulted with its attorney regarding Police Chief Todd Raybuck's salary increase. The discussion is not subject to disclosure, as disclosure would defeat the purpose of the executive session under HRS 92-5 (a) (4), the Commission took no action on the item.</p> <p>ES KPC 2025-4: The Commission voted to approve the minutes of the December 20, 2024, Executive Session Meeting. There was no discussion on the item.</p>	

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SUBJECT	DISCUSSION	ACTION
	<p>After Deputy County Attorney Tyler Saito finished reading the actions that were taken in the Executive Session, Vice Chair Hong called for a motion to ratify those actions.</p> <p>Ms. Hertog asked someone to clarify what Deputy County Attorney Saito meant when he said that no action was taken on item ES KPC 2025-3.</p> <p>Ms. Knutson replied that no action was taken and that the Commission would take the matter up in the Open Session. Ms. Hertog thanked Ms. Knutson for clarification.</p> <p>There being no further discussion, Vice Chair Hong called for the vote.</p> <p><i>*After the vote, Commissioner Laurie Yoshida left the meeting at 10:48 a.m.</i></p>	<p>Ms. Knutson moved to ratify the actions that were taken in the Executive Session.</p> <p>Ms. Yoshida seconded the motion.</p> <p>The motion carried 6:0.</p>
<p>KPC 2025-3</p>	<p><u>Discussion and decision-making on Police Chief Todd Raybuck's salary increase pursuant to Salary Resolution No. 2022-1, a Resolution Relating to the Salaries of Certain Officers and Employees of the County of Kauai.</u></p> <p>After clarifying the procedural process regarding testimony, Boards and Commission Administrator Ching inform members of SHOPO that the meeting was back in the Open Session.</p> <p>Vice Chair Hong called for testimony.</p> <p><u>Public Testimony</u></p> <p>SHOPO Business Agent Roy Asher asked for clarification on whether the matter was to determine a pay raise for the Chief of Police.</p>	

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SUBJECT	DISCUSSION	ACTION
	<p>Vice Chair Hong replied that yes, the matter would be taken up for consideration.</p> <p>Testimony:</p> <p>Mr. Asher indicated that his testimony represents the concerns of SHOPO's members, who are facing sanctions due to their failure to meet evaluation standards. He expressed hope that the Commission takes this into account when assessing the Chief's performance in relation to disciplinary actions against him. Additionally, he points out that the Chief's failure to attend six out of twelve Police Commission meetings over the past year, along with the surveys conducted, should also be considered. This is particularly important, as SHOPO's members are being held accountable for not meeting what is deemed necessary or expected, which is currently under dispute.</p> <p>When asked if the Commission could ask questions, Deputy County Attorney Saito stated that the Commission may ask clarifying questions.</p> <p>Ms. Ako - according to his testimony that SHOPO members are being sanctioned, she asked if there are personnel reasons that effect the members not getting raises?</p> <p>Mr. Asher – to a certain extent yes. There are benefits because of those sanctions that are being taken away when an officer doesn't perform to the level the department expects, some officers have even lost their take-home car privileges.</p> <p>Ms. Ako – was the officer's-based salary compromised.</p>	

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SUBJECT	DISCUSSION	ACTION
	<p>Mr. Asker - Yes, because they must drive themselves to work.</p> <p>Ms. Ako – Is he referring that as add-ons.</p> <p>Mr. Asher – Yes. It limits an officer's opportunity to transfer and it out their opportunity for a promotion in jeopardy.</p> <p>Ms. Ako – Does the officers salary remains the same?</p> <p>Mr. Asher - Yes, their salaries remain the same.</p> <p>Ms. Ako – Thank you for clarifying.</p> <p>SHOPO Chair Kauai District Bobby Thompson – to address Ms. Ako's question, he has an officer who was sanctioned with two days suspension and had his officer-in-charge assignment taken away, which effected his income. As an acting sergeant, you get paid more. The officer he's referred to was disciplined for his actions, and his acting sergeant pay, and his take-home car was taken away. So, it does effect an officer's salary and any increases.</p> <p>Ms. Ako - Is the officer-in charge job considered an added duty, and they do get a pay adjustment.</p> <p>Mr. Thompson – Yes.</p> <p>Vice Chair Hong called for more testimony, but none was offered. He then asked the Commissioners what direction they would like to go regarding the Chief's salary increase.</p>	

SUBJECT	DISCUSSION	ACTION
	<p>Ms. Hertog stated that the Commission should decide whether the Chief should receive a salary increase.</p> <p>Vice Chair Hong recognized Mr. Asher and called him to the mic to testify.</p> <p>Mr. Asher – asked Ms. Ako if her question was about whether officers still get their raises regardless of their job performance rating</p> <p>Ms. Ako - correct because SHOPO negotiations raises, correct?</p> <p>Mr. Asher – Right, that’s part of the collective bargaining agreement that regardless of the performance rating they will get the raises. But in this situation, (correct him if he’s wrong) regarding the chief that is not a collective bargaining agreement, it’s solely in the Commission’s hands, and it shouldn’t be compared.</p> <p>Ms. Ako – she asked because he (Asher) reference that some officers were being sanctioned which prompt her to question if their pay was affected?</p> <p>Mr. Asher – Yes.</p> <p>Ms. Ako – What she found was it was the add-ons. The Car and added responsibilities but the officers-base pay was negotiated and remained the same, it was not lowered, it was the add-ons.</p> <p>Mr. Asher - She talked about the add-ons, so let him clarify that every one of those things were earned, it’s not just handed to the officers. To be an OIC you must have years of experience, the ability to do the job and be</p>	

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SUBJECT	DISCUSSION	ACTION
	<p>capable and qualified. It's the same as the take-home car program, those things are earned, it's not just handed to them. So, when she says additions, it's earned. When an officer does not perform the way, the department expects them too, those things have been taken away. He would venture to say that if it wasn't for the collective bargaining agreement, most likely, the officers wouldn't get any raises. That is the reason why they negotiated the contract the way it is.</p> <p>Vice Chair Hong – To help him understand correctly, in his mind, an officer will get paid and additional benefits and indirect benefits. He considers a car privilege as an indirect privilege because of the economic benefit or detriment, depending on which side of the fence a person's one car is, if he had a take-home car, he wouldn't have to use his own vehicle to drive to the police station and would save money on gas. To him that's indirect. It is not effecting an officer's direct benefit, correct?</p> <p>Ms. Asher - Yes, that is correct. In closing, not performing to the level the Department desires there are consequences.</p> <p>At 10:48 a.m., Ms. Yoshida left the meeting.</p> <p>Mr. Barry DeBlake introduced himself as Joe citizen. I heard the initial reason why they were testifying, and he had to listen a little to understand; he wasn't going to speak on something that he didn't understand. Just to be clear, the discussion is whether the chief should get a raise or not, that's his understanding.</p> <p>Vice Chair Hong – That is correct.</p>	

Kauai Police Commission Open Session Minutes
Of January 24, 2025, Meeting

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SUBJECT	DISCUSSION	ACTION
	<p>Mr. DeBlake – If he’s allowed, can he ask why the Commission is even at this point? Why is the discussion even coming up?</p> <p>Deputy County Attorney Saito responded that this is his time to provide testimony.</p> <p>Mr. DeBlake – He asked those question because it’s his understanding that the Chief was leaving, or the Commission is working towards terminating him. Five Years of unacceptable below standards and we want to give him a raise?</p> <p>The Department is the worst it’s ever been, double digits, majority if not, 90% of officers left entirely because of him. We can say they left for financial reasons and so forth, but we must remember the guy is a narcissist – proven fact. He’s very vindictive. He’s made a lot of contact with a lot of Las Vegas police officers and officers have left for other reasons because they know the chief will call the next police department and ruin their careers. You guys don’t see that. Everything to you guys seems like it’s like an added perk; officers are working an admirable job and honorable job. Your job is based on your honor and integrity to do above and beyond jobs, or you would not be carrying a weapon and be a police officer. We swore to an oath, you guys see driving a police car as an extra added thing or being an OIC is an extra added thing. What you don’t see is how it is being weaponized. You might be a good officer – “I don’t like you because you’re a threat to me” . I’ll remove you from OIC – those of you who don’t understand what OIC is, that’s an acting sergeant on the days off that the sergeants aren’t there. Under the standards of conduct, you get the exact same power as a police sergeant.</p> <p>Your decision-making skills are excellent. It says your this much....how</p>	

Kauai Police Commission Open Session Minutes
Of January 24, 2025, Meeting

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SUBJECT	DISCUSSION	ACTION
	<p>does it affect you financially...I don't like you, so I'll take you out of OIC. Your reputation of losing your OIC spot will last the rest of your career. As a police officer, he could work at McDonalds and get fire 100 times, and no one would ever remember his name.</p> <p>You get fired by the Police Department, generations go by, and people will say, hey, isn't that the cop who got arrested. That's how big your reputation is. Why is it that you don't think it has nothing to do with being financial? For him it is financial because going forward you get promoted , people will say they don't want to touch that guy, because he's damaged goods and he was removed. That kind of thinking follows you; that could have been a high paying job.</p> <p>There are sergeant positions that have zero overtime and there are sergeant positions that get a lot of overtime. Secret squirrel units and so forth...how come I can't go over there? Because the chief didn't like me and removed me from OIC by over punishing him. So, when you say this is an added feature, he'll say no. There is a whole other level in being a police officer, this is not Walmart, this is not McDonalds. Is it financially impacts an officer, he would say yes.</p> <p>Vice Chair Hong stated that he appreciates his testimony, but the Commission has a three-minute rule and asked him if he could wrap it.</p> <p>Mr. DeBlake replied that fine, he just wanted to make sure that what the Commission considers as an added extra feature. An officer's job is run by honor, integrity and work his or her performance. Think about it, a guy was removed for three days. It goes into his employment jacket, and it goes to the Department – wherever he goes for the rest of his career,</p>	

Kauai Police Commission Open Session Minutes
Of January 24, 2025, Meeting

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SUBJECT	DISCUSSION	ACTION
	<p>they won't pick him because he was removed. They're not going to tell you, but that is brutal honestly of being a police officer. Financially, yes, that officer is going to lose out for the rest of his career. It happens every single day. Thank you.</p> <p>Vice Chair Hong called for more testimony, but none was offered.</p> <p>Administrator Ching asked Vice Chair Hong if he wanted to hear about information that she received from Human Resources as to what constitutes as additional and other compensation to which Vice Chair Hong replied sure.</p> <p>Ms. Ching stated that the Police Department's additional compensation includes subsidized vehicle allowance, specialized certifications (i.e. K-9 handler, explosives or bomb tech), gun allowance, standards of conduct, differential, other compensation includes hazard pay, TA (temporary assignment), paid meals, station movements, uniform allowances, night differentials, TDI, Stand-by pay at 25%, vacation payout, and workers comp.</p> <p>Vice Chair Hong thanked Ms. Ching for the information, then asked for more public testimony or comments from the Commissioners. Seeing none, he called for a motion.</p> <p><u>Motion No. 1</u></p> <p>Ms. Hertog moved to proceed with handling the item to determine whether to grant the chief of police a salary increase. Ms. Knutson seconded the motion. Vice Chair called for the vote. The motion carried 5:0.</p>	

SUBJECT	DISCUSSION	ACTION
	<p>Vice Chair Hong called for another motion followed by a discussion.</p> <p><u>Motion No. 2</u> Ms. Hertog moved to deny Police Chief Todd Raybuck a salary increase. Ms. Knutson seconded the motion.</p> <p><u>Discussion</u> Ms. Ako said that she would be voting no for the motion because she believes that every employee in the County has a right to receive a raise, whether it's 1%, 3%, or 5%, and whether it's negotiated by the unions or by salary resolution. She pointed out that living costs have increased significantly, making it harder and harder for people. Like all employees, some are fortunate to receive raises through their respective collective bargaining units. In contrast, certain employees (department heads and their deputies) have raises provided to them by their respective boards or commissions. Although the amounts may vary, in her mind, it merits some yearly salary increase so that they can reside on Kauai, which is why she will oppose the motion to deny the chief a salary increase.</p> <p>Ms. Hertog expressed her understanding of Ms. Ako's perspective; however, she voiced her disagreement on the grounds that an individual's performance should determine eligibility for a salary increase. She argued that if an employee is not meeting the performance standards set by their supervisors, granting a raise would serve to encourage subpar performance. Reflecting on a previous incident involving the chief, she concluded that she could not endorse a salary increase at this time.</p>	

Kauai Police Commission Open Session Minutes
Of January 24, 2025, Meeting

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SUBJECT	DISCUSSION	ACTION
	<p>There being no further discussion, Vice Chair Hong asked for a roll call to verify the vote. Commission Support Clerk Mercedes Omo verified the vote by roll call:</p> <p>Commissioner Mia Ako replied to Nay. Commissioner John Calma replied to Aye. Commissioner Mary K. Hertog replied to Aye. Commissioner Lisa Knutson replied to Aye. Vice Chair Hong replied to Nay.</p> <p>The motion carried 3:2.</p>	
Adjournment	<p>There being no further business, Vice Chair Hong called for a motion to adjourn the meeting.</p>	<p>Ms. Hertog moved to adjourn the meeting. Ms. Knutson seconded the motion. At 10:58 a.m., the meeting was adjourned.</p>

Submitted by: _____ Reviewed and Approved by: _____
Mercedes Omo, Staff Support Clerk Walton Hong, Vice-Chair

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



KAUA'I POLICE DEPARTMENT

POLICE COMMISSION MONTHLY REPORT

SUPPORT SERVICES BUREAU

REPORTING PERIOD
January 2025

Budget Summary Estimate: Period of January 2025

BUREAU	BUDGET	EXPENDITURES TO DATE	ENCUMBRANCES TO DATE	BALANCE 10/31/24	48% OF BUDGET
Chief's Office	\$45,002,356.30	20,406,615.44	1,026,879.30	\$23,568,861.56	48%
Support Services Bureau	\$3,667,182.94	1,027,088.07	757,331.94	\$1,882,762.93	49%
Criminal Investigative Division	\$991,658.86	294,783.53	448,401.86	\$248,473.47	75%
Police Operations Bureau	\$854,390.29	286,309.02	91,444.29	\$476,636.98	44%
Total General Fund	<u>\$50,515,588.39</u>	<u>\$22,014,796.06</u>	<u>2,324,057.39</u>	<u>\$26,176,734.94</u>	48%
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	\$21,321,433.00	\$9,202,017.00		\$12,119,416.00	43%
Overtime	\$2,538,207.00	\$1,932,014.00		\$606,193.00	76%
Fringe Benefits	<u>\$13,419,802.00</u>	<u>\$7,295,750.00</u>		<u>\$6,124,052.00</u>	54%
Total Salary, OT, Fringe	<u>\$37,279,442.00</u>	<u>\$18,429,781.00</u>		<u>\$18,849,661.00</u>	49%
Payroll % of Budget	83%	49%		51%	

Personnel Status as of 02/24/2025	AUTHORIZED	ACTUAL	VACANT
Appointed	2 1-Chief 1-Deputy Chief	2	0
Sworn	164 2-Assistant Chief 5-Captain 12-Lieutenant 37-Sergeant 108-Officer	125	39 1-Assistant Chief (Pos 371) 2-Captain [Pos 352, 446] 2-Police Lieutenant [Pos 394, 399] 3-Detective [Pos. 450, 504, 579] 3-Police Sergeant [Pos 457, 470, 567] 28-Police Officer [Pos 367, 381, 382, 383, 447, 453, 468, 476, 478, 480, 481, 482, 483, 484, 486, 487, 503, 505, 508, 521, 533, 542, 543, 547, 551, 552, 599, 1318]
Non-Sworn <i>*3 - Dispatchers Grant funded</i>	70 5-Accountant 2-Admin Asst. 1-Contracts Specialist 4-Criminalist 1-Dept. Staff Asst. 1-DV/AV Coord. 1-DVIC 20-Emergency Services Dispatcher 3-Evidence Custodian 1-Fiscal Officer 1-Fleet Coord. 1-IT Prog. Coord. 2-Secretary 1-Program Admin Off. 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	45	27 10-Emergency Services Dispatcher [Pos 311, 313, 314, 315, 473, 536, 537, T353, T565, T566] 1-Deputy Chief Admin Assistant [Pos 362] 5-Public Safety Worker I [Pos 378, 379, 380, 1315, 1947] 1-Department Staff Assistant [Pos 306] 2-Police Evidence Custodian I [Pos 491, 1316] 2-Parking Enforcement Worker [Pos 339, 384] 1-Program Administrative Officer I [Pos 9221] 1-Information Specialist II [Pos #561] 2-Crime Scene Specialist Trainee [Pos #392, 492] 1-Accounting Technician (Pos. #582) 1-Police Investigative Operations Assistant (Pos. #300)
Total	236	172	66
Hourly Positions <i>*Does not factor into vacancy totals</i> <i>*Off-Duty Clerk not County funded</i>	9 2-Background Investigator 6-Sex Assault Forensic Nurse Examiner 1-Clerk (Off-Duty)	6	3 <i>*Does not factor into vacancy totals</i> 1-Background Investigator [Pos 1309] 1-Sex Assault Forensic Nurse Examiner [Pos 9809] 1-Clerk (Off-Duty) [Pos T475]
Total - Including Hourly Positions that do not factor into vacancy totals	245	178	69

Recruitment Status as of 01/31/2025		Comments:
Police Services Officer (102 nd Recruit Classes)	18 Vacancies	<u>Posted: December 1, 2024 – December 31, 2025</u> <u>102nd Recruit Class COMBINED TOTAL: Sept 2024 – Current</u> 09/25/2024 Written Exam: 8 scheduled, 5 took exam, 2 passed & referred 10/23/2024 Written Exam: 11 scheduled, 6 took exam, 6 passed & referred 11/27/2024 Written Exam: 7 scheduled, 3 took exam, 2 passed & referred 12/18/2024 Written Exam: 8 scheduled, 4 took exam, 3 passed & referred 01/22/2025 Written Exam: 8 scheduled, 4 took exam, 2 passed & referred 01/22/2025 (1) HPD lateral referred 02/19/2025 Written Exam: 5 scheduled, 5 took exam, 2 passed & referred Referred – 18 Disqualified – 6 Withdrew – 1 Background Investigation Phase – 10 Conditional Job Offer – 0 Job Offer – 1 (Lateral HPD) – Tentative start date 02/16/2025 <u>Tentative Hire Date for 102nd Recruit Class: 07/01/2026</u>
Assistant Chief	1 Vacancy	Pending promotion announcement
Captain	2 Vacancies	Pending promotion announcement
Police Lieutenant	2 Vacancies	Eligibility list submitted by HR
Detective/Sergeant	6 Vacancies	Eligibility list submitted by HR
Crime Scene Specialist Trainee	2 Vacancies	Referred – 30 Withdrew – 4 Initial Suitability Review – 26
Emergency Services Dispatcher I	10 Vacancies	Referred – 2 1 – Pending Conditional Job Offer 1 – Tentative Start date 03/01/2025
Public Safety Worker I	5 Vacancies	<u>Posted: July 3, 2023 – Continuous</u> Pending eligible names listing from HR
Parking Enforcement Worker	2 Vacancies	<u>Posted: Continuous</u> Referred – 3 (Pending Interview)
Evidence Custodian I	2 Vacancies	Pending recruitment announcement
Public Information Officer	1 Vacancy	Pending recruitment announcement
Program Administrative Officer	1 Vacancy	Pending eligible names listing from HR (New Position)
Department Staff Assistant	1 Vacancy	Pending eligible names listing from HR
Accounting Technician	1 Vacancy	Position will be moved to HR along with Payroll. No recruitment.
Deputy Chief Admin Assistant II	1 Vacancy	Referred – 4 (Pending Interview 02/14/2025)
Sexual Assault Forensic Nurse Examiner	1 Vacancy	Background Investigation Phase – 1

Community Engagement / KPAL Programs:				
Programs	Location	#Classes	#Registered	#Personnel
Jiu Jitsu	Hanapepe	20	64	0
Wrestling	Kapa'a	TBD	12	0
Wrestling	Lihu'e	TBD	16	0
Wrestling	Waimea	TBD	9	0
Kickboxing	Kapa'a	13	14	0
Boxing	Hanapepe	40	71	0
Boxing	Lihu'e	TBD	66	0

Community Engagement / DARE CLASSES:				
Location	Grade Level	Lessons	# Classes	# Students
Kapa'a Middle School	7 th	#10	2	50
Chiefess Kamakahelei Middle School	7th	#1 #2 #3 #4	12	240

Community Engagement / Special Projects / Notable Highlights:						
	Date:	Event Description/Location:	Hours:	Personnel Count:	Unit:	Audience Count:
1	01/04/25	Honor Guard detail for former KPD Chief Calvin Fujita, All Saints Chapel	3	8	SRO	75+
2	01/08/25	Walking School Bus event at Kalāheo Elementary School	1	4	SRO	20+
3	01/09/25	Sergeants and Lieutenants Promotional Ceremony at Kaua'i Veterans Center	2	3	SRO	200+
4	01/10/25	Participated in the HQ Station Tour for the Classical Communication Home School students	1.5	3	SRO	30+
5	01/10/25	Kumano I Ke Ala Hawaiian program, participating in Makahiki Games with Wilcox Elementary School students	2	3	SRO	400+
6	01/11/25	Participated in the Child Safety Check event at Wilcox Elementary School with TSS	3	7	SRO	15+
7	01/17/25	Assisted Kumano I Ke Ala Hawaiian program, participating in Makahiki Games with Kapaa Middle School students	5	1	SRO	550+
8	01/18/25	Assisted with University of Hawai'i Tobacco Project throughout Kaua'i's various establishments	8	4	SRO	100+
9	01/21/25-01/23/25	Assisted with the Wilcox Hospital Nurses Strike Detail at Wilcox Hospital	22	22	ALL	300+
10	01/24/25	Assisted Kumano I Ke Ala Hawaiian program in Makahiki Games w/ Chiefess Kamakahelei Middle School students	4	1	SRO	800+
11	01/27/25	Participated in the Waimea High School Faculty service project at the Kumano I Ke Ala farm in Waimea Valley	4	2	SRO	40+
12	01/27&28	Assisted with K-PAL Kickboxing practice at the Kapa'a K-PAL center	5	3	SRO	20+
13	01/28/25	Participated in CORE meeting with admin and counselors at Waimea High School	1	1	SRO	6
14	01/28/25	DARE Graduation with 1 st group of DARE classes at Kapa'a Middle School	6	1	SRO	50+
15	01/31/25	Participated in the Kalāheo Elementary School Career Day	3	3	SRO	140
16	01/31/25	Assisted Kumano I Ke Ala Hawaiian program in Makahiki Games with Waimea Canyon Middle School students	2	1	SRO	400+
17	01/31/25	Participated in the DARE Hawaii Board Zoom Meeting	1	1	SRO	8
		Total	73.5	69		3,164+

Public Information Officer (PIO)		
Activity	Completed	Comment
Press Releases	10	
Media Inquiries	21	
Special Projects	3	Monthly Newsletter, Year in Review, Chief's Video for Department Updates

Training Provided by Outside Agency: Off-Island						
	Order No:	Start:	End:	Training Description:	Personnel Trained:	Course Hours per Training:
1	25-25011	01/21/25	01/23/25	FBI Stabilization Training (HIBS)	1	24
				Total	1	24

Training Provided by Kaua'i Police Department

	Order No:	Start:	End:	Training Description:	Personnel Trained:	Course Hours per Training:
1	24-24124	01/01/25	01/31/25	SRT Training	28	16
2	24-24125	01/01/25	01/31/25	HIBS Training	4	16
3	25-25008	01/23/25	01/23/25	CAST/CNT Training	8	8
4	25-25010	01/29/25	01/29/25	Stalker Radar Training	2	16
5		01/09/25	01/29/25	First AID/CPR/AED/Narcan Training for Private Secretary for Chief's Office	1	6
6		01/14/25	01/14/25	Verbal Judo Training for Private Secretary for Chief's Office	1	8
				Total	44	70

Bench Warrant Tracking:

Warrant Intake	eBW Traffic	eBW Criminal	Warrants Served	Warrants Recalled	Outstanding Warrants
20	112	125	178	66	2,140

Firearms Registered:

Domestic Handguns	79	Domestic Rifles	126	Domestic Shotguns	24	Domestic Total	229
YTD 2025	79		126		24		229
Imported Handguns	43	Imported Rifles	66	Imported Shotguns	10	Imported Total	119
YTD 2025	43		66		10		119

Handgun Applications:

Applications Received	45	Permit to Acquire Issued	20	Permit to Acquire Rejected	0	Permit to Acquire Voided	0
YTD 2025	45		20		0		0

Long gun Applications:

Applications Received	68	Permit to Acquire Issued	29	Permit to Acquire Rejected	0	Permit to Acquire Voided	0
YTD 2025	68		29		0		0

Licenses to Carry Applications:

Permit to Carry Applications	21	Permit to Carry Applicants	17	Security License Issued	0	Security License Denied	0	Citizen License Issued	9	Citizen License Denied	0
YTD 2025	21		17		0		0		9		0

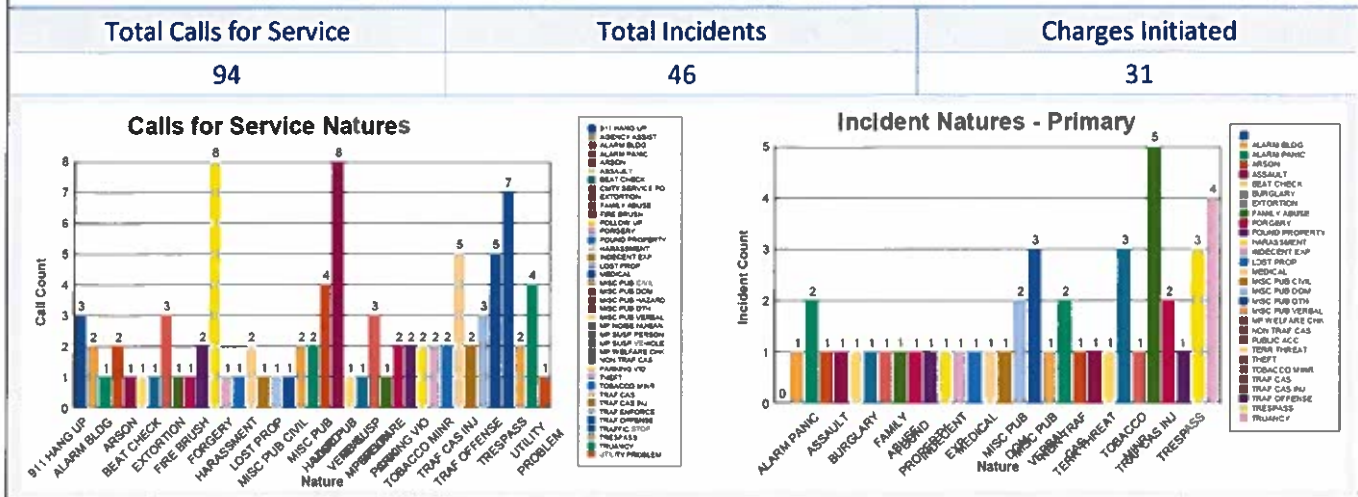
Crime Scene and Laboratory Section - Biometric Identification Facial and Ten Print

Latent Print Development	Facial Recognition Processing	Ten Print Quality Control	Ten Print Examination
0	134	1340	34

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
2	6	2	0	0	7	7	9

SUPPORT SERVICES BUREAU - Calls For Service



Arrests

Juvenile Arrests	Adult Arrests	TOTAL Arrests	Felonies	Misdemeanors	Petty Misdemeanors	Others	TOTAL Charges
6	1	7	5	3	0	5	13

Citations

Total Traffic Stops	Warning Given	Cited	Misc	Mobile	Moving	Parking	Seat	Speed	Totals
8	5	1	5	0	4	6	1	0	16



KAUA'I POLICE DEPARTMENT

CRIMINAL INVESTIGATIONS DIVISION

MONTHLY REPORT

REPORTING PERIOD
JANUARY 2025

DIVISION NOTABLE HIGHLIGHTS

ROBBERY 2nd

A 29-year-old male resident was physically assaulted while in a parking lot of a retail store in Kapaa. During the assault the suspect stole jewelry valued at \$1,500.00 from the victim. The victim received laceration on his face from the assault and was treated at Wilcox Memorial Hospital and released. A witness observed the suspect fleeing the scene in a Toyota truck and obtained the license plate. Through further investigation, detectives identified the operator of the suspect vehicle as a 38-year-old male resident. A photographic lineup was presented to the victim, and he positively identified the suspect. Detectives obtained an arrest warrant for Robbery 2nd and the arrest of the suspect is pending at the time of this writing.

CRIMINAL PROPERTY DAMAGE

A domestic dispute between a 46-year-old female resident and her ex-boyfriend, a 46-year-old male resident, occurred at Kalapaki Beach. The suspect attempted to ram his vehicle into the female but missed and instead struck three parked vehicles. One of the parked vehicles was occupied by a 29-year-old female resident, and she sustained minor injuries. The suspect fled the scene prior to the police arriving. Detectives obtained an arrest warrant for the suspect, and he was later arrested for Criminal Property in the 1st (2x), Criminal Property Damage 2nd and Harassment.

DEATH STATISTICS January 2025

Natural Death Involving Autopsy Request

Resident	Unhoused Resident	Visitor
6	0	1

Accidental Deaths

Resident	Unhoused Resident	Visitor
1	0	0

Undetermined-Pending Toxicology Results

Resident	Unhoused Resident	Visitor
4	0	1

Drug Overdoses

Resident	Unhoused Resident	Visitor
0	0	0

Suicide

Resident	Unhoused Resident	Visitor
0	0	0

Homicide

Resident	Unhoused Resident	Visitor
0	0	0

GENERAL CRIMES SECTION STATISTICS

January 2025

(5) Detectives	ASSIGNMENT				CASE DISPOSITION							
	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
Total:	42	23	68	65	0	2	11	0	0	21.54%	10	41

ENFORCEMENT

Felony Arrest	MD Arrest	Vio Arrest	Total Arrest	Search Warrant	Special Projects	Arrest Warrant	Grand Jury	Surveillance	Follow Ups	Info Charging
2	0	0	2	9	2	0	0	1	0	0

SPECIAL FOCUS SECTION STATISTICS

January 2025

REPORTS/INVESTIGATIONS

(6) Detectives	ASSIGNMENT				CASE DISPOSITION							
	Carry Over Last Month	Cases Assigned / Follow Up	Total Offenses	Total Case	Unfound	RTP	Record Only	Arrest Self	Arrest Other	Cases Cleared / %	PFD	Carry Over Next Month
Total:	51	110	206	161	5	26	9	6	0	37.89%	57	55

Criminal Property Damage (CPD)

Cases	Adult Arrest	Juvenile Arrest	Refer to Prosecutors	Pending Further Developments	Unfounded
4	1	1	0	2	0

Unauthorized Entry into a Motor Vehicle (UEMV)

Cases	Adult Arrest	Juvenile Arrest	Refer to Prosecutors	Pending Further Developments	Unfounded
15	0	1	3	10	1

Unauthorized Control of a Propelled Vehicle (UCPV)

Cases	Adult Arrest	Juvenile Arrest	Refer to Prosecutors	Pending Further Developments	Unfounded
12	1	0	3	7	2

Burglary

Cases	Adult Arrest	Juvenile Arrest	Refer to Prosecutors	Pending Further Developments	Unfounded
23	5	1	3	13	1

Theft

Cases	Adult Arrest	Juvenile Arrest	Refer to Prosecutors	Pending Further Developments	Unfounded
23	1	0	3	19	0

ENFORCEMENT

Felony Arrest	MD Arrest	Vio Arrest	Total Arrest	Search Warrant	Special Projects	Arrest Warrant	Grand Jury	Surveillance	Follow Ups	Info Charging
0	0	0	0	7	0	4	0	2	35	0

VICE SECTION

Statistics:

Month of January 2025

Cocaine/Crack	Fentanyl	Fentanyl Pills	Methamphetamine	Heroin	Marijuana
94.2 grams	0	0	264.5 grams	0	17.9 grams

Vehicles	Currency	Firearms	Search Warrant	Arrest
3	\$6,573.00	0	4	10

Year to date (January 2025)

Cocaine/Crack	Fentanyl	Fentanyl Pills	Methamphetamine	Heroin	Marijuana
94.2 grams	0	0	264.5 grams	0	17.9 grams

Vehicles	Currency	Firearms	Search Warrant	Arrest
3	\$6,573.00	0	4	10

CID PERSONNEL MEETINGS

Various CID personnel attending the following meetings during the month of January 2025.

- SANE/SAFE orientation with new YWCA advocates.
- SANE/SAFE team monthly meeting.
- Monthly meeting with the Office of the Prosecuting Attorney.
- Case Review/Tracking meeting with members of Children's Justice Center.

COMMUNITY ACTIVITIES AND INVOLVEMENT

Various CID personnel were involved in the following community activities during the month of January 2025.

- Participated in the National Human Trafficking Awareness Month sign holding event fronting the Old Historic County Building. Event coordinated Ho'ola Na Pua.
- Honor Guard during the funeral service for retired Officer Michael Marshall.
- Attended the Mayoral Proclamation to recognize and honor Human Trafficking Prevention Month.
- Broadcaster for Kapaa High school boys and girls basketball.
- Jiu-jitsu coach for children at the Kauai Technical Institute.

PROJECTS/ ENFORCEMENT

- Detectives executed a residential search warrant at a residence located in the Kalaheo area, and arrested a 47-year-old male resident on suspicion of committing the offense of promoting child abuse.
- Strike Post during the Wilcox Medical Center Nurse's multi-day strike event.
- Detectives assisted in a special operation to locate and arrest a wanted male fugitive residing in the Anahola

Submitted by:

Darren Rose

Darren Rose
Captain
2-10-25

K-21
CID
1005 hours



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

Crimes

Crime Category	YTD 2025	YTD 2024	Percent Change	01/01/2025 TO 01/31/2025	12/01/2024 TO 12/31/2024	Percent Change
Violent Crimes						
Murder	---	---	---	---	---	---
Completed	0	1	-100.0%	0	1	-100.0%
Murder Total	0	1	-100.0%	0	1	-100.0%
Rape	---	---	---	---	---	---
Family	2	3	-33.3%	2	2	0.0%
Known to Victim	1	1	0.0%	1	2	-50.0%
Stranger	0	1	-100.0%	0	0	0.0%
Undetermined	2	1	100.0%	2	0	200.0%
Rape Total	5	6	-16.7%	5	4	25.0%
Robbery Total	1	2	-50.0%	1	0	100.0%
Aggravated Assault	---	---	---	---	---	---
04A - Firearms	0	0	0.0%	0	0	0.0%
04B - Knife or Cutting Instrument	1	2	-50.0%	1	1	0.0%
04C - Other Dangerous Weapon	1	3	-66.7%	1	4	-75.0%
04D - Hands, Fist, Feet, Etc	3	2	50.0%	3	5	-40.0%
Other - Unknown	3	2	50.0%	3	6	-50.0%
Aggravated Assault Total	8	9	-11.1%	8	14	-42.9%
Total Violent Crimes	14	18	-22.2%	14	19	-26.3%
Property Crimes						
Burglary Total	23	20	15.0%	23	20	15.0%
Larceny Theft Total	104	110	-5.5%	104	71	46.5%
Motor Vehicle Theft Total	11	18	-38.9%	11	7	57.1%
Total Property Crimes	138	148	-6.8%	138	98	40.8%
Total Crime	152	166	-8.4%	152	117	29.9%
Arrests						
Violent Crimes						
Murder Total	1	0	100.0%	1	0	100.0%
Rape Total	0	0	0.0%	0	0	0.0%
Robbery Total	1	0	100.0%	1	0	100.0%
Aggravated Assault Total	2	8	-75.0%	2	7	-71.4%
Total Violent Crimes	4	8	-50.0%	4	7	-42.9%
Property Crimes						
Burglary Total	7	10	-30.0%	7	1	600.0%
Larceny Theft Total	20	17	17.6%	20	18	11.1%
Motor Vehicle Theft Total	3	5	-40.0%	3	0	300.0%
Total Property Crimes	30	32	-6.3%	30	19	57.9%
Total Arrests	34	40	-15.0%	34	26	30.8%



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

Call Statistics

	YTD 2025	YTD 2024	Percent Change	01/01/2025 TO 01/31/2025	12/01/2024 TO 12/31/2024	Percent Change
Calls for Service						
Law Total	3,826	4,541	-15.7%	3,826	3,675	4.1%
Fire Total	785	725	8.3%	785	690	13.8%
EMS Total	671	625	7.4%	671	615	9.1%
Total Calls for Service	5,282	5,891	-10.3%	5,282	4,980	6.1%

Officer Initiated

Total Traffic Stops	479	856	-44.0%	479	498	-3.8%
Total Citations	1,159	1,754	-33.9%	1,159	1,068	8.5%
Total Warnings	218	170	28.2%	218	186	17.2%
Total FI's	18	41	-56.1%	18	15	20.0%

Incidents by District

Lihue	531	506	4.9%	531	519	2.3%
Waimea	202	161	25.5%	202	194	4.1%
Koloa	176	250	-29.6%	176	187	-5.9%
Kawaihau	352	370	-4.9%	352	334	5.4%
Hanalei	152	195	-22.1%	152	121	25.6%
Not Specified	2	1	100.0%	2	0	200.0%
KPD	0	1	-100.0%	0	0	0.0%
Total Incidents	1,415	1,484	-4.6%	1,415	1,355	4.4%

Crash Statistics

Tc Major	38	30	26.7%	38	44	-13.6%
Tc Minor	44	36	22.2%	44	41	7.3%
Total Fatalities	1.00	1.00	0.0%	1.00	3.00	-66.7%
Total Crashes	82	66	24.2%	82	85	-3.5%



KAUA'I POLICE DEPARTMENT

POLICE COMMISSION MONTHLY REPORT

FIELD OPERATIONS DIVISION

REPORTING PERIOD
January 2025

NOTABLE INCIDENTS

Unattended Death:

On January 17, 2025, a witness reported discovering a partially unclothed body that washed ashore on the east end of Kalihiwai Beach. Upon officers' arrival, the body was determined to be unidentifiable due to its condition. CID detectives were notified, responded to the scene, and took over the investigation.

Robbery 2nd :

On January 11, 2025, officers responded to a grocery store in Kapaa for a reported robbery that occurred outside of the establishment. The investigation revealed that an unidentified male suspect confronted the victim and a witness outside the store before attacking them. The suspect forcibly removed two necklaces from the victim and demanded a ring. When the victim refused, the suspect assaulted him, causing facial injuries that required six stitches. The suspect then fled the scene in a vehicle. CID detectives were notified and assumed the investigation. Through their diligence, detectives identified the suspect and obtained a warrant for his arrest.

Major Traffic Collision:

On Sunday, January 26, 2025, at 2247 hours, officers responded to a report of a Traffic Collision on Kaumualii Hwy in the vicinity of MM #0 to a motorcyclist lying on the ground along Kaumualii Hwy. The motorcyclist sustained severe head trauma and was transported to Wilcox ER where he was pronounced dead by Wilcox ER physician. Kaumualii Hwy. was closed in both directions approximately two hours. The Traffic Safety Section was notified and arrived on scene and took over the investigation.

Directed Patrol:

During the month of January 2025, Kauai County Officials asked for increased police presence at the Eiwa during the day. The overnight Lihue patrol officers have also been doing early morning checks through the county facilities from the round building through DMV areas. During these checks patrols have encountered multiple people from our houseless community and had them clear the area with no incidents.

King Auto requested KPD make checks overnight due to the houseless community sleeping and trespassing on their property. Officers assigned to the Lihue District have been conducting daily overnight checks.

During their checks, officers have encountered one to two people from our houseless community and asked them to leave without incident.

Special Operation: (HPH STRIKE 2025)

The Hawaii Nurses Association (HNA) Wilcox Medical Center (WMC) union members began their strike on Tuesday, January 14, 2025, and ended on Friday, January 17, 2025, at 0659 hours. There were approximately 50-75 union members/supporters waiving signs daily along Kuhio Hwy. fronting WMC. There were no major incidents to report. HNA members did not obstruct access into or out of WMC facilities.

Special Meetings:

- Emergency Traffic Control regarding Waikoko Hillside stabilization project.
- Meeting with Council Member Holland regarding traffic fronting Hoopii Falls Trail.
- Statewide Meetings regarding severe weather.

Submitted by:

Roderick Green

Captain

Digitally signed by Roderick Green
Date: 2025.02.19 13:55:44 -10'00'

Field Operations Division



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

CALLS FOR SERVICE / INCIDENT SUMMARY

Total Calls for Service: 4,454

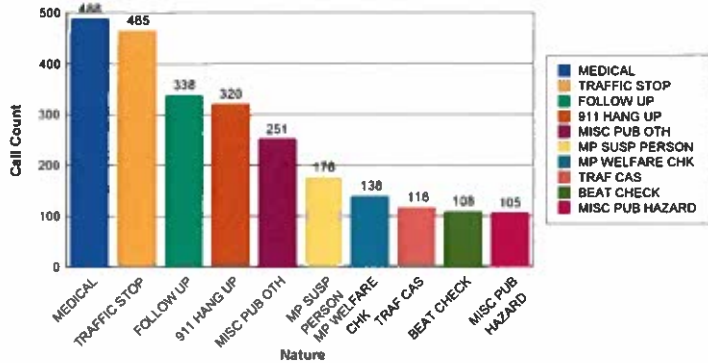
Total Law Calls for Service: 3,826

Total Incidents: 1,415

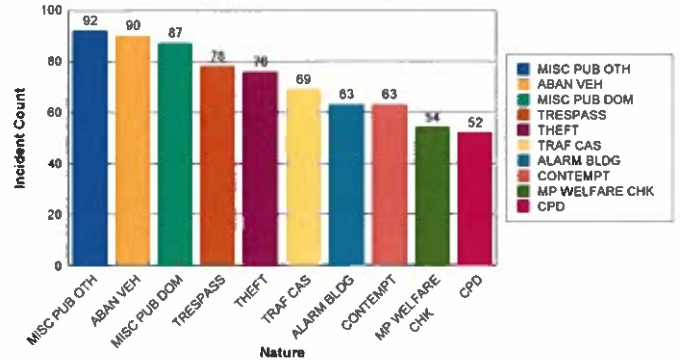
All Units: 5,244

Primary on Incidents: 1,415 Charges Initiated: 1,491

Top 10 Calls for Service



Top 10 Incident Natures



CITATION SUMMARY

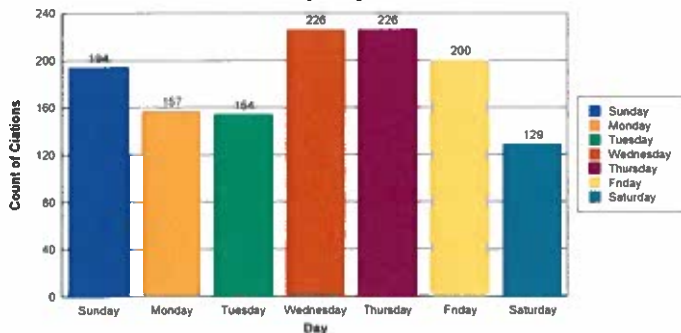
Total Traffic Stops: 479

Total Traffic Warning Issued: 202

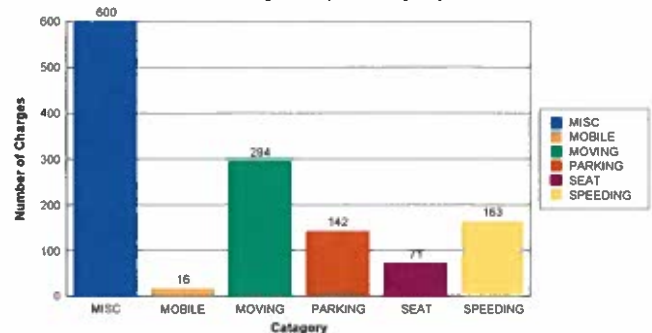
Total FI's: 18

Misc	Mobile	Moving	Parking	Seat	Speed	Covid	Totals	Viol	Non
582	12	285	142	50	87	0	1,158	384	142

Citations by Day of the Week



Charges By Category





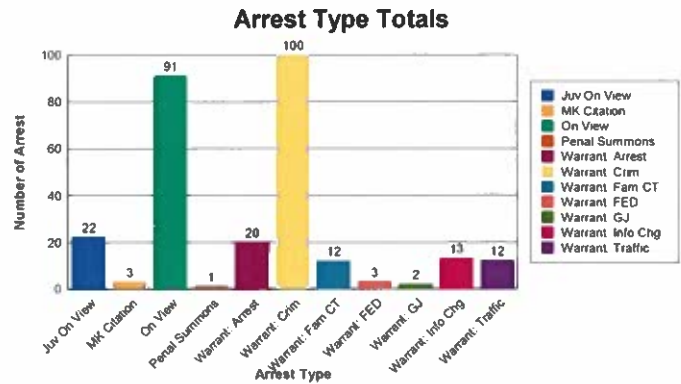
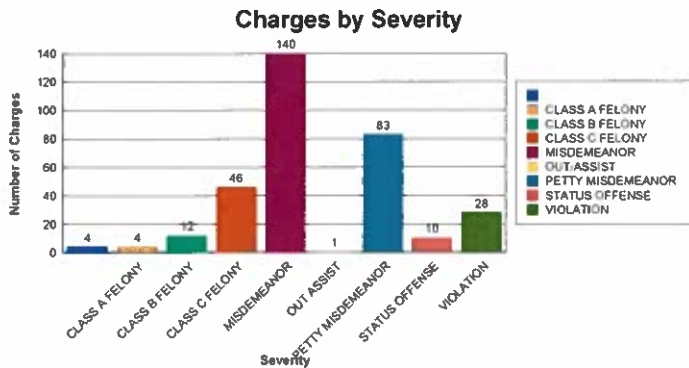
Kauai Police Department Agency Statistics For dates between 01/01/25 00:00 & 01/31/25 23:59

ARREST SUMMARY

Total Arrests: 279 - Juvenile: 22 - Adult: 257

Total Charges: 322 - Felonies: 61 - Total Misdemeanors: 140 - Total Petty Misdemeanors: 83 - Total Others: 38

Total OVUII Arrest Charges: 11



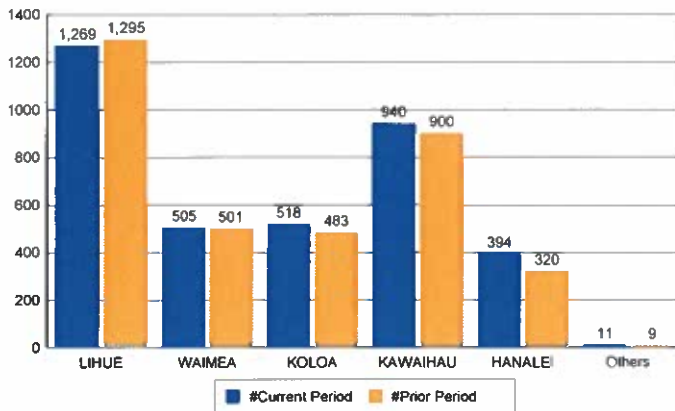


Kauai Police Department
Police Commission Monthly Report
All Divisions
Calls for Service and Incident Summary
Reporting Period January 2025

Calls for Service Summary

	Reporting Period Jan 2025	Prior Period Dec 2024	YTD for Reporting Period 2025
LIHUE	1,269	1,295	1,269
WAIMEA	505	501	505
KOLOA	518	483	518
KAWAIHAU	940	900	940
HANAIEI	394	320	394
Others	11	9	11

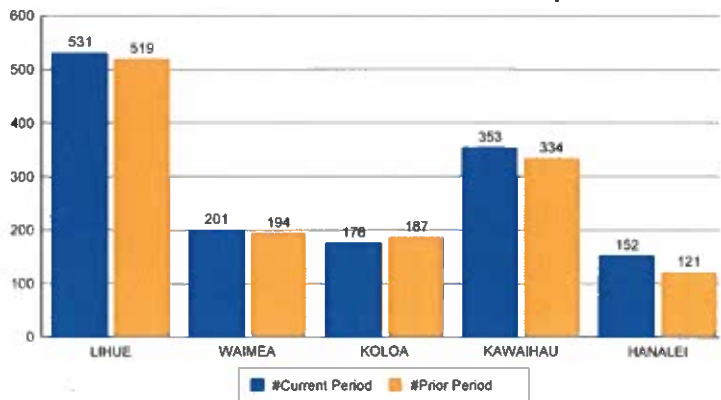
Current Period to Prior Period Comparison



Reported Incident Summary

	Reporting Period Jan 2025	Prior Period Dec 2024	YTD for Reporting Period 2025
LIHUE	531	519	531
WAIMEA	201	194	201
KOLOA	176	187	176
KAWAIHAU	353	334	353
HANAIEI	152	121	152

Current Period to Prior Period Comparison





Kauai Police Department
Police Commission Monthly Report
All Divisions
Collision Summary
Reporting Period January 2025

Totals for the month of January 2025

	<u>Fatal</u> <u>Count</u>	<u>Total</u> <u>Injured</u>	<u>Total</u> <u>Fatal</u> <u>T/C</u>	<u>Total</u> <u>Injury</u> <u>T/C</u>	<u>Major TC</u>	<u>Minor TC</u>	<u>Total</u>
LIHUE	0	15	0	15	18	16	34
WAIMEA	0	6	0	3	6	4	10
KOLOA	0	4	0	3	3	9	12
KAWAIHAU	0	11	0	7	9	11	20
HANAIEI	0	0	0	0	2	4	6
Totals	0	36	0	28	38	44	82

Totals Year to Date for Reporting Period

	<u>Fatal</u> <u>Count</u>	<u>Total</u> <u>Injured</u>	<u>Total</u> <u>Fatal</u> <u>T/C</u>	<u>Total</u> <u>Injury</u> <u>T/C</u>	<u>Major TC</u>	<u>Minor TC</u>	<u>Total</u>
LIHUE	1	37	1	26	33	35	68
WAIMEA	0	8	0	5	11	9	20
KOLOA	0	8	0	6	7	14	21
KAWAIHAU	1	25	1	16	23	20	43
HANAIEI	1	6	1	3	8	7	15
Totals	3	84	3	56	82	85	167

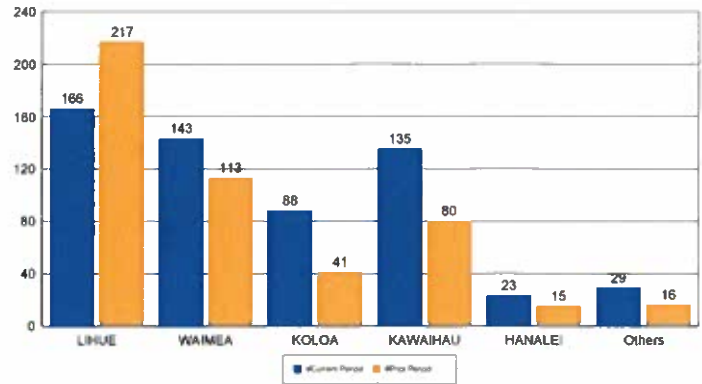


Kauai Police Department
Police Commission Monthly Report
All Divisions
Traffic Enforcement Summary
 Reporting Period January 2025

Misc

	Reporting Period Jan 2025	Prior Period Dec 2024	YTD for Reporting Period 2025
LIHUE	166	217	166
WAIMEA	143	113	143
KOLOA	88	41	88
KAWAIHAU	135	80	135
HANALEI	23	15	23
NOT ENTEF	29	16	29

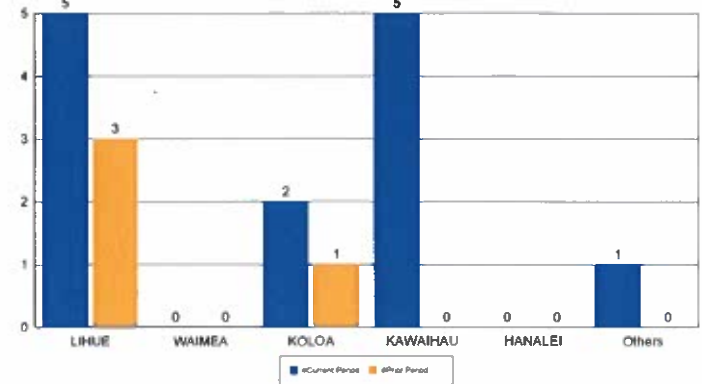
Misc Violations



Mobile Device

	Current Period Jan 2025	Prior Period Dec 2024	YTD for Reporting Period 2025
LIHUE	5	3	5
WAIMEA	0	0	0
KOLOA	2	1	2
KAWAIHAU	5	0	5
HANALEI	0	0	0
NOT ENTEF	1	0	1

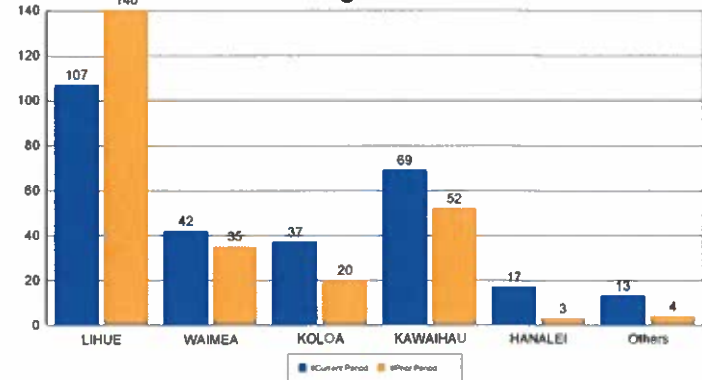
Mobile Violations



Moving

	Current Period Jan 2025	Prior Period Dec 2024	YTD for Reporting Period 2025
LIHUE	107	140	107
WAIMEA	42	35	42
KOLOA	37	20	37
KAWAIHAU	69	52	69
HANALEI	17	3	17
NOT ENTEF	13	4	13

Moving Violations



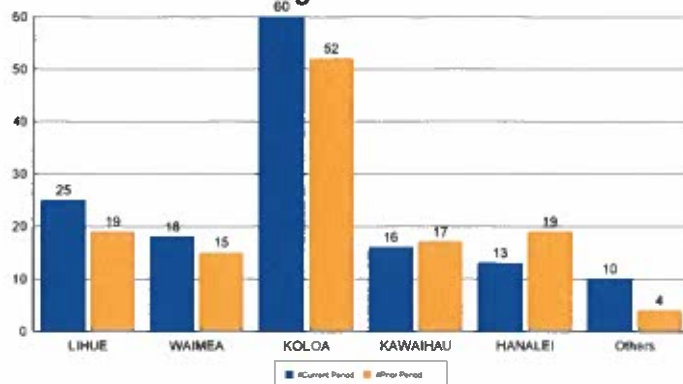


Kauai Police Department
Police Commission Monthly Report
All Divisions
Traffic Enforcement Summary, continued
Reporting Period January 2025

Parking

	Current Period Jan 2025	Prior Period Dec 2024	YTD for Reporting Period 2025
LIHUE	25	19	25
WAIMEA	18	15	18
KOLOA	60	52	60
KAWAIHAU	16	17	16
HANALEI	13	19	13
NOT ENTERED	10	4	10

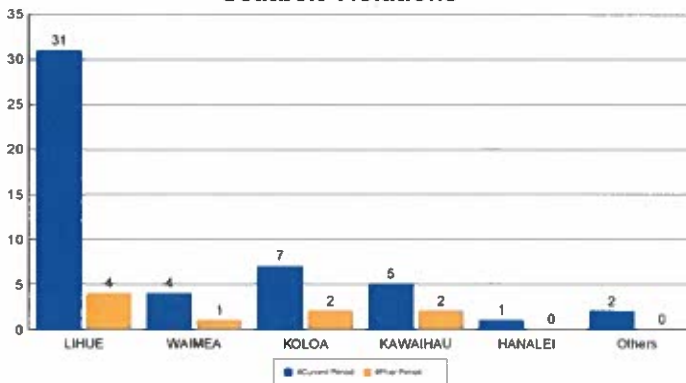
Parking Violations



Seatbelt

	Current Period Jan 2025	Prior Period Dec 2024	YTD for Reporting Period 2025
LIHUE	31	4	31
WAIMEA	4	1	4
KOLOA	7	2	7
KAWAIHAU	5	2	5
HANALEI	1	0	1
NOT ENTERED	2	0	2

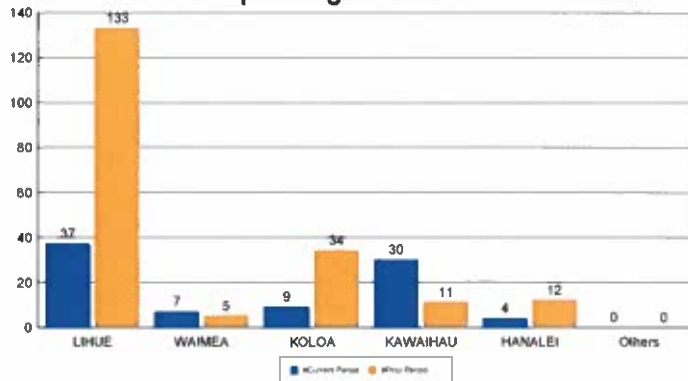
Seatbelt Violations



Speeding

	Current Period Jan 2025	Prior Period Dec 2024	YTD for Reporting Period 2025
LIHUE	37	133	37
WAIMEA	7	5	7
KOLOA	9	34	9
KAWAIHAU	30	11	30
HANALEI	4	12	4
NOT ENTERED	0	0	0

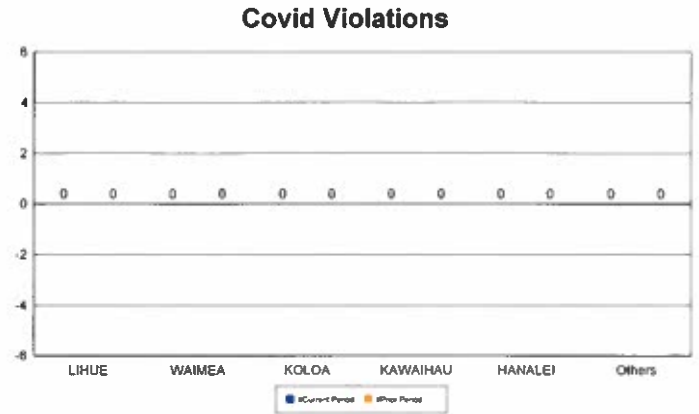
Speeding Violations





Kauai Police Department
Police Commission Monthly Report
All Divisions
Traffic Enforcement Summary, continued
Reporting Period January 2025

Covid			
	Current Period Jan 2025	Prior Period Dec 2024	YTD for Reporting Period 2025
LIHUE	0	0	0
WAIMEA	0	0	0
KOLOA	0	0	0
KAWAIHAU	0	0	0
HANALEI	0	0	0
NOT ENTERED	0	0	0

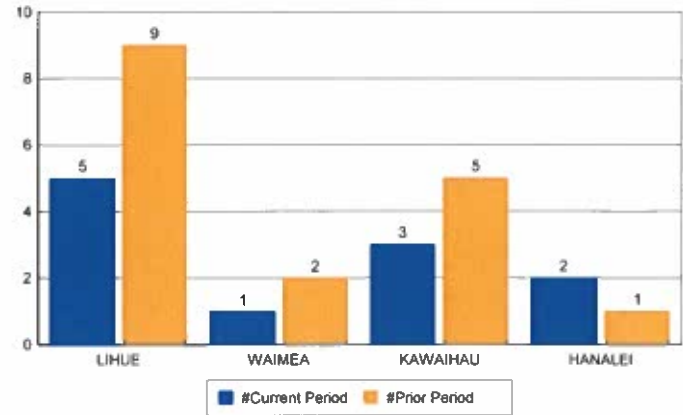




Kauai Police Department
Police Commission Monthly Report
All Divisions
OVUII Summary
Reporting Period January 2025

OVUII Arrests

	Current Period Jan 2025	Prior Period Dec 2024	YTD for Reporting Period 2025
LIHUE	5	9	5
WAIMEA	1	2	1
KAWAIHAU	3	5	3
HANAIEI	2	1	2



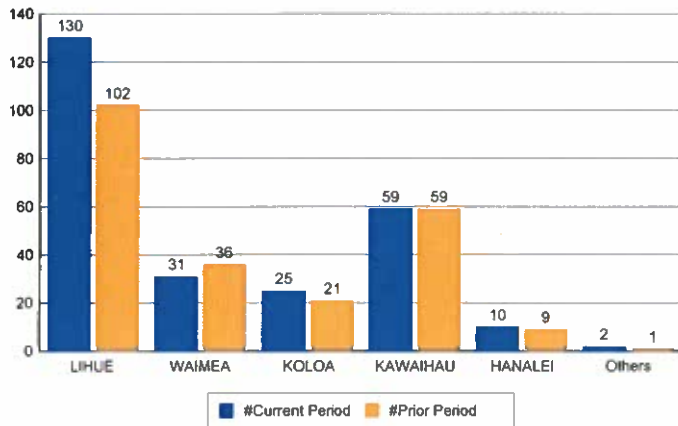


Kauai Police Department
Police Commission Monthly Report
All Divisions
Arrest Summary
Reporting Period January 2025

Adult Arrest Summary

	Current Period Jan 2025	Prior Period Dec 2024	YTD for Reporting Period 2025
LIHUE	130	102	130
WAIMEA	31	36	31
KOLOA	25	21	25
KAWAIHAU	59	59	59
HANAIEI	10	9	10
Others	2	1	2

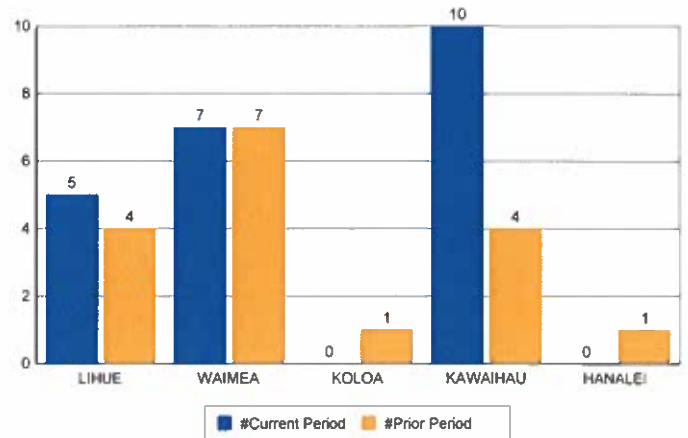
Current Period to Prior Period Comparison



Juvenile Arrest Summary

	Current Period Jan 2025	Prior Period Dec 2024	YTD for Reporting Period 2025
LIHUE	5	4	5
WAIMEA	7	7	7
KOLOA	0	1	0
KAWAIHAU	10	4	10
HANAIEI	0	1	0

Current Period to Prior Period Comparison



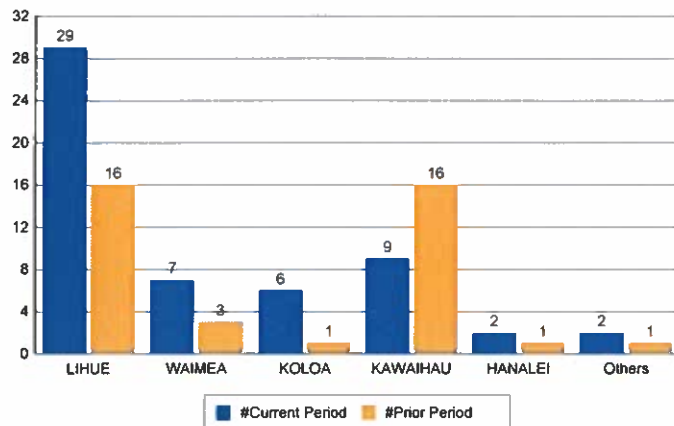


Kauai Police Department
Police Commission Monthly Report
All Divisions
Offense Data by Severity
Reporting Period January 2025

Adult Felony Offense Summary

	Current Period Jan 2025	Prior Period Dec 2024	YTD for Reporting Period 2025
LIHUE	29	16	29
WAIMEA	7	3	7
KOLOA	6	1	6
KAWAIHAU	9	16	9
HANALEI	2	1	2
Others	2	1	2

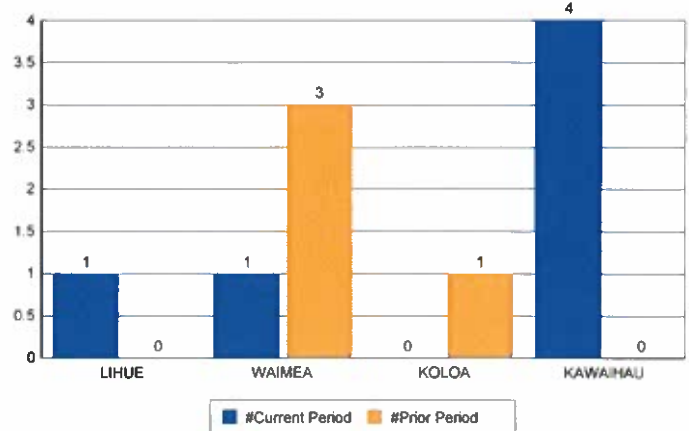
Current Period to Prior Period Comparison



Juvenile Felony Offense Summary

	Current Period Jan 2025	Prior Period Dec 2024	YTD for Reporting Period 2025
LIHUE	1	0	1
WAIMEA	1	3	1
KOLOA	0	1	0
KAWAIHAU	4	0	4

Current Period to Prior Period Comparison



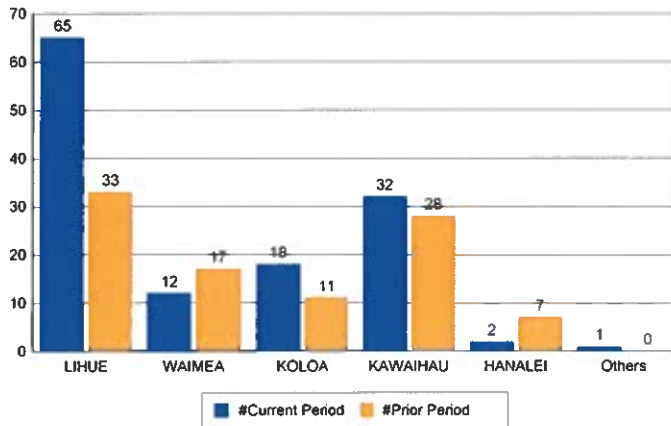


Kauai Police Department
Police Commission Monthly Report
All Divisions
Offense Data by Severity
Reporting Period January 2025

Adult Misdemeanor Offense Summary

	Current Period Jan 2025	Prior Period Dec 2024	YTD for Reporting Period 2025
LIHUE	65	33	65
WAIMEA	12	17	12
KOLOA	18	11	18
KAWAIHAU	32	28	32
HANAIEI	2	7	2
Others	1	0	1

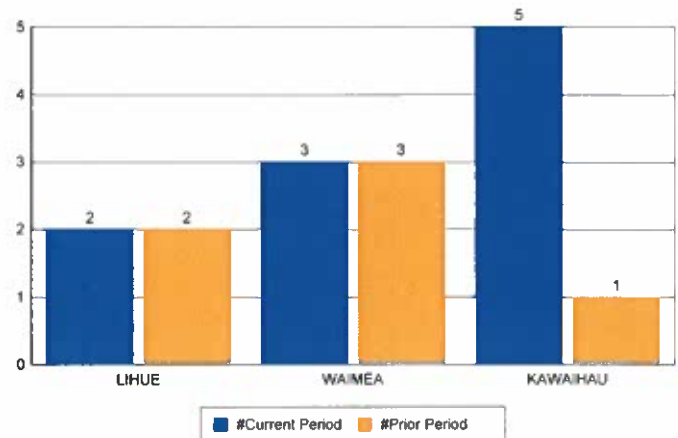
Current Period to Prior Period Comparison



Juvenile Misdemeanor Offense Summary

	Current Period Jan 2025	Prior Period Dec 2024	YTD for Reporting Period 2025
LIHUE	2	2	2
WAIMEA	3	3	3
KAWAIHAU	5	1	5

Current Period to Prior Period Comparison



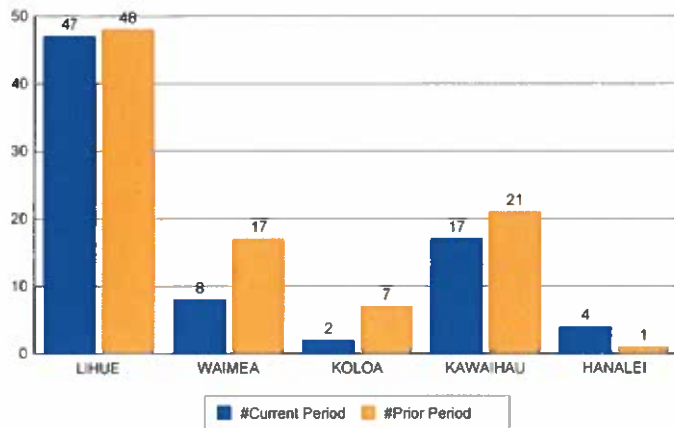


Kauai Police Department
Police Commission Monthly Report
All Divisions
Offense Data by Severity
Reporting Period January 2025

Adult Petty Misdemeanor Offense Summary

	Current Period Jan 2025	Prior Period Dec 2024	YTD for Reporting Period 2025
LIHUE	47	48	47
WAIMEA	8	17	8
KOLOA	2	7	2
KAWAIHAU	17	21	17
HANAIEI	4	1	4

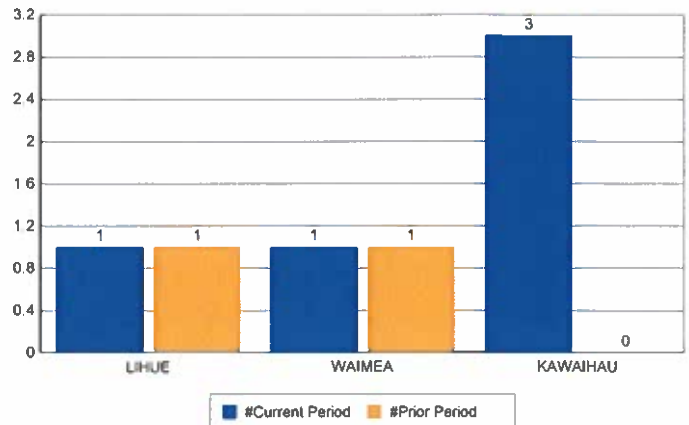
Current Period to Prior Period Comparison



Juvenile Petty Misdemeanor Offense Summary

	Current Period Jan 2025	Prior Period Dec 2024	YTD for Reporting Period 2025
LIHUE	1	1	1
WAIMEA	1	1	1
KAWAIHAU	3	0	3

Current Period to Prior Period Comparison



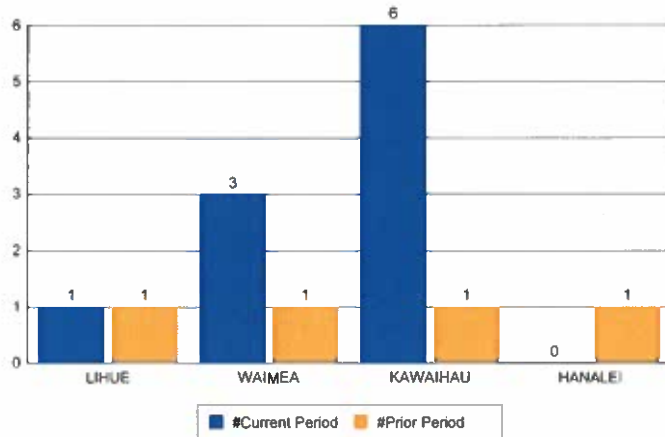


Kauai Police Department
Police Commission Monthly Report
All Divisions
Offense Data by Severity
Reporting Period January 2025

Juvenile Status Offense Summary

	Current Period Jan 2025	Prior Period Dec 2024	YTD for Reporting Period 2025
LIHUE	1	1	1
WAIMEA	3	1	3
KAWAIHAU	6	1	6
HANALEI	0	1	0

Current Period to Prior Period Comparison





Kauai Police Department
Police Commission Monthly Report
All Divisions
Reporting Period January 2025

LEGAL SERVICES

Summons / Other	TRO		Protective Orders		Subpoena	Total
	Family	Civil	Family	Civil		
32	0	10	0	6	59	107

WARRANT TYPE
All Divisions

Arrest Warrants	Bench Warrants	eBW Traffic	eBW Criminal	Juvenile Warrants
18	0	112	125	0

WARRANT TRACKING
All Divisions

Warrant Intake	Served	Recalled	Outstanding
20	178	66	2,140



POLICE DEPARTMENT COUNTY OF KAUAI



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

TODD G. RAYBUCK, CHIEF OF POLICE
MARK T. OZAKI, DEPUTY CHIEF OF POLICE

February 24, 2025

Chair Howard Leslie
Kauai Police Commission

Re: Gallup Survey 6-Month Update

Dear Chair Leslie:

In July 2024, the KPD Command Staff (CS) took part in a two-day workshop led by Gallup consultants. After the workshop, the Command Staff identified three main priorities: aligning leadership teams, strengthening relationships across all levels of employees to foster unity, and boosting engagement through a unified department-wide focus. In response, the Command Staff set a new department goal: "Increase engagement through Teamwork, Training, and Technology."

Achieving Alignment of Leadership Teams

- Established CS Team Agreements/Commitments (No silos, one-team, collaboration, and cooperation)
- Fill essential leadership positions (Deputy Chief – 10/24, Upcoming Assistant Chief(s) and Captains (in-progress 3/25))
- Conduct effective meetings (Agenda – tasks, assignments, timelines, follow-ups)
- Increase effective/productive communication through in-person meetings
 - Bureau Chiefs and Command Staff (weekly)
 - Command Staff & Lieutenants (monthly)
 - Sergeants meetings (monthly)
 - Bureau meetings – combined Patrol and CID (weekly)
- Improved promotional selection process and promotions training
 - Implemented Behavior-based promotional selection process to identify candidates most likely to succeed based past performance and experience (10/24)
 - Redesigned "Bars and Stripes" new Sergeant and Lieutenant training focused on leadership development, personal and supervisory accountability, and leadership practices that create positive culture in the workplace (12/24)
- Promoted three lieutenants and eight sergeants to fill critical first and second level leadership gaps (1/25)
- Command Staff participation in weekly Union negotiations for 12-hour shifts (10/24)
- Patrol District Commanders involved with decision making 12-hour shift implementation (11&12/24)
- Implemented 12-hour patrol schedule that increased number of patrol sergeants and established consistent teams/supervision for individual squads and across the shifts island wide for the first time in 40+ years. (1/25)

3990 Ka'ana Street, Suite 200 • Lihu'e, Hawai'i 96766 • (808) 241-1600 (b) • (808) 241-1604 (f)
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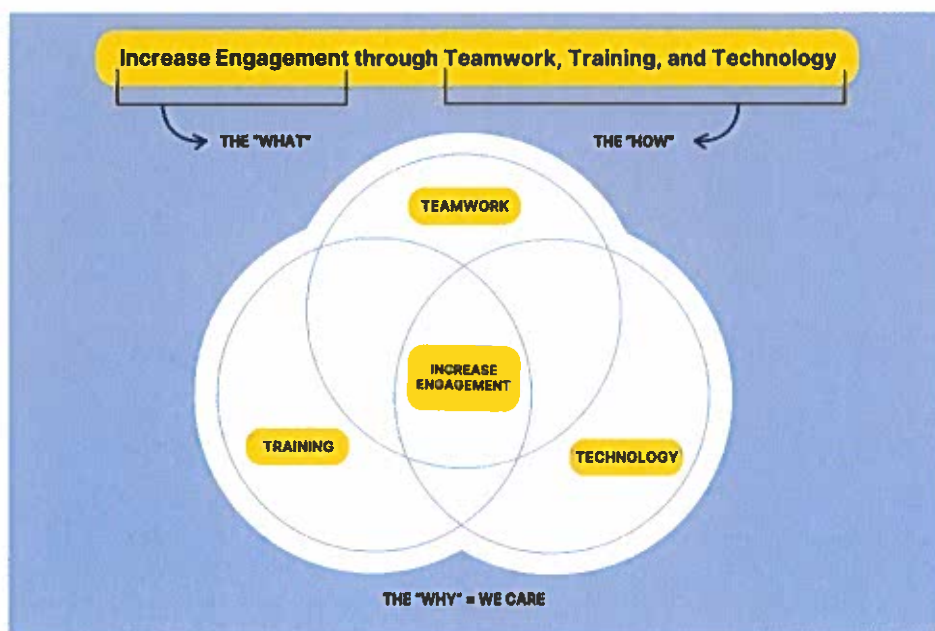


Strengthening Culture within the Department

- Revamp, Re-evaluate, and Re-enforce Clear Communications
 - Hold regularly scheduled meetings to provide clarity, reduce silos, address rumor mill, and improve communication within and across bureaus.
 - Assistant Chief/Captain visits across the bureaus (scheduled and unscheduled)
 - PIO produces and distributes monthly department newsletters distributed via department email and mailed to each employees home.
- Delegate and grant authority/ownership down chain of command within defined areas of responsibility
- Hold leaders at all levels accountable for making progress
- Build hope and trust within the department by gaining “all-in” participation

Growing Engagement Through a Single Department-Wide Focus

The Command Staff worked together to establish a single, department-wide goal that would enable leaders and employees at all levels to identify and implement strategies to achieve it. Command Staff strongly believes that this goal will enhance employee engagement, improve satisfaction, and boost performance across the department. (12/24)



- Command Staff rollout to the lieutenants - met with enthusiasm and acceptance (1/25)
- Lieutenants on-going discussions with sergeants – sergeants and officers to identify/engage in team building and training opportunities (PoliceOne Academy, pre/post shift scenarios, etc.)

In the next six months, the Department will launch two advanced, state-of-the-art training platforms incorporating cutting-edge technology to significantly enhance team building, training, and officers' skills.

KPD will become the first police department in the world to deploy Axon's newly developed Virtual Reality ATP (Axon Training Pod) in March 2025. Additionally, the Department will receive a MILO Systems modular



100' live-fire and VR shooting range in July 2025. Both units will be located outside the Lihue police station, providing officers with 24/7 access to secure, climate-controlled, enclosed spaces for pre- and post-shift training.

The ATP is a self-contained, Wi-Fi enabled, air-conditioned, five-bay portable unit that will allow multiple officers to simultaneously engage in Virtual Reality scenarios. These simulations will focus on de-escalation tactics, TASER deployment, firearm skills, handling mental health crises, and community engagement scenarios.



The MILO Systems 100 foot modular 4-lane range will allow officers to engage live-fire handgun and rifle training, using both traditional paper targets and virtual reality simulated backgrounds. This new live-fire range significantly expands firearms training and qualification opportunities while addressing the environmental and access challenges the department has faced with its remote outdoor range.



Achieving success in improving employee engagement is a multi-year process that will require ongoing effort by all employees at every level of the organization. Since the Gallup consultant workshop, leaders at all levels of the department have committed to working together toward our shared goals. I am both encouraged and proud of the progress being made each day to strengthen relationships and enhance KPD's culture.

Sincerely,

TODD G. RAYBUCK
Chief of Police



POLICE COMMISSION

HOWARD LESLIE, CHAIR
WALTON HONG, VICE CHAIR

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

MEMORANDUM

February 28, 2025

TO: Chair Howard Leslie and
Members of the Police Commission

FROM: Commissioners Calma, Hong, and Yoshida
Members of the Permitted Interaction Group (PIG)

RE: Report on the Interim Chief Selection hiring process

The Commission formed a PIG on November 22, 2024, to determine the hiring process for an Interim Chief until such time as a new Chief of Police has been appointed by the Commission. The members of the PIG are Commissioners Calma, Hong, and Yoshida. The PIG met on Dec. 27, 2024, and Jan. 6, 2025.

Past Practice

- Chief Perry
 - ♦ June 1, 2018 – date of Chief Perry's notice of retirement
 - June 5, 2018 – requested the presence of the HR Director at the June 22, 2018, Commission meeting
 - ♦ June 22, 2018 – Police Commission meeting
 - Commission received and accepted the notice of retirement
 - In Executive Session, the Commission discussed the appointment of an acting Police Chief as well as different hiring options for a new Police Chief.
 - ♦ July 27, 2018 – Police Commission meeting
 - Commission appointed an Acting Chief of Police
 - ♦ July 31, 2018 – Chief Perry's last day

Relevant Rules and Regulations

- Police Commission Rule 4, Selection Process for the Chief of Police
 - ♦ Rule 4-1, General Powers of Appointment. The Police Commission shall appoint the Chief of Police.

In no event, shall the Commission appoint an applicant for the position of Chief of Police to act as interim or acting Chief, solely for the purpose of permitting the applicant to obtain the necessary qualifications for the position of Chief of Police.

- ♦ Rule 4-2, Qualifications for Police Chief. Section 11.04 Kaua'i County Charter states the minimum qualification for the Chief of Police to be: ~~Five years of training and experience in law enforcement, at least three of which shall be in a responsible, administrative capacity.~~ (Note: Charter was amended in 2020, see below)

In addition to the minimum qualifications set by the county charter, the Police Commission determines that a successful applicant for Chief of Police shall:

Possess the desired skills, knowledge, and ability to perform the Essential Duties and Responsibilities set forth in the County of Kaua'i, Department of Human Resources Job Description for Chief of Police (Annex 4-A). Job Description is appended to this report.

- Charter, Section 11.04. Chief of Police.
The chief of police shall be appointed by the police commission. The chief of police may be removed by the police commission only after being given a written statement of the charges against the chief and a hearing before the commission. The chief of police shall have had a minimum of fifteen years of training and experience in law enforcement, of which at least ten years have been as a peace officer in a full-service, public sector, law enforcement agency, and at least three of those ten years have been in performing management-level duties at the rank of lieutenant or higher. The chief of police shall have a bachelor's degree in administration of justice, business administration, public administration, or a similar administrative field. The chief of police shall make such reports from time to time as the commission shall require and shall annually make a report to the commission of the state of affairs and condition of the police department.

The PIG recommends the following:

1. Upon the receipt of the notice and date when Chief Raybuck will vacate and retire from his position, the Commission will appoint an individual to assume the responsibility of the Chief until such time as the Commission appoints a new Chief of Police.



POLICE COMMISSION

HOWARD LESLIE, CHAIR
WALTON HONG, VICE CHAIR

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

MEMORANDUM

February 28, 2025

TO: Members of the Police Commission

FROM: Chair Leslie, and Commissioners Hertog, and Knutson
Members of the Permitted Interaction Group (PIG)

RE: Report on the Chief Hiring process

The Commission formed a PIG on November 22, 2024, to determine what the hiring process would be for a new Chief of Police. The members of the PIG are Chair Leslie, Hertog, and Knutson. The PIG met on January 17, 2025. The PIG discussed the available options, hiring a company to perform an executive search, appointing someone or the Commission conducting the search. The Commission reviewed the past practices and documents related to the hiring process of the previous executive search.

Past Practice

On June 1, 2018, Kauai Police Chief Darryl Perry submitted a letter to the Police Commission stating his intent to resign at the close of business on July 31, 2018. The process to hire a new Police Chief took eight months, which started with the resignation notification to the job offer acceptance and consisted of three sections: recruitment, essays, and interviews. The Commission worked closely with the Human Resources Department and the Office of Boards and Commissions to conduct the search. The following is a summary of the past practice.

- **Recruitment**
 - ♦ With PIG input, Human Resources (HR) prepared and posted the advertisement for the Police Chief. The ad ran for 60 days in five venues:
 - International Chiefs of Police (IACP)
 - Commission on Accreditation of Law Enforcement Agencies (CALEA) (KPD is a CALEA accredited agency)
 - Glassdoor.com (Job search/employment website)
 - Indeed.com (Job search/employment website)
 - County of Kauai Website Employment Page
 - ♦ The Commission invited various stakeholders and the public to provide input at a Commission meeting, including the Mayor, the County Council, and the unions.
 - ♦ The PIG developed a screening tool which was used to review 133 applications.
 - ♦ 20 applicants were selected to move forward.

- **Essays**
 - ♦ With HR input, the PIG developed the essay questions and the essay scoring tool.
 - ♦ With HR input, the PIG developed strict response guidelines on font type, size and space limitations.
 - ♦ The PIG also developed an informational letter about Kaua'i, cost of living, schools, etc. as well as a notification that the final step in the application process would include an in-person interview which would be at the applicant's expense.
 - ♦ Applicants were given 10 days to respond. 13 applicants responded.
 - ♦ The PIG reviewed both the application and the essay and recommended that seven applicants move to the interview phase.
- **Interviews**
 - ♦ With HR input, the PIG developed 11 interview questions and the two scoring tools. One question was customized specifically for that applicant. The remaining 10 questions were posed to each applicant.
 - ♦ Of the seven remaining applicants, four withdrew, resulting in three final applicants.
 - ♦ Applicants were advised that they would have 1 hour to complete the interview.
 - ♦ The whole Commission participated in the interviews.
 - ♦ As part of the conditional offer, the Commission included a criminal history check, background check, psychological exam and a medical exam.
 - ♦ Upon receipt and review of the relevant reports the Commission authorized HR to send out the final offer which was accepted on Jan. 28, 2019.

Relevant Rules and Regulations

- **Police Commission Rule 4, Selection Process for the Chief of Police**
 - ♦ Rule 4-1, General Powers of Appointment. The Police Commission shall appoint the Chief of Police.

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The PIG recommends the following:

1. The Commission will conduct its own executive search for a new chief of police, without the assistance of a hired consultant, and will use a similar process as followed during the last executive search for the chief of police, consisting of recruitment, essays and interviews.